

Hong Kong Exchanges and Clearing Limited and The Stock Exchange of Hong Kong Limited take no responsibility for the contents of this announcement, make no representation as to its accuracy or completeness and expressly disclaim any liability whatsoever for any loss howsoever arising from or in reliance upon the whole or any part of the contents of this announcement.



HYBRID KINETIC GROUP LIMITED

正道集團有限公司

(incorporated in Bermuda with limited liability)

(Stock code: 1188)

**(1) APPOINTMENT OF DIRECTORS AND
AUTHORISED REPRESENTATIVE;
(2) APPOINTMENT OF COMPANY SECRETARY AND
CHIEF FINANCIAL OFFICER;
AND
(3) COMPLIANCE WITH THE REQUIREMENTS UNDER
RULE 3.28 OF THE LISTING RULES**

The Board is pleased to announce the following appointments with effect from 19 March 2025:

- (1) Mr. Shan Chuanlong has been appointed as an executive Director and the Authorised Representative pursuant to Rule 3.05 of the Listing Rules;
- (2) Mr. Kong Fan has been appointed as an executive Director;
- (3) Mr. Ruan Jian has been appointed as a non-executive Director;
- (4) Mr. Zheng Yu has been appointed as a non-executive Director; and
- (5) Ms. Chen Li has been appointed as the Company Secretary and the chief financial officer of the Company.

APPOINTMENT OF DIRECTORS AND AUTHORISED REPRESENTATIVE

The board (the “**Board**”) of directors (the “**Directors**”) of Hybrid Kinetic Group Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) is pleased to announce that with effect from 19 March 2025:

- (i) Mr. Shan Chuanlong (“**Mr. Shan**”) has been appointed as an executive Director and the authorised representative (the “**Authorised Representative**”) of the Company pursuant to the Rule 3.05 of the Rules (the “**Listing Rules**”) Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”);
- (ii) Mr. Kong Fan (“**Mr. Kong**”) has been appointed as an executive Director;
- (iii) Mr. Ruan Jian (“**Mr. Ruan**”) has been appointed as a non-executive Director; and
- (iv) Mr. Zheng Yu (“**Mr. Zheng**”) has been appointed as a non-executive Director.

The biographical details of Mr. Shan, Mr. Kong, Mr. Ruan and Mr. Zheng are set out as follows:

Mr. Shan Chuanlong

Mr. Shan, aged 41, served as an executive director of Sky Light Holdings Limited (“**Sky Light**”), a company whose shares are listed on the Stock Exchange (stock code: 3882) and the general manager and the legal representative of Wuhan Show Life Convenience Store Company Limited* (武漢秀生活便利店有限公司) (“**Wuhan Show Life**”), a non wholly-owned subsidiary of Sky Light, and was primarily responsible for the management of its overall operation from December 2022 to September 2024. From September 2014 to December 2021, Mr. Shan worked at Siam Air Transport Company Limited* (泰國暹羅航空有限公司) (“**Siam Air**”) with his last position as a director of the China Market, where he was mainly responsible for the flight operations in Mainland China as well as the marketing research, business negotiation and promotion. From July 2008 to August 2014, Mr. Shan worked at Hubei Dongxin Group Company Limited* (湖北東星集團有限公司) with last position as a manager.

Mr. Shan obtained a bachelor's degree in Japanese from the Wuhan University in July 2008.

As at the date of this announcement, Mr. Shan confirmed that saved as disclosed herein, he (i) has not held any directorship in other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (ii) does not hold any other position with the Company or members of the Group; (iii) does not have any relationship with any directors, senior management or substantial or controlling shareholders of the Company; (iv) does not have, and is not deemed to have, any interest in the shares or underlying shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

Mr. Shan has been appointed as the Authorised Representative and has entered into a service contract with the Company in relation to his appointment as an executive Director for a term of 1 year commencing from 19 March 2025, unless terminated by not less than 1 month notice in writing served by either party. He is also subject to retirement and re-election at the next following annual general meeting of the Company after his appointment and thereafter subject to retirement by rotation and re-election at least once every three years pursuant to the articles of association of the Company, the Listing Rules and other applicable laws.

Mr. Shan is entitled to an annual director's fee of HK\$20,000 with discretionary bonus as an executive Director during the term of his appointment. The remuneration payable to Mr. Shan is determined by the Remuneration Committee and approved by the Board with reference to his background, qualifications, experience, level of responsibilities undertaken with the Company and prevailing market conditions, and shall be subject to annual review by the Remuneration Committee and the Board.

As at the date of this announcement and to the best of the Directors' knowledge information and belief having made all reasonable enquiries, save as disclosed above, the Board is not aware of any other information relating to the appointment of Mr. Shan that is required to be disclosed pursuant to the requirements under Rules 13.51(2)(h) to (v) of the Listing Rules and there is no other matters that need to be brought to the attention of the shareholders of the Company or the Stock Exchange.

Mr. Kong Fan

Mr. Kong, aged 32, has been serving as the deputy general manager of Wuhan Show Life since May 2022. From January 2020 to April 2022, Mr. Kong served as a manager at Dongxing International Travel Agency (Hubei) Company Limited* (東星國際旅行社(湖北)有限公司) (“**Dongxing International**”). Mr. Kong served as a senior manager at China Merchandise Supermarket Company Limited* (中國商品超級市場有限公司) from September 2017 to December 2019. From September 2015 to August 2017, Mr. Kong worked at Siam Air with his last position as a manager of the Marketing Department.

Mr. Kong graduated with a bachelor’s degree from the Zhengzhou University in June 2015.

As at the date of this announcement, Mr. Kong confirmed that he (i) has not held any directorship in other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (ii) does not hold any other position with the Company or members of the Group; (iii) does not have any relationship with any directors, senior management or substantial or controlling shareholders of the Company; (iv) does not have, and is not deemed to have, any interest in the shares or underlying shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

Mr. Kong has entered into a service contract with the Company in relation to his appointment as an executive Director for a term of 1 year commencing from 19 March 2025, unless terminated by not less than 1 month notice in writing served by either party. He is also subject to retirement and re-election at the next following annual general meeting of the Company after his appointment and thereafter subject to retirement by rotation and re-election at least once every three years pursuant to the articles of association of the Company, the Listing Rules and other applicable laws.

Mr. Kong is entitled to an annual director's fee of HK\$20,000 with discretionary bonus as an executive Director during the term of his appointment. The remuneration payable to Mr. Kong is determined by the Remuneration Committee and approved by the Board with reference to his background, qualifications, experience, level of responsibilities undertaken with the Company and prevailing market conditions, and shall be subject to annual review by the Remuneration Committee and the Board.

As at the date of this announcement and to the best of the Directors' knowledge information and belief having made all reasonable enquiries, save as disclosed above, the Board is not aware of any other information relating to the appointment of Mr. Kong that is required to be disclosed pursuant to the requirements under Rules 13.51(2) (h) to (v) of the Listing Rules and there is no other matters that need to be brought to the attention of the shareholders of the Company or the Stock Exchange.

Mr. Ruan Jian

Mr. Ruan, aged 43, has been serving as the deputy general manager of Hubei Dongxing International Travel Agency Company Limited* (湖北東星國際旅行社有限公司) ("**Hubei Dongxing**") since November 2018. Mr. Ruan served as a manager of the sales department at Siam Air from May 2015 to October 2018. From April 2009 to May 2015, Mr. Ruan worked at Hubei Dongxing with his last position as a manager of the Marketing Department. From April 2007 to March 2009, Mr. Ruan served as a manager at the marketing department of East Star Airlines Company Limited* (東星航空有限公司). From August 2004 to March 2007, Mr. Ruan served as a manager at Hubei Dongxing.

Mr. Ruan graduated with a bachelor's degree from the Zhongnan University of Economics and Law in July 2003.

As at the date of this announcement, Mr. Ruan confirmed that he (i) has not held any directorship in other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (ii) does not hold any other position with the Company or members of the Group; (iii) does not have any relationship with any directors, senior management or substantial or controlling

shareholders of the Company; (iv) does not have, and is not deemed to have, any interest in the shares or underlying shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong). Mr. Ruan has entered into a service contract with the Company in relation to his appointment as an executive Director for a term of 1 year commencing from 19 March 2025, unless terminated by not less than 1 month notice in writing served by either party. He is also subject to retirement and re-election at the next following annual general meeting of the Company after his appointment and thereafter subject to retirement by rotation and re-election at least once every three years pursuant to the articles of association of the Company, the Listing Rules and other applicable laws.

Mr. Ruan is entitled to an annual director's fee of HK\$20,000 with discretionary bonus as an executive Director during the term of his appointment. The remuneration payable to Mr. Ruan is determined by the Remuneration Committee and approved by the Board with reference to his background, qualifications, experience, level of responsibilities undertaken with the Company and prevailing market conditions, and shall be subject to annual review by the Remuneration Committee and the Board.

As at the date of this announcement and to the best of the Directors' knowledge information and belief having made all reasonable enquiries, save as disclosed above, the Board is not aware of any other information relating to the appointment of Mr. Ruan that is required to be disclosed pursuant to the requirements under Rules 13.51(2) (h) to (v) of the Listing Rules and there is no other matters that need to be brought to the attention of the shareholders of the Company or the Stock Exchange.

Mr. Zheng Yu

Mr. Zheng, aged 36, has been serving as the general manager of Wuhan Erchang Beverages Company Limited* (武漢二廠飲料有限公司) since June 2020. From September 2017 to May 2020, Mr. Zheng served as the general manager at Wuhan Huazhen Foods Company Limited* (武漢華臻食品有限公司).

Mr. Zheng graduated with a bachelor's degree from the Hubei University in July 2016.

As at the date of this announcement, Mr. Zheng confirmed that he (i) has not held any directorship in other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (ii) does not hold any other position with the Company or members of the Group; (iii) does not have any relationship with any directors, senior management or substantial or controlling shareholders of the Company; (iv) does not have, and is not deemed to have, any interest in the shares or underlying shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

Mr. Zheng has entered into a service contract with the Company in relation to his appointment as an executive Director for a term of 1 year commencing from 19 March 2025, unless terminated by not less than 1 month notice in writing served by either party. He is also subject to retirement and re-election at the next following annual general meeting of the Company after his appointment and thereafter subject to retirement by rotation and re-election at least once every three years pursuant to the articles of association of the Company, the Listing Rules and other applicable laws.

Mr. Zheng is entitled to an annual director's fee of HK\$20,000 with discretionary bonus as an executive Director during the term of his appointment. The remuneration payable to Mr. Zheng is determined by the Remuneration Committee and approved by the Board with reference to his background, qualifications, experience, level of responsibilities undertaken with the Company and prevailing market conditions, and shall be subject to annual review by the Remuneration Committee and the Board.

As at the date of this announcement and to the best of the Directors' knowledge information and belief having made all reasonable enquiries, save as disclosed above, the Board is not aware of any other information relating to the appointment of Mr. Zheng that is required to be disclosed pursuant to the requirements under Rules 13.51(2)(h) to (v) of the Listing Rules and there is no other matters that need to be brought to the attention of the shareholders of the Company or the Stock Exchange.

The Board would like to take this opportunity to welcome Mr. Shan, Mr. Kong, Mr. Ruan and Mr. Zheng for joining the Board.

APPOINTMENT OF COMPANY SECRETARY AND CHIEF FINANCIAL OFFICER

The Board hereby announces that with effect from 19 March 2025, Ms. Chen Li (“**Ms. Chen**”) has been appointed as the company secretary (the “**Company Secretary**”) and the chief financial officer of the Company.

The biographical details of Ms. Chen set out as follows:

Ms. Chen, aged 36, has been working in the Finance Department of Hubei Dongxing since September 2010.

Ms. Chen obtained a bachelor’s degree from Wenhua College of Huazhong University of Science and Technology in June 2010. She received another bachelor’s degree from Zhongnan University of Economics and Law in June 2023.

The Board would like to take this opportunity to welcome Ms. Chen on her new appointment.

COMPLIANCE WITH THE REQUIREMENTS UNDER RULE 3.28 OF THE LISTING RULES

Following the appointment of Ms. Chen as the Company Secretary and fill the vacancy of Company Secretary, the Company has re-complied with the requirement as set out in Rule 3.28 of the Listing Rules.

By order of the Board
Hybrid Kinetic Group Limited
Yeung Yung
Chairman

Hong Kong, 18 March 2025

As at the date of this announcement, the Board comprises six executive Directors, namely Dr Yeung Yung (Chairman), Mr Liu Stephen Quan, Mr Chen Xiao, Ms. Hou Bosson Ying, Mr. Shan Chuanlong and Mr. Kong Fan, three non-executive Director, namely Dr Xia Tingkang, Tim, Mr. Ruan Jian and Mr. Zheng Yu, two independent non-executive Directors, namely Dr Zhu Guobin and Dr Li Jianyong.

* *For identification purpose only*