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Midea Group Co., Ltd.

美的集團股份有限公司

(A joint stock company incorporated in the People's Republic of China with limited liability)

(Stock Code: 0300)

**(1) CHANGE OF JOINT COMPANY SECRETARY AND
WAIVER FROM STRICT COMPLIANCE WITH RULES 3.28 AND 8.17 OF
THE LISTING RULES
AND
(2) RESIGNATION OF EXECUTIVE DIRECTOR**

RESIGNATION OF JOINT COMPANY SECRETARY

The board (the “**Board**”) of directors (the “**Directors**”) of Midea Group Co., Ltd. (the “**Company**”, together with its subsidiaries, the “**Group**”) hereby announces that due to changes in work arrangements, Mr. Jiang Peng (江鵬) (“**Mr. Jiang**”) has tendered his resignation as a joint company secretary of the Company (the “**Joint Company Secretary**”) with effect from 28 March 2025, but will continue to hold other positions within the Group after his resignation as the Joint Company Secretary.

Mr. Jiang has confirmed that he has no disagreement with the Board and there are no other matters relating to his resignation that need to be brought to the attention of the shareholders of the Company (the “**Shareholders**”).

The Board would like to express its sincere gratitude to Mr. Jiang for his contributions to the Company during his tenure as a Joint Company Secretary.

APPOINTMENT OF JOINT COMPANY SECRETARY

The Board also announces that Ms. Gao Shu (高書) (“**Ms. Gao**”) has been appointed as a Joint Company Secretary with effect from 28 March 2025. Ms. Gao will jointly perform the duties of company secretary with Ms. Lai Siu Kuen (黎少娟) (“**Ms. Lai**”), who is currently the other Joint Company Secretary possessing the requisite qualification and experience of a company secretary under Rules 3.28 and 8.17 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) (the “**Listing Rules**”).

The biographical details of Ms. Gao are set out as follows:

Ms. Gao, aged 42, joined the Company in January 2025 and is currently the head of the Investor Relations of the Company. She oversees the investor relations, corporate governance, and information disclosure functions of the Company. Ms. Gao has over 14 years of experience in capital market and corporate finance advisory and corporate governance for listed corporations. Prior to joining the Group, Ms. Gao had successively served as an associate, a senior associate, a vice president, an executive director and a managing director in the investment banking department of China International Capital Corporation Limited (中國國際金融股份有限公司) from July 2010 to December 2024.

Ms. Gao received a Bachelor of Science's degree in Mathematics and Applied Mathematics from the University of Science and Technology of China (中國科學技術大學) in July 2005 and a PhD degree in Mathematics from Northwestern University in the United States in June 2010.

The biographical details of Ms. Lai are set out as follows:

Ms. Lai is a director of Company Secretarial Services of Tricor Services Limited, a global professional services provider specializing in integrated business, corporate and investor services. She has over 25 years of experience in the corporate secretarial field. Ms. Lai is currently the company secretary of several companies listed on the Hong Kong Stock Exchange, including CGN Mining Company Limited (中廣核礦業有限公司) (HKEX: 1164), Shanghai Junshi Biosciences Co., Ltd. (上海君實生物醫藥科技股份有限公司) (HKEX: 1877) and Yangtze Optical Fiber and Cable Joint Stock Limited Company (長飛光纖光纜股份有限公司) (HKEX: 6869). Ms. Lai is a fellow member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom. Ms. Lai holds a bachelor's degree in accounting.

Waiver from Strict Compliance with Rules 3.28 and 8.17 of the Listing Rules

Pursuant to Rule 3.28 of the Listing Rules, an issuer must appoint a company secretary who, by virtue of his academic or professional qualifications or relevant experience, is, in the opinion of the Stock Exchange, capable of discharging the functions of company secretary. Pursuant to Rule 8.17 of the Listing Rules, an issuer must appoint a company secretary who satisfies Rule 3.28 of the Listing Rules.

Although Ms. Gao currently does not possess the relevant academic or professional qualifications or relevant experience as required under Rule 3.28 of the Listing Rules, the Board considers that it would be beneficial to the Company to appoint Ms. Gao as one of the Joint Company Secretaries, taking into consideration (i) the background of Ms. Gao, (ii) her familiarity with the operation of the Group, (iii) her experience in handling the Company's corporate governance matters, and (iv) her close working relationship with the Directors. In light of the above, the Company has applied to the Stock Exchange, and the Stock Exchange has granted, a waiver from strict compliance with Rules 3.28 and 8.17 of the Listing Rules (the "**Waiver**") for a period of three years from the date of appointment of Ms. Gao as the Joint Company Secretary (the "**Waiver Period**"), on the conditions that:

- (a) Ms. Gao must be assisted by Ms. Lai as a Joint Company Secretary throughout the Waiver Period; and
- (b) The Waiver could be revoked if there are material breaches of the Listing Rules by the Company.

Before the end of the Waiver Period, the Company must demonstrate and seek confirmation from the Stock Exchange that Ms. Gao, having had the benefit of Ms. Lai's assistance during the Waiver Period, has attained the relevant experience and is capable of discharging the functions of company secretary under Rule 3.28 of the Listing Rules such that a further waiver will not be necessary. The Stock Exchange may withdraw or change the Waiver if the Company's situation changes.

Ms. Gao will be assisted by Ms. Lai, who has the qualification and experience of a company secretary as required under Rule 3.28 of the Listing Rules, on matters concerning the Company's ongoing compliance with the Listing Rules and the applicable laws and regulations. Ms. Gao will take no less than 15 hours of relevant professional training in each financial year in compliance with the Rule 3.29 of the Listing Rules.

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

RESIGNATION OF EXECUTIVE DIRECTOR

The Board hereby announces that due to changes in work arrangements, Mr. Fu Yongjun (伏擁軍) ("**Mr. Fu**") has tendered his resignation as an executive Director with effect from 28 March 2025, but will continue to serve as a vice president of the Group after his resignation as an executive Director.

Mr. Fu has confirmed that he has no disagreement with the Board and there are no other matters relating to his resignation that need to be brought to the attention of the Shareholders.

The Board would like to express its sincere gratitude to Mr. Fu for his contributions to the Company during his tenure as an executive Director.

By order of the Board
Midea Group Co., Ltd.
Mr. Fang Hongbo
*Chairman, Executive Director and
Chief Executive Officer*

Hong Kong, 28 March 2025

As at the date of this announcement, the Board comprises: (i) Mr. Fang Hongbo, Mr. Wang Jianguo, Dr. Gu Yanmin and Mr. Guan Jinwei as executive Directors; (ii) Mr. Zhao Jun as non-executive Director; and (iii) Dr. Xu Dingbo, Dr. Xiao Geng, Dr. Liu Qiao and Dr. Qiu Lili as independent non-executive Directors.