

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.



TSINGTAO BREWERY COMPANY LIMITED

(a Sino-foreign joint stock limited company established in the People's Republic of China)

(Stock Code: 168)

RESIGNATION OF COMPANY SECRETARY, APPOINTMENT OF JOINT COMPANY SECRETARIES, CHANGE OF AUTHORISED REPRESENTATIVE AND WAIVER FROM STRICT COMPLIANCE WITH RULES 3.28 AND 8.17 OF THE LISTING RULES

The board (the “**Board**”) of directors (the “**Director(s)**”) of Tsingtao Brewery Company Limited (the “**Company**”, together with its subsidiaries, collectively the “**Group**”) hereby announces that Mr. Zhang Rui Xiang (“**Mr. Zhang**”), due to reaching retirement age, has tendered his resignation as (i) the company secretary of the Company; and (ii) the authorised representative of the Company (the “**Authorised Representative**”) for the purpose of Rule 3.05 of the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) with effect from 20 May 2025. Mr. Zhang has confirmed that he has no disagreement with the Board and there are no matters that need to be brought to the attention of the shareholders of the Company and the Stock Exchange in relation to his resignation.

The Board is pleased to announce that, following the resignation of Mr. Zhang, (i) Mr. Liu Fu Hua, an executive Director, has been appointed as the Authorised Representative with effect from 20 May 2025; and (ii) Mr. Hou Qiu Yan (“**Mr. Hou**”) and Mr. Lo Tai On (“**Mr. Lo**”) have been appointed as the joint company secretaries of the Company (the “**Joint Company Secretaries**” and each a “**Joint Company Secretary**”) with effect from 20 May 2025.

The biographical details of Mr. Hou and Mr. Lo are as follows:

Mr. Hou

Mr. Hou Qiu Yan, born in 1966, holds a master’s degree in business administration from Shandong University of Technology, and is currently an executive Director, a party committee member and the chief financial officer of the Company. He has served as a financial responsible person of the Company’s regional production plants and sales companies; the deputy head of the Company’s financial management headquarters, head, an assistant to the president-cum-head of the Company’s financial management headquarters, etc., and has been engaged in the financial management of listed

companies for a long time, and has rich experience in the operation and financial management of beer enterprise production and sales. He has been appointed as the executive Director and chief financial officer of the Company since 2022.

Mr. Lo

Mr. Lo Tai On is a member of the Hong Kong Institute of Certified Public Accountants and has professional qualifications required under Rule 3.28 of the Listing Rules. He has over 30 years of experience in the field of company secretarial services. He is currently serving as a director of Fair Wind Secretarial Services Limited and has been or is currently serving as a company secretary of a number of companies listed on the Stock Exchange.

WAIVER FROM STRICT COMPLIANCE WITH RULES 3.28 AND 8.17 OF THE LISTING RULES

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

Although Mr. Hou currently does not have the qualifications as required under Rule 3.28 of the Listing Rules, having considered the background and experience of Mr. Hou, and the reasons set out below, the Company is of the view that Mr. Hou is capable of discharging the duties of the Joint Company Secretary:

- (1) The headquarters and principal business activities of the Company are located in the People's Republic of China (the "PRC"), the Company wishes to appoint a person who is familiar with the business and day-to-day operation of the Company to be the Joint Company Secretary;
- (2) Mr. Hou has been working for the Group since September 1999, he has been appointed as the executive Director and chief financial officer of the Company since 2022. His ample and in-depth understanding of the corporate governance, finance, management and business operations of the Company, close working relationship with the Board and the senior management of the Company as well as his presence at the Company's headquarters would allow him to maintain strong communication with the Board and the management of the Company, enabling effective corporate governance and decision-making of the Company's day-to-day affairs through performing the functions of a company secretary in the most effective and efficient way, allocating resources reasonably and taking necessary actions;
- (3) Mr. Lo would serve as the Joint Company Secretary and assist Mr. Hou in jointly performing the functions of the Joint Company Secretaries; and

- (4) The Company would ensure, and Mr. Hou has undertaken, that he would attend no less than 15 hours of relevant professional training that are relevant to a company secretary's roles and duties in each financial year in order to comply with the annual professional training requirements set out in Rule 3.29 of the Listing Rules.

In view of the above, the Company has applied to the Stock Exchange for, 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 effective date of appointment of Mr. Hou as the Joint Company Secretary (“**Waiver Period**”) on the following conditions:

- (a) Mr. Hou must be assisted by Mr. Lo during 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 Mr. Hou, having had the benefit of Mr. Lo'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.

The Board would like to take this opportunity to express its sincere gratitude to Mr. Zhang for his valuable contribution and services to the Company during his tenure of office, and welcome Mr. Hou and Mr. Lo for their new appointments as the Joint Company Secretaries.

By Order of the Board
Tsingtao Brewery Company Limited
Jiang Zong Xiang
Chairman

Qingdao, the PRC
20 May 2025

The members of the Board as at the date of this announcement are:

Executive Directors: Mr. JIANG Zong Xiang (Chairman), Mr. LIU Fu Hua and Mr. HOU Qiu Yan

Independent Non-executive Directors: Mr. XIAO Geng, Mr. SHENG Lei Ming, Ms. Rania ZHANG, Mr. ZHAO Chang Wen and Ms. ZHAO Hong