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**ROYAL DELUXE HOLDINGS LIMITED**

**御佳控股有限公司**

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 3789)**

## **CHANGE OF CHIEF EXECUTIVE OFFICER**

The board (the “**Board**”) of directors (the “**Director(s)**”) of Royal Deluxe Holdings Limited (the “**Company**”) hereby announces that Ms. Chao Lai Heng (“**Ms. Chao**”), an executive Director and the chief executive officer (the “**CEO**”) of the Company, has resigned as the CEO with effect from 23 October 2025 due to adjustment of her work arrangement.

Ms. Chao has confirmed that she has no disagreement with the Board and there are no other matters relating to her resignation as the CEO that need to be brought to the attention of the shareholders of the Company (the “**Shareholders**”).

Following the resignation of Ms. Chao, the Board is pleased to announce that Mr. Wang Yu Hin (“**Mr. Benjamin Wang**”), an executive Director, has been appointed to replace Ms. Chao as the CEO with effect from 23 October 2025.

The biographical details of Mr. Benjamin Wang are set out below:

Mr. Benjamin Wang, aged 39, is an executive Director. Mr. Benjamin Wang is responsible for overseeing the Group's operation, business development, human resources, and finance and administration. Mr. Benjamin Wang was appointed as an executive Director on 18 July 2016. Mr. Benjamin Wang is also a member of each of the environmental, social and governance committee and the risk committee of the Company.

Mr. Benjamin Wang graduated with a Bachelor of Science with a major in Chemistry from the University of California, Los Angeles, in September 2006. Mr. Benjamin Wang continued to pursue his postgraduate education in biochemical science in the United States from October 2006 to late 2010. Mr. Benjamin Wang also completed an advanced workshop for general managers (總經理高級研修班) at the Tsinghua University Training Centre of Professional Managers (清華大學職業經理訓練中心) in July 2015. He had worked in Osstem Hong Kong Limited from May 2011 to September 2014 with his last position as assistant sales manager. He then joined Ming Tai Construction as personal assistant to the director in September 2014 and was subsequently promoted to cost controller in January 2016. Mr. Benjamin Wang obtained a Certificate in Safety and Health for Supervisors (Construction) from the Occupational Safety and Health Council in August 2014. Mr. Benjamin Wang is appointed as Deputy Secretary of the Hong Kong Construction Sub-Contractors Association since July 2018. Mr. Benjamin Wang graduated from the EMBA-Global Asia programme offered by HKU Business School, Columbia Business School and London Business School in June 2019. Mr. Benjamin Wang joined Registered Specialist Trade Contractors Federation as Secretary of Youth Committee in May 2021.

Mr. Benjamin Wang is the son of Mr. Wang Kei Ming (“**Mr. Joseph Wang**”), the chairman, an executive Director and a controlling shareholder of the Company (the “**Controlling Shareholder**”), and the son of Ms. Chao, an executive Director and a Controlling Shareholder.

As at the date of this announcement, Mr. Benjamin Wang holds 9,880,000 Shares, representing 0.8% of the issued share capital of the Company.

Mr. Benjamin Wang entered into a revised service agreement with the Company for his new appointment as the CEO and had since then continued his duties as executive Director on principally the same terms as his existing service agreement. Pursuant to the revised service agreement, Mr. Benjamin Wang is appointed as the CEO for a term of 3 years, subject to renewal as confirmed by the Company until terminated in accordance with the provisions herein and/or the provisions of the articles of association of the Company, the Rules Governing the Listing of Securities on the Stock Exchange (the “**Listing Rules**”) and the Companies Law, his period of office shall be shortened accordingly. Mr. Benjamin Wang is not entitled to any other emoluments for serving as the CEO beyond his existing remuneration package as an executive Director. The Director’s fee of Mr. Benjamin Wang will be reviewed annually by the Board and the remuneration committee of the Company by reference to the prevailing market practice, the Company’s remuneration policy, his experience, duties and responsibilities within the Company.

To the best knowledge of the Directors, and save as disclosed above, (i) Mr. Benjamin Wang has not held any other directorships in any public companies the securities of which are listed on any securities market in Hong Kong or overseas in the past three years; (ii) Mr. Benjamin Wang has not held any other positions in the Company and other members of the Company’s group; and (iii) Mr. Benjamin Wang does not have any relationship with any Directors, senior management, substantial shareholders or controlling shareholders of the Company.

As at the date of this announcement, save as disclosed above, Mr. Benjamin Wang does not have, and is not deemed to have, any interests in the shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong). Save as disclosed above, Mr. Benjamin Wang has confirmed that there are no other matters that need to be brought to the attention of Shareholders in connection with his appointment and there is no other information that should be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules.

The Board would like to take this opportunity to congratulate Mr. Benjamin Wang on his new role with the Company.

By order of the Board  
**Royal Deluxe Holdings Limited**  
**Wang Kei Ming**  
*Chairman and Executive Director*

Hong Kong, 23 October 2025

*As at the date of this announcement, the Board comprises Mr. Wang Kei Ming, Mr. Wang Yu Hin and Ms. Chao Lai Heng as executive Directors; and Mr. Kwong Ping Man, Mr. Lai Ah Ming Leon and Mr. Sio Kam Seng as independent non-executive Directors.*