# TIANDE CHEMICAL HOLDINGS LIMITED

# 天德化工控股有限公司

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

**(Stock code: 609)**

## RE-DESIGNATION OF EXECUTIVE DIRECTOR; AND APPOINTMENT OF EXECUTIVE DIRECTOR

The Board is pleased to announce that with effect from 1 January 2026:

(1) Mr. Wang Zijiang ("**Mr. Wang**") will be re-designated from an executive Director to a non-executive Director; and

(2) Mr. Dou Aobo ("**Mr. Dou**") will be appointed as an executive Director.

## REDESIGNATION OF EXECUTIVE DIRECTOR

The board (the "**Board**") of directors (the "**Director(s)**") of Tiande Chemical Holdings Limited (the "**Company**", together with its subsidiaries as the "**Group**") announces that Mr. Wang Zijiang will be re-designated from an executive Director of the Company to a non-executive Director with effect from 1 January 2026 due to his desire to devote more time on his other affairs.

Mr. Wang, aged 61, is one of the co-founders of the Group. He graduated from Nanjing Chemical College (now known as Nanjing University of Technology) in the PRC in 1988, majoring in chemical engineering. He worked for three years since 1991 in Weifang New Technology Research Centre. After that, Mr. Wang co-founded Weifang Tianhong Equity Investment Company Limited in 1996. Mr. Wang was executive Director from 2006 to 2025. Mr. Wang has over 29 years of experience in the chemical industry.

The Company has entered into a service agreement with Mr. Wang for a term of three years commencing from 1 January 2026, which may be terminated by either party giving to the other not less than three months' prior notice in writing. Mr. Wang will be entitled to a director's fee of HK$10,000 per annum which was determined by the Board with recommendation of the remuneration committee of the Company after considering a range of factors including his experience, his duties and responsibilities in the Group, the remuneration structure of the Group and levels of remuneration for peers in the market. His directorship will be subject to retirement by rotation and re-election at general meetings of the Company in accordance with the articles of the Company.

As at the date of this announcement, (i) Mr. Wang holds 124,120,000 shares of the Company (the "**Share(s)**") as beneficial owner, representing approximately 14.13% of the entire issued share capital of the Company; and (ii) Ms. Shi Huifang, the spouse of Mr. Wang, holds 140,000 Shares as beneficial owner, representing approximately 0.02% of the entire issued share capital of the Company, and Mr. Wang is accordingly deemed to be interested in those 140,000 Shares under Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) (the "**SFO**").

Save as disclosed, as at the date of this announcement, Mr. Wang (i) has not held any positions with the Company and other members of the Group; (ii) has not held any other directorship in public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (iii) does not have any other major appointments and professional qualifications; (iv) does not have any other relationship with any Directors, senior management or substantial or controlling shareholders of the Company (the "**Shareholder(s)**"); and (v) does not have any interests in the Shares within the meaning of Part XV of the SFO.

Save as disclosed, Mr. Wang has confirmed that there is no other information which requires to be disclosed pursuant to Rule 13.51(2) of the Rules (the "**Listing Rules**") Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**") nor is there any other matter regarding his redesignation that needs to be brought to the attention of the Shareholders.

The Board would like to take this opportunity to express its sincere gratitude to Mr. Wang for his valuable contributions to the Group over the past years as an executive Director and welcome Mr. Wang to his new role with the Board.

**APPOINTMENT OF EXECUTIVE DIRECTOR**

The Board is pleased to announce that Mr. Dou Aobo will be appointed as an executive Director with effect from 1 January 2026.

The biographical details of Mr. Dou are set out as follows:

Mr. Dou, aged 42, is currently a deputy general manager of the Company. He completed specialised studies in English Language and obtained a Bachelor of Economics in International Economics and Trade (entry at associate-degree level) from Shandong Normal University in the PRC in July 2005 and June 2008, respectively.

Mr. Dou has more than 17 years of work experience. Before he joined the Company, he was a business operations specialist at Qingdao Riso Foods Co., Ltd. between September 2008 and December 2009. He joined the Group in January 2010 as a manager of logistics department and later he was promoted to deputy head and then the head of the same department. He has been a deputy general manager of the Company since June 2024.

The Company has entered into a service agreement with Mr. Dou for a term of three years commencing from 1 January 2026, which may be terminated by either party giving to the other not less than three months' prior notice in writing. Mr. Dou will be entitled to a basic annual salary of RMB600,000 per annum which was determined by the Board with recommendation of the remuneration committee of the Company after considering a range of factors including his experience, his duties and responsibilities in the Group, the remuneration structure of the Group and levels of remuneration for peers in the market. Mr. Dou will be also entitled to an annual management bonus after the end of each financial year equivalent to a maximum of 5% of the audited consolidated profits of the Group attributable to the Shareholders (after taxation but before extraordinary items and before such management bonus). His directorship will be subject to retirement by rotation and re-election at general meetings of the Company in accordance with the articles of the Company.

As at the date of this announcement, Mr. Dou holds 6,252,000 Shares as beneficial owner, representing approximately 0.71% of the entire issued share capital of the Company. Save as disclosed, as at the date of this announcement, Mr. Dou (i) has not held any positions with the Company and other members of the Group; (ii) has not held any other directorship in public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (iii) does not have any other major appointments and professional qualifications; (iv) does not have any other relationship with any Directors, senior management of the Company or substantial or controlling Shareholders; and (v) does not have any interests in the Shares within the meaning of Part XV of the SFO.

Save as disclosed, Mr. Dou has confirmed that there is no other information which requires to be disclosed pursuant to Rule 13.51(2) of the Listing Rules nor is there any other matter regarding his appointment that needs to be brought to the attention of the Shareholders.

The Board would like to take this opportunity to express its warmest welcome to Mr. Dou for joining the Board.

By order of the Board
**Tiande Chemical Holdings Limited**
**Liu Yang**
*Chairman*

Hong Kong, 23 December 2025

*As at the date of this announcement, the Board comprises Mr. Liu Yang, Mr. Wang Zijiang and Mr. Chen Xiaohua as executive Directors; and Mr. Leung Kam Wan, Mr. Liu Chenguang and Ms. Shan Honghong as independent non-executive Directors.*