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TAI HING GROUP HOLDINGS LIMITED
太興集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 6811)

APPOINTMENT OF AN EXECUTIVE DIRECTOR

The Board of Directors (the "**Board**") of Tai Hing Group Holdings Limited (the "**Company**", together with its subsidiaries, the "**Group**") is pleased to announce that Mr. Ho Siu Fung ("**Mr. Ho**") will be appointed as an executive director of the Company with effect from 1 January 2026.

Mr. Ho, aged 63, joined the Group in 1999 and was appointed as a general manager and director of Chinese Gourmet of the Company in 2018. He is currently the Chief Operating Officer and a director of various subsidiaries of the Company, and is responsible for the overall operational development strategies, quality control, food safety, as well as the formulation and implementation of occupational safety standards for the Group's diverse culinary brands across Hong Kong and Mainland China. Additionally, Mr. Ho leads the operations team in the expansions into new markets, including Macau and overseas. Under Mr. Ho's stewardship, the Group's operations team has consistently garnered accolades for exceptional service and commitment to sustainable catering practices. Mr. Ho obtained a diploma in Business Management from The Hong Kong Polytechnic University (formerly known as Hong Kong Polytechnic) in 1993. Prior to joining our Group, Mr. Ho served in several catering groups holding operational and management roles. He is currently a member of the Board of Directors for The Association for Hong Kong Catering Services Management Ltd. (HKCSM) and serves on the Professional Education and Training Committee of the Hong Kong College of Technology (HKCT). He possesses over 40 years' experience in catering management.

Mr. Ho will enter into a service agreement with the Company for a term commencing from 1 January 2026 to 30 June 2027, both days inclusive, which can be terminated by either the Company or Mr. Ho by giving at least three months' notice in writing to the other. Mr. Ho will hold office until the forthcoming annual general meeting of the Company and shall then be eligible for re-election in accordance with the articles of association of the Company. Under the service agreement, Mr. Ho is entitled to receive a director's fee of HK$150,000 per annum and a discretionary bonus. With respect to his role as the Chief Operating Officer of the Company, Mr. Ho is entitled to receive from the Group annual basic salary of HK$3,900,000 and a discretionary bonus. Mr. Ho's remuneration is determined with reference to the prevailing market conditions, duties and responsibilities in the Company.

As at the date of this announcement, Mr. Ho is interested in 21,795,000 shares of the Company ("**Shares**") within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong). Save as disclosed herein, as at the date of this announcement, Mr. Ho is not interested or deemed to be interested in any Shares or underlying Shares of the Company or its associated corporations.

Save as disclosed above, as at the date of this announcement, Mr. Ho has not held any directorship in any listed companies in Hong Kong or overseas in the last three years and does not have any relationships with any directors, senior management or substantial or controlling shareholders of the Company, and there is no other information required to be disclosed pursuant to any requirements of Rule 13.51(2)(h) to 13.51(2)(v) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited nor any other matters that need to be brought to the attention of the shareholders of the Company.

The Board would like to take this opportunity to welcome Mr. Ho Siu Fung in his new role as an executive Director.

By Order of the Board
Tai Hing Group Holdings Limited
Chan Ka Keung
Chairman

Hong Kong, 30 December 2025

As at the date of this announcement, the Board comprises:

Executive Directors
Mr. Chan Ka Keung (Chairman), Ms. Chan Shuk Fong (Vice Chairman) and Mr. Yuen Chi Ming

Non-Executive Director
Mr. Ho Ping Kee

Independent Non-Executive Directors
Mr. Mak Ping Leung (alias: Mak Wah Cheung), Mr. Wong Shiu Hoi Peter and Dr. Sat Chui Wan