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SHOUGANG CENTURY HOLDINGS LIMITED

首 佳 科 技 製 造 有 限 公 司

(Incorporated in Hong Kong with limited liability)

(Stock Code: 103)

CHANGES IN THE COMPOSITION OF THE BOARD AND CHANGES OF MEMBERS OF THE BOARD COMMITTEES

The Board hereby announces the following changes with effect from 1 January 2026:

- (1) Ms. Chen Na will be appointed as an executive director of the Company;
- (2) Mr. Wang Jiaqiong will be appointed as an independent non-executive director of the Company and a member of each of the audit committee, nomination committee and remuneration committee of the Company; and
- (3) Mr. Zhang Dan will resign as an executive director of the Company.

(1) APPOINTMENT OF EXECUTIVE DIRECTOR

The board (the “Board”) of directors (the “Director(s)”) of Shougang Century Holdings Limited (the “Company”) is pleased to announce that that Ms. Chen Na (“Ms. Chen”) will be appointed as an executive director of the Company with effect from 1 January 2026.

Ms. Chen, aged 44, is currently pursuing a PhD in Management Psychology from the Institute of Psychology of the Chinese Academy of Sciences, and holds a Master's degree in Business Administration from Newcastle University in the United Kingdom. She has been awarded the Honour of being one of China's 100 Most Influential Human Resources Practitioners. In 2019, Ms. Chen joined Shoucheng Holdings Limited ("Shoucheng", a company listed on the Main Board of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") and served as the deputy general manager of human resources at Shoucheng. In 2020, she joined Beijing Shougang Fund Co., Ltd. ("Shougang Fund"). She is currently an executive director and general manager of human resources at Shougang Fund, and is fully responsible for the human resources-related work of the headquarters and important companies invested by Shougang Fund, including Jingxi Holdings Limited ("Jingxi Holdings"), as well as companies in infrastructure real estate and medical fields. Jingxi Holdings is a wholly-owned subsidiary of Shougang Fund and the substantial shareholder of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) (the "SFO"). Prior to joining Shoucheng, Ms. Chen had worked for well-known companies such as Shell China and Baidu where she was responsible for the organisational and talent development of supply chain and international business respectively. In all, Ms. Chen has rich experience in talent team building, motivation and performance management and organisational development.

Other than the directorship disclosed above, Ms. Chen does not hold any position with the Company and/or its subsidiaries and has not held any directorship in the last three years in public companies with securities listed on any securities market in Hong Kong or overseas preceding the date of this announcement.

Save as disclosed above, Ms. Chen does not have any relationship with any other Directors, senior management, substantial shareholders or controlling shareholders of the Company. As at the date of this announcement, Ms. Chen does not have any interest in securities of the Company within the meaning of Part XV of the SFO.

Ms. Chen has entered into a service contract with the Company for a term commencing from 1 January 2026 to 31 December 2028 (the "Service Contract"). However, she holds office until the forthcoming annual general meeting of the Company, at which time she will be eligible for re-election in accordance with the articles of association of the Company (the "Articles") and thereafter will be subject to retirement by rotation and re-election at the annual general meeting of the Company in accordance with the Articles. The emoluments of Directors are determined by reference to the Company's performance and profitability, as well as remuneration benchmark in the industry and the prevailing market conditions. Pursuant to the Service Contract, Ms. Chen voluntarily declined any director's emoluments.

Save as disclosed above, Ms. Chen has confirmed that there are no other matters relating to her appointment that need to be brought to the attention of the shareholders of the Company and there is no other information which is required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Rules Governing the Listing of Securities on the Stock Exchange (the "Listing Rules").

The Board would like to express its warmest welcome to Ms. Chen in joining the Board.

(2) APPOINTMENT OF INDEPENDENT NON-EXECUTIVE DIRECTOR

The Board further announces that Mr. Wang Jiaqiong (“Mr. Wang”) will be appointed as an independent non-executive director of the Company and a member of each of the audit committee, nomination committee and remuneration committee of the Company with effect from 1 January 2026.

Mr. Wang, aged 61, is a professor as well as a doctoral supervisor at Beijing Jiaotong University. He holds a Bachelor’s degree in Science and a Master’s degree in Economics from Nankai University and a Doctorate in Economics from Beijing Jiaotong University.

Mr. Wang has served as the chief expert of the Sustainable Transportation Innovation Center, the national high-end think tank, and the chief expert of the Beijing High-End Think Tank for Transportation Development since November 2024. He also serves as the deputy to the 16th Beijing Municipal People’s Congress. Mr. Wang previously served as the vice president of Beijing Jiaotong University, the president of Beijing Wuzi University, the president of Capital University of Economics and Business, the president of the University of International Business and Economics, the president of Beijing Jiaotong University and the secretary of the Party Committee of Beijing Jiaotong University. Mr. Wang’s researches covered industrial economics and strategy, business management and strategy, transportation development strategy and higher education. He has extensive research and think tank accomplishments in relevant fields. He and his team specifically proposed numerous think tank policy recommendations on the integrated development of energy and transportation, urban transportation, the establishment of the integrated transport system, lowering the costs of logistics in the society, and building a transportation network with the Belt and Road Initiative. His team also has strong connection with the local government and departments, corporations, social associations as well as oversea corporations, universities and think tanks.

Other than the directorship disclosed above, Mr. Wang does not hold any position with the Company and/or its subsidiaries and has not held any directorship in the last three years in public companies with securities listed on any securities market in Hong Kong or overseas preceding the date of this announcement.

Save as disclosed above, Mr. Wang does not have any relationship with any other Directors, senior management, substantial shareholders or controlling shareholders of the Company. As at the date of this announcement, Mr. Wang does not have any interest in securities of the Company within the meaning of Part XV of the SFO.

Mr. Wang has entered into a service contract with the Company for a term commencing from 1 January 2026 to 31 December 2028. However, he will hold office until the forthcoming annual general meeting of the Company, at which time he will be eligible for re-election in accordance with the Articles and thereafter will be subject to retirement by rotation and re-election at the annual general meeting of the Company in accordance with the Articles. Mr. Wang will be entitled to receive a director’s fee of HK\$240,000 per annum, which has been recommended by the Remuneration Committee and determined by the Board with reference to the experience and duties of Mr. Wang and his roles to be played in the Board. In all, the emoluments of Directors are determined by reference to the Company’s performance and profitability, as well as remuneration benchmark in the industry and the prevailing market conditions.

Save as disclosed above, Mr. Wang has confirmed that there are no other matters relating to his appointment that need to be brought to the attention of the shareholders of the Company and there is no other information which is required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules.

Mr. Wang has confirmed that (i) he has satisfied all the criteria for independence as set out in Rule 3.13(1) to (8) of the Listing Rules; (ii) he has no past or present financial or other interest in the business of the Company or any of its subsidiaries or any connection with any core connected person (as defined under the Listing Rules) of the Company; and (iii) there are no other factors that may affect his independence at the time of his appointment.

The Board would like to express its warmest welcome to Mr. Wang in joining the Board.

(3) RESIGNATION OF EXECUTIVE DIRECTOR

The Board also announces that Mr. Zhang Dan (“Mr. Zhang”) will resign as an executive director of the Company with effect from 1 January 2026 due to his other engagements.

Mr. Zhang has confirmed that (i) there is no disagreement between him and the Board; and (ii) there are no matters that need to be brought to the attention of the Stock Exchange and the shareholders of the Company in relation to his resignation.

The Board would like to express its gratitude for Mr. Zhang’s valuable contribution during his tenure of services.

By order of the Board
Shougang Century Holdings Limited
SU Fanrong
Chairman

Hong Kong, 31 December 2025

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

Mr. Su Fanrong (Chairman), Mr. Zhao Yue (Vice Chairman), Mr. Li Jinping (Managing Director), Mr. Yang Junlin (Deputy Managing Director), Mr. Zhang Dan (Executive Director), Ms. Xu Hongyan (Non-executive Director) (Mr. Sun Chao as her Alternate Director), Mr. Lam Yiu Kin (Independent Non-executive Director), Mr. Feng Yaoling (Independent Non-executive Director) and Ms. Ho Shuk Ying, Sabrina (Independent Non-executive Director).