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## HUABAO INTERNATIONAL HOLDINGS LIMITED

華寶國際控股有限公司\*

*(Incorporated in Bermuda with limited liability)*

**(Stock Code: 00336)**

### CHANGE OF CHIEF EXECUTIVE OFFICER

This announcement is made by Huabao International Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) pursuant to Rule 13.51(2) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”).

The board of directors (the “**Board**”) of the Company hereby announces the following changes in the position of chief executive officer (the “**CEO**”) of the Company.

Ms. CHU Lam Yiu (“**Ms. Chu**”) will resign from her position as CEO with effect from 7 January 2026. Ms. Chu will continue to serve as executive director, Chairlady of the Board and Chairlady of the Nomination Committee of the Company.

Ms. Chu has confirmed that she has no disagreement with the Board or the Company and that there is no other matter relating to her resignation as CEO that needs to be brought to the attention of the shareholders of the Company (the “**Shareholders**”) and The Stock Exchange of Hong Kong Limited.

### APPOINTMENT OF CEO

The Board announces that Mr. XIA Liqun (“**Mr. Xia**”) has been appointed as the CEO with effect from 7 January 2026 (the “**Appointment**”). In addition, Mr. Xia will continue to serve as executive director, Vice Chairman of the Board, President and a member of the Remuneration Committee of the Company.

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

Mr. Xia, aged 59, holds a Bachelor's degree in economics and is a certified accountant, certified tax specialist and certified appraiser in China. Mr. Xia has over 30 years of corporate management experience. He previously worked in domestic accounting firms in China and was a senior management member of a foreign invested enterprise in China. Mr. Xia is currently the honorary chairman of the Shanghai Food Additives & Batching Association.

Pursuant to the director's service contract entered into between Mr. Xia and the Company, Mr. Xia's basic director's remuneration is HK\$3,000,000 per annum, and he is also entitled to a performance-related bonus linked to key performance indicators as approved by the Board. The emolument of Mr. Xia is determined by the Board from time to time with reference to his duties and responsibility with the Company, the market benchmark and performance of the Group, and has been approved by the Shareholders at a general meeting.

As at the date of this announcement, Mr. Xia is interested in 96,897,806 ordinary shares of the Company. He also holds share options to subscribe for 7,200,000 ordinary shares of the Company, which have not yet vested.

Mr. Xia is currently the Chairman of Huabao Flavours & Fragrances Co., Ltd., a subsidiary of the Company and its shares are listed on the ChiNext of the Shenzhen Stock Exchange (Stock Code: 300741). Mr. Xia also holds relevant positions in certain subsidiaries of the Company, details of which are set out on pages 45 and 277 to 282 of the Company's 2024 annual report.

As at the date of this announcement, save as disclosed above, Mr. Xia (i) does not hold and has not held any directorships in any other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the past three years; (ii) does not have any relationship with any other directors, senior management, substantial Shareholders or controlling Shareholders of the Company; (iii) does not have any interest 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); and (iv) does not hold any other positions with the Company or any of its subsidiaries.

Save as disclosed above, there is no other matter relating to the Appointment that needs to be brought to the attention of the Shareholders or requires to be disclosed pursuant to Rules 13.51(2)(h) to (v) of the Listing Rules.

The Board would like to take this opportunity to express its sincere gratitude and high appreciation to Ms. Chu for her valuable contributions to the Group during her tenure as the CEO, and believes that she will continue to make significant contributions to the Group in her capacity as an executive director, Chairlady of the Board and Chairlady of the Nomination Committee of the Company.

By Order of the Board  
**Huabao International Holdings Limited**  
**POON Chiu Kwok**  
*Executive Director*

Hong Kong, 7 January 2026

*As at the date of this announcement, the Board of the Company comprises six executive directors, namely Ms. CHU Lam Yiu, Messrs. LAM Ka Yu, XIA Liqun, POON Chiu Kwok, Ms. LAM Ka Yan and Ms. CHOY Man Har and three independent non-executive directors, namely Messrs. LEE Luk Shiu, Jonathan Jun YAN and HOU Haitao.*

\* *For identification purposes only*