

SHANGRI-LA GROUP

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Shangri-La Asia Limited
(Incorporated in Bermuda with limited liability)
website: www.ir.shangri-la.com
(Stock code: 00069)

APPOINTMENT OF EXECUTIVE DIRECTOR

Reference is made to the announcement of Shangri-La Asia Limited (“**Company**”) dated 16 December 2025 regarding, among other matters, the appointment of Mr TEO Nee Chuan (“**Mr TEO**”) as an Executive Director, a member of the Executive Committee and Group Chief Financial Officer of the Company with effect from 30 March 2026.

The Board of Directors of the Company (“**Board**”) announces that the foregoing appointments have taken effect on 30 March 2026. The relevant information required to be disclosed under the Rules Governing the Listing of Securities (“**Listing Rules**”) on The Stock Exchange of Hong Kong Limited pertaining to Mr TEO is as follows:

1. Mr TEO, aged 55, Malaysian, joined the Group in May 2025 as Senior Vice President, Finance Officer, New Development, China and was appointed as Group Head of Investment and Asset Management (China) in September 2025.
2. In the last three years, Mr TEO held directorships in the following listed companies:
 - 111, Inc (Nasdaq: YI) – independent director since September 2018
 - China World Trade Center Company Limited (SSE: 600007), an associate of the Company – chairman and executive director since November 2025
3. Other major appointments held by Mr TEO are as follows:
 - SICC Co., Ltd. (HKEx: 2631; SSE: 688234) – chief financial officer (2022-2024)
 - BioDuro-Sundia – chief financial officer (2021-2022)
 - H World Group Limited (HKEx: 1179; Nasdaq: HTHT) – chief financial officer (2016-2021); deputy chief financial officer (2015-2016)
 - Rnomac International Limited – chief financial officer (2011-2015)
 - DDB Greater China Group – chief financial officer (2009-2011)

4. Mr TEO holds a Bachelor's degree in Accounting and Financial Analysis from The University of Warwick, United Kingdom. He is a Chartered Certified Accountant in the United Kingdom and a Certified Public Accountant in the United States of America and Hong Kong.
5. In accordance with the Company's bye-laws, Mr TEO in his capacity as Executive Director shall:
 - (a) hold office until the forthcoming annual general meeting of the Company and will be eligible for re-election at the meeting; and
 - (b) be subject to retirement by rotation no later than the third annual general meeting of the Company after he is so elected or re-elected, but will be eligible for re-election at the meeting.
6. Mr TEO has no relationship with any director, senior management, substantial shareholder or controlling shareholder of the Company.
7. As at the date of this announcement, Mr TEO is interested or deemed to be interested in the following shares and/or underlying shares in the Company pursuant to Part XV of the Securities and Futures Ordinance:

Shares in the Company

<u>Type of interest</u>	<u>Number of shares held</u>
Personal interest	20,000

Underlying shares in the Company – award shares granted under the Company's share scheme

<u>Date of grant</u>	<u>Number of award shares as at the date of this announcement</u>	<u>Consideration per award share (HK\$)</u>	<u>Vesting date</u>
7 July 2025	112,900	Nil	7 July 2026
	112,900	Nil	7 July 2027
	116,300	Nil	7 July 2028

8. Under his employment contract, Mr TEO is entitled to monthly remuneration of HK\$413,160 plus discretionary bonus, short-term and long-term incentives, and benefits. His emoluments are determined by reference to his performance, contribution and responsibilities as well as market/sector trends and corporate performance as approved by the Remuneration & Human Capital Committee. Mr TEO is not entitled to any director's fee for his directorship with the Company.
9. Save as disclosed in this announcement, (i) there is no other information relating to the appointment of Mr TEO that is required to be disclosed pursuant to paragraphs (h) to (v) of Rule 13.51(2) under the Listing Rules; and (ii) there are no other matters in relation to the appointment of Mr TEO that need to be brought to the attention of the shareholders of the Company.

The Board takes this opportunity to welcome Mr TEO to the Board.

By order of the Board of
Shangri-La Asia Limited
SEOW Chow Loong Iain
Company Secretary

Hong Kong, 30 March 2026

As at the date hereof, the directors of the Company are:

Executive directors

Ms KUOK Hui Kwong (Chairman & Group Chief Executive Officer)
Mr CHUA Chee Wui (Group Chief Investment Officer)
Mr TEO Nee Chuan (Group Chief Financial Officer and Group Head of Investment and Asset Management (China))

Independent non-executive directors

Professor LI Kwok Cheung Arthur
Mr YAP Chee Keong
Mr LI Xiaodong Forrest
Mr ZHUANG Chenchao
Ms KHOO Shulamite N K
Mr CHUA Yuan Wen William

Non-executive director

Mr LIM Beng Chee