MINTH GROUP LIMITED
敏實集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 425)

ANNOUNCEMENT
APPOINTMENT OF EXECUTIVE DIRECTOR
AND
RETIREMENT OF EXECUTIVE DIRECTOR

The Board announces that the Shareholders approved at the AGM the appointment of Ms. Xu Hailan as an executive Director.

The Board also announces that Mr. Ye Guo Qiang retired as an executive Director with effect from the conclusion of the AGM, and he will remain as the Global R&D Senior Vice President of the Group subsequent to his retirement as a Director.

The board ("**Board**") of directors ("**Directors**") of Minth Group Limited (the "**Company**") is pleased to announce that the appointment of Ms. Xu Hailan ("**Ms. Xu**") was approved by the shareholders of the Company ("**Shareholders**") at the annual general meeting of the Company (the "**AGM**") held on 30 June 2026.

RETIREMENT OF EXECUTIVE DIRECTOR

As disclosed in the Company's circular dated 5 June 2026, Mr. Ye Guo Qiang ("**Mr. Ye**") has confirmed his retirement as an executive Director with effect from the conclusion of the AGM and not offering himself for re-election as he would like to devote more efforts to the Group's expansion into new emerging sectors, including humanoid robots, AI server liquid cooling and low-altitude economy related sectors. Mr. Ye has confirmed that he has no disagreement with the Board and there are no matters relating to his retirement that needs to be brought to the attention of the Stock Exchange and the Shareholders. Mr. Ye will remain as the Global R&D Senior Vice President of the Group subsequent to his retirement as a Director.

The Board would like to express its sincere gratitude to Mr. Ye for his contributions to the Company during his tenure of service as a Director.

APPOINTMENT OF EXECUTIVE DIRECTOR

Ms. Xu Hailan — executive Director

The Board announces the appointment of Ms. Xu Hailan as an executive Director and a member of the Remuneration Committee with effect from conclusion of the AGM. The particulars of Ms. Xu Hailan are set out below.

Xu Hailan ("**Ms. Xu**"), aged 42, is the Chief Human Resources Officer ("**CHO**") of the Group. Ms. Xu graduated from Zhejiang University in 2006 with a Bachelor of Science degree in psychology and behavioral science. She subsequently obtained a Master of finance degree from Indiana University in 2022. Since joining the Group in 2006, Ms. Xu has worked successively as human resources manager, director of talent and organizational development, general manager of human resources, vice president of global human resources, and rotating European vice president of the Group. She possesses extensive experience in strategic planning, change management, talent development, holistic well-being and cultural development, as well as multinational human resources systems and digital transformation. Ms. Xu has also served as executive chairperson of the Zhejiang Minth Charity Foundation since 2020 and as chairperson of the Supervisory Board of the Zhejiang Xin Hua Compassion Education Foundation since 2022. Ms. Xu was appointed as CHO of the Group on 10 February 2026.

Pursuant to the terms of the service contract, Ms. Xu is entitled to an annual remuneration of RMB993,000 and, subject to the determination by the Board, is also entitled to a performance based bonus. Subject to the provisions in the Articles, the Board may also award Ms. Xu extra remuneration for services which, in the opinion of the Board, go beyond the ordinary duties of that Director. Ms. Xu has been appointed for a term commencing from the date of the AGM and expiring on the date of the Company's annual general meeting to be held in 2029. Pursuant to the Articles of Association of the Company, Ms. Xu will be subject to rotation and re-election requirements. As at the date of this announcement, save for her interest in 60,000 Shares and 500,000 Share Options in the Company, Ms. Xu had no interests in the Shares within the meaning of Part XV of the SFO.

Save as disclosed above and as at the date of this announcement, Ms. Xu was independent from and not connected with any directors, senior management, substantial shareholders or controlling shareholders (as defined in the Listing Rules) of the Company. As at the date of this announcement, Ms. Xu did not hold any directorship 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.

Save as disclosed above and as at the date of this announcement, there was no information relating to Ms. Xu which is required to be disclosed pursuant to any of the requirements under Rules 13.51(2)(h) to 13.51(2)(v) of the Listing Rules. As at the date of this announcement, there was also no further information which needs to be brought to the attention of the Shareholders in connection with Ms. Xu's appointment as an executive Director.

The Board would like to extend a warm welcome to Ms. Xu Hailan in joining the Board.

By Order of the Board
Minth Group Limited
Wei Ching Lien
Chairperson

Hong Kong, 30 June 2026

As at the date of this announcement, the Board comprises Ms. Wei Ching Lien, Ms. Zhang Yuxia, Mr. William Chin and Ms. Xu Hailan, being executive Directors; Ms. Chin Chien Ya, being non-executive Director; and Mr. Mok Kwai Pui Bill, Mr. Tatsunobu Sako, Professor Meng Li Qiu, Mr. Chan Pak Hung and Mr. Hu Ting Wu being independent non-executive Directors.