IMPRO PRECISION INDUSTRIES LIMITED
鷹普精密工業有限公司
(Incorporated in the Cayman Islands with limited liability)
(Stock code: 1286)

(1) CHANGE IN EXECUTIVE DIRECTOR; AND (2) CHANGE IN COMPOSITION OF THE BOARD COMMITTEE

The board (the "**Board**") of directors ("**Director(s)**") of Impro Precision Industries Limited (the "**Company**", together with its subsidiaries, the "**Group**") announces the following changes in the Board with effect from 1 July 2026:

(1) Ms. ZHU Liwei (朱力微) ("**Ms. ZHU**") has resigned as an executive Director, and a member of the sustainability committee (the "**Sustainability Committee**") of the Board as she has to devote more time to the business development of the Group's Aerotek Business Unit; and

(2) Mr. ZHANG Yong Feng (張永峰) ("**Mr. ZHANG**") has been appointed as an executive Director and a member of the Sustainability Committee.

RESIGNATION OF AN EXECUTIVE DIRECTOR

The Board announces that Ms. ZHU has resigned as an executive Director and a member of the Sustainability Committee with effect from 1 July 2026 as she has to devote more time to the business development of the Group's Aerotek Business Unit. Ms. ZHU will continue to be an executive director and co-CEO of Impro Aerotek Limited, a subsidiary of the Company, leading the operations of Impro Aerotek Business Unit.

Ms. ZHU has confirmed that in relation to her resignation, she has no disagreement with the Board and there are no other matters that need to be brought to the attention of the shareholders of the Company (the "**Shareholders**") or The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**").

The Board would like to take this opportunity to express its heartfelt gratitude to Ms. ZHU for her contribution and support during her tenure of office.

APPOINTMENT OF AN EXECUTIVE DIRECTOR

The Board is pleased to announce that Mr. ZHANG has been appointed as an executive Director with effect from 1 July 2026.

The biographical details of Mr. ZHANG are set out below.

Mr. ZHANG Yong Feng, aged 38, joined the Group in July 2009, and has been successively serving as a product engineer and plant manager at Impro Industries (Yixing) Co., Ltd. (鷹普機械(宜興)有限公司) ("**Impro Yixing**" or "**Plant 6**"), before being promoted to the general manager of Impro Yixing. Currently, Mr. ZHANG is responsible for the overall daily operational management of the Group's Plant 6 and Impro Industrial (Taizhou) Co., Ltd. (鷹普機械(泰州)有限公司) ("**Plant 7**").

Mr. ZHANG obtained a Bachelor's degree in Mechanical Design, Manufacturing and Automation from Northwest A&F University (西北農林科技大學) in the PRC in July 2009. Over the past three years, Mr. ZHANG has not served as a director of any other listed companies.

Mr. ZHANG has entered into a service agreement with the Company for an initial term of three years commencing from 1 July 2026 subject to retirement by rotation and re-election at the general meeting of the Company in accordance with the articles of association of the Company and the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("**Listing Rules**"). He will be entitled to a director's fee of HK$320,000 per annum for his appointment as an executive Director, which was determined based on the recommendation of the remuneration committee of the Company with reference to his experience, duties and responsibilities of an executive Director, prevailing market terms for similar roles for comparable companies and current director's fees of other executive Directors.

Mr. ZHANG confirmed that, save as disclosed herein, as at the date of this announcement, he (i) did not hold any directorship in other companies listed on the Stock Exchange and/or overseas in the last three years; (ii) did not hold any other major appointments and professional qualifications; (iii) had no relationships with any Directors, senior management or substantial or controlling Shareholders; (iv) had no other major positions in the Group; and (v) did not have any interest of short position in the shares, underlying shares or debentures of the Company or any of its associated corporation which are required to be disclosed pursuant to Part XV of the Securities and Futures Ordinance (Chapter 571 of the laws of Hong Kong).

Save as disclosed herein, there is no further information required to be disclosed pursuant to the requirements of Rules 13.51(2)(h) to (v) of the Listing Rules and there are no other matters relating to the appointment of Mr. ZHANG as an executive Director that need to be brought to the attention of the Shareholders.

CHANGE IN COMPOSITION OF THE BOARD COMMITTEES

The Board announces that Mr. ZHANG has also been appointed as a member of the Sustainability Committee with effect from 1 July 2026.

The Board would like to warmly welcome Mr. ZHANG for joining the Board.

By Order of the Board
Impro Precision Industries Limited
LU Ruibo
Chairman

Hong Kong, 1 July 2026

As of the date of this announcement, the Board comprises four executive Directors, namely Mr. LU Ruibo, Mr. YU Yuepeng, Mr. WANG Dong and Mr. ZHANG Yong Feng, and three independent non-executive Directors, namely Dr. YEN Gordon, Mr. LEE Siu Ming and Mrs. CHOW Lok Mei Ki Cindy.