齐合环保
CHIHO

CHIHO ENVIRONMENTAL GROUP LIMITED
齊合環保集團有限公司
(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 976)

SUPPLEMENTAL ANNOUNCEMENT
REMOVAL OF THE OFFICE OF AN EXECUTIVE DIRECTOR

Reference is made to the announcement of Chiho Environmental Group Limited (the "**Company**", together with its subsidiaries, the "**Group**") dated 1 June 2026 (the "**Announcement**") in relation to the removal of the office of an executive director. Unless otherwise defined, capitalised terms used herein shall have the same meanings as those defined in the Announcement.

The Company wishes to provide supplemental information regarding the Removal as follows:

As disclosed in the Announcement, the Board considered that the Removal would not have any material effect on the operations of the Group and Mr. Qin's duties and responsibilities within the Group would be taken up once suitable appointees were identified. Save as disclosed in the Announcement, to the best of the Directors' knowledge, information and belief, there was no disagreement between Mr. Qin and the Board as at the date of the Announcement. However, subsequent to the Removal, the Board received an email from Mr. Qin on 1 June 2026 expressing his disagreements with the Board in relation to the Removal and his entitlements for termination of employment. In that email, Mr. Qin expressed disagreements with the Board and made the following allegations: (i) the insufficiency of notice given for the Board meeting convened to consider the appointment of three new independent non-executive directors of the Company, (ii) non-payment of his outstanding entitlements under his service contract, and the consequential breach of the service contract and the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), (iii) his removal being contrary to the requirements under the Company's articles of association or not being in the best interests of all shareholders of the Company, and (iv) the Board's failure to consider the significant potential legal and financial impact of Mr. Qin's removal.

On 11 June 2026, the Board received another email from Mr. Qin, in which Mr. Qin repeated the disagreements noted above concerning the insufficient notice provided for the Board meeting to appoint three new independent non-executive directors and his outstanding entitlements under the service contract.

Subsequently, Mr. Qin has served a claim for remedies pursuant to Part VIA of the Employment Ordinance (Cap. 57 of the Laws of Hong Kong) dated 9 June 2026 on the Company, then on 24 July 2026, commenced proceedings against the Company before the Labour Tribunal for a claim in the amount of HK$3,066,986.29 or (as an alternative) an award for terminal payments to be assessed.

The Board considers the allegations made by Mr. Qin to be unfounded and unsubstantiated. Nonetheless, the Company takes such allegations seriously and has engaged legal counsel to advise on the steps to be taken in connection with Mr. Qin's claim.

Save as disclosed above, to the best of the Directors' knowledge, information and belief, there is no other material matter relating to the Removal that needs to be brought to the attention of the shareholders of the Company.

By Order of the Board
Chiho Environmental Group Limited
Fu Tao
Chairman and Executive Director

Hong Kong, 11 September 2026

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

Executive Directors:	Mr. Fu Tao *(Chairman)* Mr. Chu Yuejiang Mr. Yao Xiang Mr. Yang Wei Ms. Zhou Shuli
Independent Non-Executive Directors:	Mr. Ng Man Fung Walter Ms. Wu Jian Mr. Choi Wai Hong Clifford