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LAM SOON (HONG KONG) LIMITED

(Incorporated in Hong Kong with limited liability)

(Stock Code: 411)

RETIREMENT AND APPOINTMENT OF NON-EXECUTIVE DIRECTOR AND INDEPENDENT NON-EXECUTIVE DIRECTOR AND CHANGES IN COMPOSITION OF BOARD COMMITTEES

The Board announces that with effect from the conclusion of the annual general meeting of the Company held on 12 November 2025:

- (1) Dr. WHANG Sun Tze, having reached his retirement age, has retired from the Board.
- (2) Mr. Lester G. HUANG, *SBS, JP* has retired by rotation from the Board, and ceased to be the Chairman of the Board Remuneration Committee and a member of the Board Audit and Risk Management Committee of the Company.
- (3) Mr. WHANG Yixiang Remus has been appointed as a non-executive director of the Company.
- (4) Mr. CHAU Siu Lun has been appointed as an independent non-executive director of the Company, and a member of each of the Board Audit and Risk Management Committee and the Board Remuneration Committee of the Company.
- (5) Ms. CHEUNG Man Ying has been re-designated as the Chairman of the Board Remuneration Committee of the Company.

The Board of Directors (the “Board”) of Lam Soon (Hong Kong) Limited (the “Company”) announces the following changes in directorship and composition of the board committees with effect from the conclusion of the annual general meeting of the Company held on 12 November 2025 (the “AGM”):

Retirement of Non-executive Director and Independent Non-Executive Director

Dr. WHANG Sun Tze (“Dr. Whang”), a non-executive director of the Company (“NED”), having reached his retirement age, has retired after the conclusion of the AGM.

Mr. Lester G. HUANG, *SBS, JP* (“Mr. Huang”), an independent non-executive director of the Company (“INED”), was subject to retirement by rotation at the AGM pursuant to the Articles of Association of the Company. Mr. Huang, after a tenure of over 11 years, decided not to stand for re-election at the AGM and retired from the Board after the conclusion of the AGM.

Mr. Huang ceased to be the Chairman of the Board Remuneration Committee of the Company (the “BRC”) and a member of the Board Audit and Risk Management Committee of the Company (the “BARMC”) following his retirement as an INED.

Dr. Whang and Mr. Huang, confirmed that they have no disagreement with the Board and that there is no matter relating to their retirement that needs to be brought to the attention of the shareholders of the Company (the “Shareholders”) and The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

The Board would like to express its sincere gratitude to Dr. Whang and Mr. Huang for their valuable contributions to the Company during their tenure of office.

Appointment of NED

Mr. WHANG Yixiang Remus (“Mr. Whang”) has been appointed as a NED of the Company with effect from the conclusion of the AGM.

Mr. Whang, aged 35, is an executive director of MC Packaging Pte Ltd. (“MC Packaging” together with its subsidiaries, the “MCP Group”) and the group chief executive officer of the MCP Group.

Prior to joining MC Packaging, Mr. Whang was an investment banker for Evercore, where he specialised in mergers and acquisition advisory. He also worked in the business development division of Guoco Group, a Southeast Asian conglomerate and a fellow subsidiary of the Company, where he oversaw and managed a portfolio of fast-moving consumer goods assets in the Asia Pacific region and China.

Mr. Whang graduated from The Wharton School of the University of Pennsylvania, USA with a Bachelor of Science in Economics, majoring in Finance and with a minor in Computer Science. He is the son of Dr. Whang, the retired director of the Company and a substantial shareholder of the Company, the nephew of Mr. Kwek Leng Hai, the Chairman of the Board, and Mr. Quek Leng Chan, a deemed substantial shareholder of the Company. Save as disclosed herein, Mr. Whang does not have any relationship with any other directors, senior management, substantial or controlling shareholders of the Company.

Mr. Whang had not held any directorships in any other Hong Kong and overseas public listed companies during the past three years prior to his appointment.

There is no service contract between Mr. Whang and the Company. Mr. Whang is not appointed for a specific term of service with the Company but will be subject to retirement by rotation and re-election at the annual general meetings pursuant to the Articles of Association and Corporate Governance Code of the Company. He will be entitled to a director’s fee (currently HK\$240,000 per annum) which is subject to Shareholders’ approval at the annual general meeting of the Company. Such director’s fee is at the same rate as that payable by the Company to a NED, which was proposed by the Board with reference to the recommendation from the BRC, taking into accounts market benchmarks and the responsibility of the director, and will be subject to annual review by the BRC.

As at the date of this announcement, Mr. Whang does not have any interest or short position in the shares, underlying shares or debentures of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Cap. 571).

Save as disclosed above, there is no other matter relating to the appointment of Mr. Whang that needs to be brought to the attention of the Shareholders and there is no information to be disclosed pursuant to any of the requirements of Rule 13.51(2)(h) to (v) of the Rules Governing the Listing of Securities on the Stock Exchange (the “Listing Rules”).

Appointment of INED and Member of both BARMC and BRC

Mr. CHAU Siu Lun (“Mr. Chau”) has been appointed as an INED of the Company as well as a member of each of the BARMC and BRC with effect from the conclusion of the AGM.

Mr. Chau, aged 61, is qualified as a solicitor in Hong Kong and England and Wales and is currently the partner of Haiwen & Partners LLP. He was a partner of Herbert Smith Freehills LLP from 2006, and served as the Head and Chief Representative of the firm’s Beijing representative office from 2011 to 2022. His specialised practice areas include listing of mainland Chinese companies in Hong Kong, secondary equity and debt financing, mergers and acquisitions, restructuring and spin-offs, corporate governance, environmental, social and governance disclosure and compliance matters of listed companies.

Mr. Chau graduated from The University of Hong Kong with a Bachelor of Arts degree (Honors) in 1987, and obtained a Postgraduate Certificate in Laws from The University of Hong Kong in 1994. Mr. Chau is a fellow of the Hong Kong Chartered Governance Institute (“HKCGI”). He has been a council member of HKCGI since 2021, and served as a vice president since 2024. Mr. Chau holds the qualification of a Certified Anti-Money Laundering Specialist, and is also an arbitrator of the Beijing Arbitration Commission and the Beijing International Arbitration Center.

Mr. Chau is currently an independent non-executive director of AUX International Holdings Limited and Great Wall Motor Company Limited respectively, both are companies listed on the Stock Exchange.

Save as disclosed above, Mr. Chau had not held any directorships in any other Hong Kong and overseas public listed companies during the past three years prior to his appointment. As at the date of this announcement, he does not have any relationship with any directors, senior management, substantial or controlling shareholders of the Company.

There is no service contract between Mr. Chau and the Company. Mr. Chau is not appointed for a specific term of service with the Company but will be subject to retirement by rotation and re-election at the annual general meetings pursuant to the Articles of Association and Corporate Governance Code of the Company. He will be entitled to a director’s fee (currently HK\$240,000 per annum with additional fees of HK\$100,000 per annum for acting as a member of the BARMC and the BRC) which is subject to Shareholders’ approval at the annual general meeting of the Company. Such director’s fee be proposed is at the same rate as that payable by the Company to the other INEDs, which was proposed by the Board with reference to the recommendation from the BRC, taking into accounts market benchmarks and the responsibility of the director, and will be subject to annual review by the BRC.

As at the date of this announcement, Mr. Chau does not have any interest or short position in the shares, underlying shares or debentures of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Cap. 571).

Mr. Chau has confirmed that (i) he has met the independence criteria as set out in Rules 3.13(1) to (8) of the Listing Rules; (ii) he has no past or present financial or other interest in the business of the Company or its subsidiaries or any connection with any core connected person (as defined under the Listing Rules) of the Company; and (iii) there are no other factors that may affect his independence at the time of his appointment.

Save as disclosed above, there is no other matter relating to the appointment of Mr. Chau that needs to be brought to the attention of the Shareholders and there is no information to be disclosed pursuant to any of the requirements of Rule 13.51(2)(h) to (v) of the Listing Rules.

The Board would like to take this opportunity to welcome Mr. Whang and Mr. Chau to the Board.

Change in Composition of Board Remuneration Committee

The Board would like to announce that Ms. CHEUNG Man Ying has been re-designated as the Chairman of the BRC with effect from the conclusion of the AGM.

By Order of the Board
Stella Lo Sze Man
Company Secretary

Hong Kong, 12 November 2025

As at the date of this announcement, the Board of the Company are:

Chairman:

Mr. KWEK Leng Hai

Executive Director:

Mr. LIM Shueh Hann – *Chief Executive Officer*

Independent Non-Executive Directors:

Ms. HO Yuk Wai, Joan

Ms. CHEUNG Man Ying

Mr. CHAU Siu Lun

Non-Executive Directors:

Mr. Christian K. NOTHHAFT

Mr. WHANG Yixiang Remus