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APPOINTMENT OF EXECUTIVE DIRECTOR AND CHANGE OF CHIEF EXECUTIVE OFFICER

The Board hereby announces that:

- (i) Mr. LU Gong Shan has been appointed as an executive Director, a member of the remuneration committee and the chief executive officer of the Group with effect from 1 January 2026; and
- (ii) Mr. YUNG Kin Cheung Michael has resigned as the chief executive officer of the Company and will remain as an executive Director.

APPOINTMENT OF EXECUTIVE DIRECTOR AND CHANGE OF CHIEF EXECUTIVE OFFICER

The board (the “**Board**”) of directors (the “**Director(s)**”) of TK Group (Holdings) Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) hereby announces that Mr. LU Gong Shan (“**Mr. Lu**”) has been appointed as an executive Director, and a member of the remuneration committee with effect from 1 January 2026. Mr. Lu has also been appointed as the chief executive officer of the Company in place of Mr. YUNG Kin Cheung Michael (“**Mr. Yung**”), who wishes to dedicate more time to focus on matters such as developing strategies of the Group, with effect from 1 January 2026. Mr. Yung will remain as an executive Director.

Mr. Yung and the Board have confirmed that Mr. Yung has no disagreement with the Board, and they are not aware of any matter in relation to Mr. Yung's resignation as the chief executive officer of the Company that needs to be brought to the attention of the shareholders of the Company.

The Board would like to take this opportunity to express its sincere gratitude to Mr. Yung for his contribution and leadership during his tenure as the chief executive officer of the Company.

The biographical details of Mr. Lu is set out below.

Mr. LU Gong Shan (盧功善)

Mr. Lu, aged 46, joined the Group in May 2002 and held the positions of project engineer and business unit manager of the Company from May 2002 to January 2009. Mr. Lu was appointed as the deputy general manager of the mold fabrication business in January 2009, primarily responsible for the development of the mold fabrication business, project management and the management of affairs in respect of technology, quality and sourcing management. In October 2013, Mr. Lu was appointed as the general manager of the mold business units of the Group and was responsible for the overall management of the mold business units. Mr. Lu was recognised as a "Honghu Talent" in the Shenzhen Guangming District from 2017 to 2022 (2017-2022深圳市光明區“鴻鵠人才”) and a Shenzhen High-level Professional Talent – Municipal-level Leading Talent (2019-2024深圳市高層次專業人才 – 地方級領軍人才) from 2019 to 2024.

Mr. Lu graduated from Zhengzhou University of Light Industry in the PRC in July 2000 with a diploma in high molecular material machining specialised in mold design and manufacturing. In May 2013, Mr. Lu obtained a Master degree in Business Administration in Executive Management from the Royal Roads University in Canada.

Mr. Lu has entered into a service contract as executive Director and chief executive officer with the Company for a term of three years commencing from 1 January 2026, subject to termination in certain circumstances as stipulated in the service contract and retirement and the re-election provisions in accordance with the second amended and restated memorandum and articles of association of the Company (the "**Articles of Association**"). Mr. Lu is entitled to an annual fixed emolument of HK\$1,600,000 plus a discretionary bonus as the executive Director and chief executive officer of the Group. The emolument of Mr. Lu was determined with reference to his duties and responsibilities with the Company, the Company's remuneration policy and the prevailing market conditions.

As at the date of this announcement, Mr. Lu is interested or deemed to be interested in 1,805,388 shares of the Company, representing approximately 0.22% of the issued share capital of the Company pursuant to Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) (“SFO”). Such interest includes Mr. Lu’s entitlement to 133,694 unvested award shares granted under the share award scheme of the Company adopted on 25 February 2019.

Save as disclosed above and as at the date of this announcement, Mr. Lu (i) does not have any relationships with any Directors, senior management or substantial or controlling shareholders of the Company; (ii) does not have any interests in shares and underlying shares of the Company and any associated corporation of the Company (within the meaning of Part XV of the SFO; (iii) did not hold any directorships in listed public companies in Hong Kong or overseas in the last three years; and (iv) does not have any other information that needs to be disclosed pursuant to any of the requirements as set out in Rules 13.51(2)(h) to 13.51(2)(v) of the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

The Board would like to express its warmest welcome to Mr. Lu on his appointments in the Company.

By order of the Board
TK Group (Holdings) Limited
Li Pui Leung
Chairman

Hong Kong, 22 December 2025

As at the date of this announcement, the executive directors of the Company are Mr. Li Pui Leung, Mr. Yung Kin Cheung Michael, Mr. Lee Leung Yiu and Mr. Cheung Fong Wa; and the independent non-executive directors of the Company are Dr. Chung Chi Ping Roy, Ms. Christine Wan Chong Leung and Mr. Tsang Wah Kwong.

* *For identification purposes only*