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康師傅控股

TINGYI (CAYMAN ISLANDS) HOLDING CORP.

康師傅控股有限公司*

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 0322)

CHANGE OF CHIEF EXECUTIVE OFFICER

Retirement of Chief Executive Officer

The board (the “**Board**”) of directors (the “**Directors**”) of Tingyi (Cayman Islands) Holding Corp. (the “**Company**”, together with its subsidiaries, the “**Group**”) announces that Mr. Chen Yinjiang (“**Mr. Chen**”) has decided to retire and will not renew his service contract with the Company. The service contract between the Company and Mr. Chen as the chief executive officer of the Company (the “**CEO**”) will expire on 31 December 2025.

Mr. Chen has confirmed that he has no disagreement with the Board and that there are no matters relating to his retirement 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**”).

Since joining the Group in February 2013, Mr. Chen has made great achievements in the fields of cultivating new generation talents, introducing external partners, food safety and building technology platforms, and contributed tremendously to the business development of the Group, helping the Group to actively implement high-quality development. He actively promoted sustainable development, and played a crucial role in the establishment of the Group’s ESG system, green operations and social responsibility practices. Additionally, Mr. Chen focused on communication and collaboration in public affairs, effectively enhancing the Group’s public image and social reputation. The Board would like to take this opportunity to express its sincere gratitude to Mr. Chen for his valuable contributions to the Company during his tenure of office.

Appointment of Chief Executive Officer

The Board announces the appointment of Mr. Wei Hong-Chen (“**Mr. Wei**”) as the CEO with effect from 1 January 2026. Mr. Wei will also continue to serve as an executive Director.

The biographical details of Mr. Wei are set out as follows:

Mr. Wei Hong-Chen, aged 43, was appointed as an Executive Director of the Group on 1 January 2019. Mr. Wei received his Bachelor’s degree from Imperial College London and Master of Business Administration from Harvard Business School. He also serves on Harvard Business School’s Board of Dean’s Advisors, offering valuable insights into industry trends and leadership. He was appointed as a director of KSF Beverage Holding Co., Ltd. (formerly known as Tingyi-Asahi Beverages Holding Co., Ltd., “**KSF Beverage**”) since February 2015 and as its chairman since 2019. Under his leadership, KSF Beverage has delivered consistent revenue and profit growth through decisive strategy and strong execution. Consumer-centric and team-focused, he is driving KSF Beverage’s transformation into a high-quality, full-category beverage enterprise while upholding its commitment to sustainable development.

Mr. Wei will enter into a service agreement with the Company to act as the CEO. The emoluments payable to Mr. Wei with respect to his role as the CEO will be determined with reference to the prevailing market conditions, his experience and job duties and the Company’s remuneration policy. The details of which will be disclosed in the annual report of the Company.

Mr. Wei is the younger brother of Mr. Wei Hong-Ming, the Chairman of the Board and an executive Director, and his family members and relatives beneficially own as to 100% of Ting Hsin (Cayman Islands) Holding Corp., a substantial shareholder of the Company. As at the date of this announcement, Mr. Wei holds 5,000,000 shares and share options to subscribe for 1,385,000 shares of the Company.

Save as disclosed above, as at the date of this announcement, Mr. Wei (i) does not hold any other positions with the Group; (ii) is not related to any director, senior management, substantial shareholder or controlling shareholder of the Company; (iii) is not interested in any shares, underlying shares or debentures of the Company or any of its associated corporations within the meaning of Part XV of the Securities and Futures Ordinance; and (iv) has not held any other directorships in any other public listed companies in Hong Kong or overseas in the last three years or other major appointments and qualifications.

Save as disclosed above and so far as the Board is aware, there is no other information required to be disclosed pursuant to Rule 13.51(2)(h) to 13.51(2)(v) of the Rules Governing the Listing of Securities on the Stock Exchange, and there are no other matters that need to be brought to the attention of the Shareholders in relation to the appointment of Mr. Wei as the CEO.

The Board would like to express its warm welcome to Mr. Wei on his new role as the CEO.

By order of the Board
Tingyi (Cayman Islands) Holding Corp.
Mr. Wei Hong-Ming
Chairman and Executive Director

Hong Kong, 18 December 2025

As at the date of this announcement, Mr. Wei Hong-Ming, Mr. Junichiro Ida, Mr. Wei Hong-Chen, Mr. Koji Shinohara, Mr. Yuko Takahashi and Ms. Tseng Chien are executive Directors of the Company. Mr. Hsu Shin-Chun, Mr. Masaya Tochio and Mr. Man Mo Leung are independent non-executive Directors of the Company.

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