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Ficus Technology Holdings Limited
細葉榕科技控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 8107)

**(1) REDESIGNATION OF DIRECTOR;
(2) APPOINTMENT OF DIRECTORS; AND
(3) CHANGES IN BOARD COMMITTEE COMPOSITION**

REDESIGNATION OF DIRECTOR

The board (the “**Board**”) of directors (the “**Director(s)**”) of Ficus Technology Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) is pleased to announce that it has approved the redesignation of Ir Prof. Young Andrew Meng Cheung (“**Ir Prof. Young**”) from an independent non-executive Director to an executive Director and the chief executive officer of the Group (the “**Group CEO**”) (the “**Redesignation**”) with effect from 12 January 2026.

The biographical details of Ir Prof. Young are set out below.

Ir Prof. Young, aged 66, was appointed as an independent non-executive Director of the Company on 15 September 2023. He has over 40 years of executive experience and was formerly Head of Innovation at Sino Group (2017–2024), where he was responsible for leading the Group’s innovation and technology development. He previously served as Chief Commercial Officer of Hong Kong Science & Technology Parks Corporation (2011–2017) and Director of Partnership Development at The Hong Kong Polytechnic University (1998–2011).

He is currently a member of the Sixth Election Committee of the Hong Kong Special Administrative Region for the term from October 2021 to October 2026. He also serves as a Member of the Hong Kong Construction Industry Council, a Board Member of the Hong Kong Green Building Council, a Member of the Committee on Self-financing Post-secondary Education of the Education Bureau of the HKSAR, and a Member of the Council on Connected World of the World Economic Forum.

Ir Prof. Young graduated from the University of South Australia with a Bachelor of Engineering in Mechanical Engineering and holds a Postgraduate Diploma in Business Administration and a Master of Business Administration. He is a Fellow of The Hong Kong Institution of Engineers and a Chartered Professional Engineer of Engineers Australia. He is also an Adjunct Professor at The University of Hong Kong and City University of Hong Kong and serves on committees in various tertiary institutions, including City University of Hong Kong, The Chinese University of Hong Kong, The Education University of Hong Kong and the Vocational Training Council.

In addition, Ir Prof. Young holds various positions in leading commerce and industry associations, including serving as Chairman of the Hong Kong Automation Technology Council and the AI & Robotics Alliance of Hong Kong, as well as roles on committees under the Hong Kong Trade Development Council. He was awarded the Chief Executive's Commendation for Community Service for his contribution to the innovation and technology community by the HKSAR Government on 1 July 2025.

Upon the Redesignation, Ir Prof. Young has entered into a service agreement with the Company in connection with the Redesignation as an executive Director for a term of three years commencing on 12 January 2026 and the appointment can be terminated by either party giving the other party not less than one month's prior written notice or payment of wages in lieu of notice. His tenure will continue until the conclusion of the first annual general meeting of the Company following his appointment, at which time he will be eligible for re-election, and shall be subject to retirement by rotation and re-election at the general meetings of the Company in accordance with the Company's Articles, or until earlier termination as required by the Company's articles of association ("**Articles**") and/or any applicable laws and regulations. Ir Prof. Young is entitled to a Director's fee of HK\$240,000 per annum, an additional HK\$3,000,000 per annum as the Group CEO, and a discretionary bonus may from time to time be determined by the Board. Such remuneration package has been determined by the Board with reference to his background, qualifications, experience, duties and responsibilities to the Company and the prevailing market conditions.

Save as disclosed above, as of the date of this announcement, Ir Prof. Young (i) does not hold any other positions in the Company or any other member of the Company's group; (ii) does not have relevant experience including (a) any other directorship in public companies whose securities were listed on any securities market in Hong Kong or overseas in the past three years, and (b) any other major appointments and professional qualifications; (iii) does not have any relationships with any Directors, senior management, substantial shareholders or controlling shareholders (as defined in the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the "**GEM Listing Rules**")) of the Company; and (iv) does not have any interests in the shares of the Company or related shares as defined in Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

The Board would like to express its sincere gratitude to Ir Prof. Young for his valuable contributions and support to the Company during his tenure of office as an independent non-executive Director, and continued contribution to the Company in the capacity of an executive Director and the Group CEO.

APPOINTMENT OF DIRECTORS

The Board hereby announces that it has approved the following appointment, with effect from 12 January 2026:

- (i) Mr. Wen Yuan (“**Mr. Wen**”) as an executive Director and the chief operating officer of the Group in the People’s Republic of China (the “**PRC**”) (the “**Group PRC COO**”) for the management and development of the Group’s business in the PRC;
- (ii) Mr. Fung King Him Daniel (“**Mr. Fung**”) as an executive Director and the chief operating officer of the Group in Hong Kong (the “**Group Hong Kong COO**”); and
- (iii) Mr. Jan Ting Wai (“**Mr. Jan**”) as an independent non-executive Director.

The biography of the above Directors is set out as follows:

Mr. Wen Yuan

Mr. Wen, aged 57, has been an executive director of RENHENG Enterprise Holdings Limited (stock code: 3628, a company listed on the Main Board of the Stock Exchange) since December 2024. In this capacity, he is responsible for establishing partnerships with relevant companies in Mainland China. Mr. Wen obtained a bachelor’s degree in Chinese Language and Literature Education from Northeast Normal University in China in June 1996, and was awarded as Senior Economist in Economic Management from Jilin Provincial Personnel Department of China in January 2008.

His career commenced at Jilin Province Baishan City Fusong County Municipal Engineering Company (吉林省白山市撫松縣市政工程公司) from March 1990 to March 1992, where he served as the office director. From August 1994 to May 2014, Mr. Wen was the general manager of Jilin Province Baishan City Fusong First Pharmaceutical Factory (吉林白山撫松第一製藥廠), overseeing the general affairs of the factory. Between May 2014 and December 2020, Mr. Wen held the positions of general manager and chairman of Sinopharm Pharmaceutical Co., Ltd. (國藥藥材股份有限公司), with full responsibility for the company’s overall management.

Since December 2020, Mr. Wen has served as vice chairman of China Pharmaceutical Culture Society (中國藥文化研究會), organizing academic exchange and holding forum lectures. Since December 2023, he has also been vice-president of China Russia Regional Cooperation and Development Investment Fund Management Co., Ltd. (中俄地區合作發展投資基金管理有限責任公司), focusing on research medical equipment and devices and pharmaceutical and energy.

Mr. Wen has entered into a service agreement with the Company in connection with his appointment as an executive Director for a term of three years commencing on 12 January 2026 and the appointment can be terminated by either party giving the other party not less than one month’s prior written notice or payment of wages in lieu of notice. His tenure will continue until the conclusion of the first annual general meeting of the Company following his appointment, at which time he will be eligible for re-election, and shall be subject to retirement by rotation and re-election at the general meetings of the Company in accordance with the Company’s Articles, or until earlier termination as required by the Company’s

Articles and/or any applicable laws and regulations. Mr. Wen will be entitled to receive a director's emolument of HK\$240,000 per annum, an additional HK\$2,760,000 per annum as the Group PRC COO, and a discretionary bonus may from time to time be determined by the Board. Such remuneration package has been determined by the Board with reference to his relevant qualifications, experience, duties and responsibilities in the Company, and prevailing market benchmarks.

Save as disclosed above, as of the date of this announcement, Mr. Wen (i) does not hold any other positions in the Company or any other member of the Company's group; (ii) does not have relevant experience including (a) any other directorship in public companies whose securities were listed on any securities market in Hong Kong or overseas in the past three years, and (b) any other major appointments and professional qualifications; (iii) does not have any relationships with any Directors, senior management, substantial shareholders or controlling shareholders (as defined in the GEM Listing Rules) of the Company; and (iv) does not have any interests in the shares of the Company or related shares as defined in Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

Mr. Fung King Him Daniel

Mr. Fung, aged 55, has over 20 years of senior executive experience in listed companies. He has been serving the Company since 2023 as Director of Corporate Finance, being responsible for corporate finance initiatives, leading merger, acquisition and re-organization transactions, establishment of new business units and communications with regulatory bodies and investors. Mr. Fung is also a director of Trinity Management Limited, a subsidiary of the Company. He served as Director of Group Corporate Strategy and Investor Relations of Sinopharm Tech Holdings Limited (stock code: 8156, a company listed on the GEM Board of the Stock Exchange) from 2000 to 2022. In this capacity, Mr. Fung has been responsible for leading merger and acquisition transactions, corporate finance initiatives and investment activities, establishing new business ventures, delivering presentations in roadshows while working closely with professional parties and government institutions. He was an executive director of Celebrate International Holdings Limited, which was formerly known as Aptus Holdings Limited (stock code: 8212, a company listed on the GEM Board of the Stock Exchange) from 2004 to 2010. Mr. Fung has obtained a bachelor's degree from the University of Wisconsin in the United States of America with double majors in Mathematics and Computer Science. He previously cumulated years of experience in the finance industry working in Lehman Brothers Asia Limited, HSBC Asset Management Limited and Platinum Securities Company Limited.

Mr. Fung has entered into a service agreement with the Company in connection with his appointment as an executive Director for a term of three years commencing on 12 January 2026 and the appointment can be terminated by either party giving the other party not less than one month's prior written notice or payment of wages in lieu of notice. His tenure will continue until the conclusion of the first annual general meeting of the Company following his appointment, at which time he will be eligible for re-election, and shall be subject to retirement by rotation and re-election at the general meetings of the Company in accordance with the Articles, or until earlier termination as required by the Articles and/or any applicable laws and regulations. Mr. Fung will be entitled to receive a director's emolument of HK\$240,000 per annum, an additional HK\$1,656,000 per annum as Group Hong Kong COO, and a discretionary bonus may from time to time be determined by the Board. Such

remuneration package has been determined by the Board with reference to his relevant qualifications, experience, duties and responsibilities in the Company, and prevailing market benchmarks.

Save as disclosed above, as of the date of this announcement, Mr. Fung (i) does not hold any other positions in the Company or any other member of the Company's group; (ii) does not have relevant experience including (a) any other directorship in public companies whose securities were listed on any securities market in Hong Kong or overseas in the past three years, and (b) any other major appointments and professional qualifications; (iii) does not have any relationships with any Directors, senior management, substantial shareholders or controlling shareholders (as defined in the GEM Listing Rules) of the Company; and (iv) does not have any interests in the shares of the Company or related shares as defined in Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

Mr. Jan Ting Wai

Mr. Jan, aged 58, possesses extensive expertise in corporate & operational finance, business development, strategy, risk management, and digital transformation and innovation. He has been with the Jardine Matheson Group since 1999, contributing over 25 years of distinguished service. His progressive leadership roles include Group Financial Controller — Operations at Mandarin Oriental Hotel Group, as well as Finance Director, South Asia (Singapore-based) from 2014 to 2016, Head of Corporate Finance & Tax from 2016 to 2017, Director & Head of Corporate Development from 2017 to 2022, and Director & Head of Digital Transformation & Innovation from 2022 to 2024 at Hongkong Land Limited. Mr. Jan also served as a member of the HKTDC Infrastructure Development Advisory Committee from 2023 to 2025 and was the Co-Founder and Co-Chair of Hong Kong PropTech Alliance from 2020 to 2024, an alliance established to accelerate the adoption of technologies to solve strategic industry challenges, particularly to address climate change and the reduction of carbon emissions and its members comprises major developers from HK and the United States, with investment portfolios spanning Asia and globally. Mr. Jan holds a Bachelor of Engineering in Mechanical Engineering from the University of Sydney in 1991 and a Master of Business Administration from The Chinese University of Hong Kong in 1998.

Mr. Jan has entered into a letter of appointment with the Company in connection with his appointment as an independent non-executive Director for a term of three years commencing on 12 January 2026 and the appointment can be terminated by either party giving the other party not less than one month's prior written notice or payment of wages in lieu of notice. His tenure will continue until the conclusion of the first annual general meeting of the Company following his appointment, at which time he will be eligible for re-election, and shall be subject to retirement by rotation and re-election at the general meetings of the Company in accordance with the Company's Articles, or until earlier termination as required by the Articles and/or any applicable laws and regulations. Mr. Jan will be entitled to receive a director's emolument of HK\$180,000 per annum. Such remuneration package has been determined by the Board with reference to his relevant qualifications, experience, duties and responsibilities in the Company, and prevailing market benchmarks.

Save as disclosed above, as of the date of this announcement, Mr. Jan (i) does not hold any other positions in the Company or any other member of the Company's group; (ii) does not have relevant experience including (a) any other directorship in public companies whose securities were listed on any securities market in Hong Kong or overseas in the past three years, and (b) any other major appointments and professional qualifications; (iii) does not have any relationships with any Directors, senior management, substantial shareholders or controlling shareholders (as defined in the GEM Listing Rules) of the Company; and (iv) does not have any interests in the shares of the Company or related shares as defined in Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

The Company confirms that Mr. Jan has confirmed with the Company (i) his independence as regards each of the factors referred to in Rule 5.09 of the GEM Listing Rules, (ii) that 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 in the GEM Listing Rules) of the Company; and (iii) that there are no other factors that may affect Mr. Jan's independence at the time of his appointment. Save as disclosed above, Mr. Jan has confirmed that there are no other matters concerning his appointment as an independent non-executive Director that need to be brought to the attention of the shareholders of the Company, and no other information is required to be disclosed pursuant to Rule 17.50(2) of the GEM Listing Rules.

Save as disclosed above, each of Mr. Wen, Mr. Fung and Mr. Jan has confirmed that there are no other matters concerning his appointment as a Director that need to be brought to the attention of the shareholders of the Company, and no other information is required to be disclosed pursuant to Rule 17.50(2)(h) to (v) of the GEM Listing Rules.

The Board would like to take this opportunity to express its warmest welcome to Mr. Wen, Mr. Fung and Mr. Jan for joining the Board.

CHANGES IN BOARD COMMITTEE COMPOSITION

The Board further announces that following Resignation and with effect from 12 January 2026,

- (i) Ir Prof. Young has resigned from his positions as the chairman of the nomination committee of the Company (the "**Nomination Committee**"), a member of each of the audit committee of the Company (the "**Audit Committee**") and remuneration committee of the Company (the "**Remuneration Committee**"); and
- (ii) Mr. Jan has been appointed as the chairman of the Nomination Committee, and a member of each of the Audit Committee and Remuneration Committee.

By order of the Board
Ficus Technology Holdings Limited
Mr. Chan Ting
Chairman and Executive Director

Hong Kong, 12 January 2026

As at the date of this announcement, the Board comprises (i) five executive Directors, namely, Mr. Chan Ting (Chairman), Ms. Chan Siu Sarah, Ir Prof. Young Andrew Meng Cheung, Mr. Wen Yuan, and Mr. Fung King Him Daniel; and (ii) three independent non-executive Directors, namely Dr. Liu Ta-pei, Mr. Choi Man On and Mr. Jan Ting Wai.

This announcement, for which the Directors collectively and individually accept full responsibility, includes particulars given in compliance with the GEM Listing Rules for the purpose of giving information with regard to the Company. The Directors, having made all reasonable enquiries, confirm that, to the best of their knowledge and belief, the information contained in this announcement is accurate and complete in all material respects and not misleading or deceptive, and there are no other matters the omission of which would make any statement herein or this announcement misleading.

This announcement will remain on the “Latest Listed Company Information” page on the website of the Stock Exchange of Hong Kong Limited at www.hkexnews.hk for a minimum period of 7 days from the date of its publication and on the Company’s website at www.ficustech.com.