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CR Construction Group Holdings Limited

華營建築集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 1582)

CHANGE OF CHIEF EXECUTIVE OFFICER

The Board hereby announces that Mr. Li Kar Yin has resigned as the CEO with effect from 1 January 2025. In his replacement, Mr. Pan Shujie has been appointed as the CEO with effect from 1 January 2025.

RESIGNATION OF CHIEF EXECUTIVE OFFICER

The board (the “**Board**”) of directors (the “**Director(s)**”) of CR Construction Group Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) hereby announces that Mr. Li Kar Yin (“**Mr. Li**”) has resigned as the chief executive officer of the Company (the “**CEO**”) with effect from 1 January 2025 due to a redesignation of duties in the Group. Mr. Li will remain as the executive Director of the Board.

Mr. Li has confirmed that he has no disagreement with the Board and there is no matter in respect of his resignation which 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 take this opportunity to express its gratitude to Mr. Li for his significant contribution during his term of office as the CEO.

APPOINTMENT OF CHIEF EXECUTIVE OFFICER

The Board is pleased to announce that Mr. Pan Shujie (“**Mr. Pan**”) has been appointed as the CEO with effect from 1 January 2025.

The biographical details of Mr. Pan are set out below:

Mr. PAN, aged 60, has been appointed as the CEO with effect from 1 January 2025. Prior to his appointment as the CEO of the Company, he worked as our Chief Operation Officer and Deputy General Manager. Mr. Pan joined our Group in August 2020. He is mainly responsible for overseeing the overall operation of the Group. Mr. Pan currently serves as the director of CR Construction Company Limited and CR Engineering Company Limited.

Mr. Pan has over 35 years of experience in the construction industry. Mr. Pan worked in China State Construction Group Limited in 1987 and was seconded to China State Construction International Holdings Limited from 1991 to mid-2020. From August 2012 to August 2018, Mr. Pan was served as an executive director of China State Construction International Holdings Limited (stock code: 3311). Since August 2020, he joined our Group and has been serving as a Chief Operation Officer and Deputy General Manager of CR Construction Company Limited and was appointed as the director of CR Construction Company Limited in March 2022.

Mr. Pan obtained a bachelor degree in civil engineering from the Southeast University (formerly known as Nanjing Institute of Technology) and obtained a master degree of science in engineering business management from the University of Warwick (UK). He was admitted as a member of The Hong Kong Institute of Engineers in September 2003 and was admitted as a member of The Chartered Institute of Building (UK) in 2002. Mr. Pan has been appointed as a member of Construction Industry Council by Development Bureau of the Government of the Hong Kong Special Administrative Region since 2016. He has been appointed as a director of Hong Kong Green Building Council in 2020, the executive director of China Civil Engineering Society Council in 2018, a deputy director of China Green Building (HK) Council in 2018. He has been appointed as an expert member of China Association of Building Energy Efficiency in 2017. Mr. Pan had been awarded the Second Class honor of National Science and Technology Progress Award of PRC with respect to Research and Application of Critical Construction Technologies in Hong Kong Disneyland Project in 2007.

Save as disclosed above, Mr. Pan does not (i) hold any other position with the Company or other members of the Group; (ii) have any relationship with any directors, senior management or substantial or controlling shareholders of the Company; (iii) held any directorships in the last three years in any public companies, the securities of which are listed on any securities market in Hong Kong and/or overseas, nor held any other major appointments or professional qualifications. As at the date of this announcement, Mr. Pan does not have any interest in the shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance.

Mr. Pan is not appointed as the CEO for any specific length or proposed length of service but his appointment as the CEO may be terminated by either party by giving not less than three month' notice to the other party in writing pursuant to the service contract signed by the Company and Mr. Pan. Pursuant to the said service contract, Mr. Pan is entitled to receive a monthly salary of HK\$206,000 plus a discretionary bonus as may be determined by the Board with reference to his performance. The foregoing emolument of Mr. Pan is recommended by the Company's Remuneration Committee and approved by the Board with reference to his performance, qualifications, experience and responsibilities with the Company.

Save for the information set out above, there is no other information to be disclosed pursuant to any of the requirements of Rule 13.51(2) of the Rules Governing the Listing of Securities on the Stock Exchange nor are there other matters that need to be brought to the attention of the Shareholders in relation to the appointment of Mr. Pan.

The Board would like to take this opportunity to welcome Mr. Pan.

By order of the Board
CR Construction Group Holdings Limited
Guan Manyu
Chairman

Hong Kong, 31 December 2024

As at the date of this announcement, the Company has three executive directors, namely Mr. Guan Manyu, Mr. Li Kar Yin and Mr. Chan Tak Yiu; one non-executive director, namely Mr. Yang Haojiang; and four independent non-executive directors, namely The Honourable Tse Wai Chun Paul JP, Mr. Ho Man Yiu Ivan, Ms. Dong Yuk Lai Petrina and Mr. Lai Yuk Fai Stephen JP.