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**S T A R L I T E**

**HOLDINGS LIMITED**

**星光集團有限公司\***

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

**STOCK CODE 股份代號: 403**

**RE-DESIGNATION OF CHAIRMAN, CHIEF EXECUTIVE OFFICER AND  
EXECUTIVE DIRECTOR AS  
EXECUTIVE CHAIRMAN AND EXECUTIVE DIRECTOR  
AND  
APPOINTMENT OF CHIEF EXECUTIVE OFFICER AND  
EXECUTIVE DIRECTOR**

The Board wishes to announce the following changes in directorships of the Company with effect from 1 January 2026:

- (1) Mr. Lam, currently being the chairman, chief executive officer, executive Director and member of the Nomination Committee of the Company, will relinquish his role as the chief executive officer and remain as executive Director of the Company and member of Nomination Committee and be re-designated as an executive chairman of the Company; and
- (2) Ms. Zhao Chunyan has been appointed as an executive Director and the chief executive officer of the Company.

**RE-DESIGNATION OF CHAIRMAN, CHIEF EXECUTIVE OFFICER AND  
EXECUTIVE DIRECTOR**

The board (the “**Board**”) of directors (the “**Directors**” and each a “**Director**”) of Starlite Holdings Limited (the “**Company**” and together with its subsidiaries, the “**Group**”) wishes to announce that Mr. Lam Kwong Yu (“**Mr. Lam**”), currently being the chairman, chief executive officer, executive Director and member of the Nomination Committee of the Company, will (i) relinquish his role as the chief executive officer; (ii) remain as executive Director of the

Company and member of Nomination Committee; and (iii) be re-designated as an Executive Chairman of the Company with effect from 1 January 2026. The reasons for his re-designation as executive chairman is for the purposes of corporate governance enhancements and for better compliance of Code Provision C.2.1 of Part 2 of the Corporate Governance Code (the “**CG Code**”) as set out in Appendix C1 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) (the “**Listing Rules**”).

Mr. Lam, aged 79, has been an executive Director of the Company since 1992. He holds a Master Degree in Business Administration (Distinguished Alumni Awards) from the National University of Singapore. Mr. Lam has been in community work in China and Hong Kong for many years. He is a member of the 10th, 11th and the 12th National Committee of the Chinese People’s Political Consultative Conference, a director of Chinese Overseas Friendship Association, a former member of Selection Committee for the Government of HKSAR and a former committee member of the Election Committee Subsector Elections, Chairman of Mainland Affairs Committee of Scout Association of Hong Kong, Deputy Chairman of Federation of Hong Kong Guangdong Community Organizations Charitable Foundation Limited, Chairman of Polar Museum Foundation, Director of Future Star, an Adjunct Professor of College of Business of City University of Hong Kong and Director of Guangzhou Jinan University. Mr. Lam has received several prominent awards including “Hong Kong Ten Outstanding Young Persons Award 1986”, “Young Industrialist Award of Hong Kong 1988”, the first “Hong Kong Entrepreneurs Award 1990”, “Outstanding Achievements Award” of the “Hong Kong Print Award 1999” and “Medal of Honor (M.H.)” from the government of the Hong Kong Special Administrative Region in 2002. Mr. Lam has over 60 years’ experience in the printing industry and takes charge of the overall planning, strategy and development of the Group.

He is a director of various subsidiaries and the legal representative of certain PRC subsidiaries of the Company. Mr. Lam is the spouse of Ms. Li Lin, a substantial or controlling shareholder of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) (the “**SFO**”). As at the date of this announcement, Mr. Lam has personal interests in 202,962,677 ordinary shares of the Company within the meaning of Part XV of the SFO.

Mr. Lam has no specific term of service with the Company, but he is subject to retirement and re-election at annual general meetings in accordance with the memorandum of association and bye-laws of the Company. Under his remuneration package, Mr. Lam will be entitled to a director’s fee of HK\$150,000 per annum. Mr. Lam will enter into a new service agreement with a wholly-owned subsidiary of the Company for a term of two years with effect from 1 January 2026, he is entitled to a fixed monthly salary of HK\$420,300, discretionary bonus and other benefit in such amount and on such terms as approved by the Remuneration Committee of the Company. The remuneration entitled by Mr. Lam was determined by the Board and the Remuneration Committee of the Company with reference to his experience, qualifications, work performance, market benchmark and the Company’s remuneration policy.

Save as disclosed above and as at the date of this announcement, Mr. Lam (a) does not hold any position with the Company and any other members of the Group; (b) does not have any relationship with any Directors, senior management, substantial or controlling shareholders of the Company; (c) has not held any directorships in other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (d) does not have other major appointments and professional qualifications; and (e) does not have,

nor is deemed to have, any other interests or short positions in the shares, underlying shares or debentures of the Company or its associated corporations within the meaning of Part XV of the SFO.

Mr. Lam has confirmed that save as disclosed above, there is no other information to be disclosed pursuant to any of the requirements of Rule 13.51(2)(h) to (v) of the Listing Rules nor are there other matters that need to be brought to the attention of the shareholders of the Company in relation to the re-designation of Mr. Lam.

## **APPOINTMENT OF EXECUTIVE DIRECTOR AND CHIEF EXECUTIVE OFFICER**

The Board wishes to announce that Ms. Zhao Chunyan (“**Ms. Zhao**”) has been appointed as an executive Director and chief executive officer of the Company with effect from 1 January 2026.

The biography of Ms. Zhao is as follow:

Ms. Zhao, aged 53, joined the Group in 1994. She is currently the general manager of Shaoguan Fortune Creative Industries Company Limited, a wholly-owned subsidiary of the Company. Ms. Zhao is responsible for overseeing the production and operation of the Shaoguan factory. She has extensive experience in management, production quality control and strategic planning and has over 30 years’ of experience in printing and packaging business. She has recently completed the Advanced Training Course on Quality Management and Brand Building of Guangdong Provincial Department of Industry and Information Technology organised by Shanghai Jiao Tong University.

Ms. Zhao will enter into a letter of appointment with the Company as an executive Director and chief executive officer of the Company for a term of two years with effect from 1 January 2026 subject to retirement by rotation or re-election at the annual general meeting of the Company in accordance with the memorandum of association and bye-laws of the Company. Under her remuneration package, Ms. Zhao will be entitled to a director’s fee of HK\$150,000 per annum. She will also enter into a service agreement with a wholly-owned subsidiary of the Company for a term of two years, she will be entitled to a fixed monthly salary of HK\$120,000 and a discretionary bonus in such amount and on such terms as approved by the Remuneration Committee of the Company. The remuneration entitled by Ms. Zhao was determined by the Board and the Remuneration Committee of the Company with reference to her responsibilities, time commitment and the Company’s remuneration policy.

Save as disclosed above and as at the date of this announcement, Ms. Zhao (a) does not hold any position with the Company and any other members of the Group; (b) does not have any relationship with any Directors, senior management, substantial or controlling shareholders of the Company; (c) has not held any directorships in other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (d) does not have other major appointments and professional qualifications; and (e) does not have, nor is deemed to have, any interest or short positions in any shares, underlying shares, or debentures of the Company or its associated corporations within the meaning of Part XV of the SFO.

Ms. Zhao has confirmed that save as disclosed above and as at the date of this announcement, there is no other information to be disclosed pursuant to any of the requirements of Rule 13.51(2)(h) to (v) of the Listing Rules nor are there other matters that need to be brought to the attention of the Shareholders in relation to the appointment of Ms. Zhao.

The Board would like to take this opportunity to welcome Ms. Zhao to join the Board.

On behalf of the Board  
**Starlite Holdings Limited**  
**Lam Kwong Yu**  
*Chairman*

Hong Kong, 8 December 2025

*As at the date of this announcement, the executive directors of the Company are Mr. Lam Kwong Yu, Mr. Poon Kwok Ching, Mr. Wong Wai Kwok and Mr. Zhong Zhitang; the non-executive director is Ms. Yeung Chui, and the independent non-executive directors are Mr. Chan Yue Kwong, Michael, Mr. Kwok Lam-Kwong, Larry, SBS, JP, Mr. Tam King Ching, Kenny and Ms. Elizabeth Law.*

*\* For identification purpose only*