First Service Holding Limited
第一服务控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 2107)

CHANGE OF EXECUTIVE DIRECTOR

The Board announces that with effect from 26 January 2026:

- Mr. Jin Chungang has resigned as an executive Director; and
- Mr. Wang Song has been appointed as an executive Director.

RESIGNATION OF EXECUTIVE DIRECTOR

The board (the "**Board**") of directors (the "**Directors**") of First Service Holding Limited (the "**Company**", together with its subsidiaries, the "**Group**") announces that Mr. Jin Chungang ("**Mr. Jin**") has resigned as an executive Director due to a shift in his primary focus of work arrangements with effect from 26 January 2026. He will continue to serve as the deputy general manager of the Group, fully responsible for the overall operation and daily management of companies in the northwest region of China.

Mr. Jin has confirmed that, (i) he does not have any claim of any kind of compensation against the Company in respect of his resignation; (ii) he does not have any disagreement with the Board; and (iii) there are no other matters in relation to his resignation that need to be brought to the attention of the shareholders of the Company (the "**Shareholders**") and The Stock Exchange of Hong Kong Limited.

The Board would like to take this opportunity to express its sincere gratitude to Mr. Jin for his contribution to the Company during his tenure of office as an executive Director.

APPOINTMENT OF EXECUTIVE DIRECTOR

The Board is pleased to announce that Mr. Wang Song ("**Mr. Wang**") has been appointed as an executive Director with effect from 26 January 2026.

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

Mr. Wang Song, aged 41, has over 15 years of experience in property management. Mr. Wang is the chief operating officer of the Group who is responsible for assisting the general manager in implementing the Group's strategic business plans and supervising daily management and overall operation of the property management business of the Group. From April 2010 to December 2019, he served as a customer service manager and project manager of First Property Management (Beijing) Co., Ltd. (第一物業服務(北京)有限公司) ("**First Property (Beijing)**"), where he was responsible for the operation and management of the property management and business development. From January 2020 to December 2020, he served as the general manager of the operation management center of First Property (Beijing), where he was responsible for business expansion and management of multiple operations. From January 2021 to August 2022, he worked as the general manager of First MOMA Engineering Management (Beijing) Co., Ltd. (第一摩碼工程管理(北京)有限公司), mainly responsible for the daily management of the business operation of the company. Since September 2022, Mr. Wang has served as the general manager of the operation management center of First Property (Beijing), where he is responsible for assisting the general manager in the daily management of the business operation of the company. Since April 2025, he has served as the general manager of First Property (Beijing) for the northern region of China, where he is responsible for the daily management of the business operation of the company. Mr. Wang also holds directorships in the subsidiaries of the Company, namely, Beijing Zhanlan Times Property Service Co., Ltd. (北京綻藍時代物業服務有限公司), Xianning Shenlv Tonghui Property Service Co., Ltd. (咸寧深綠同惠物業服務有限公司) and Kunwu Home Technology (Beijing) Co., Ltd. (昆吾美居科技(北京)有限公司).

Mr. Wang obtained a diploma in property management from Beijing Jiaotong University Changping Vocational and Technical College (北京交通大學昌平職業技術學院) in 2005.

Mr. Wang has entered into a service contract (the "**Service Contract**") with the Company in respect of his appointment as an executive Director for a term of three years with effect from 26 January 2026, which may be terminated by either party giving to the other not less than three months' prior notice in writing, and is subject to retirement from office and re-election at the first annual general meeting of the Company after his appointment in accordance with the articles of association of the Company (the "**Articles of Association**"). In addition, Mr. Wang is also subject to the rotational retirement and re-election requirements at the annual general meetings of the Company pursuant to the Articles of Association and the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Listing Rules**").

Pursuant to the Service Contract, Mr. Wang is entitled to an annual remuneration of RMB543,870 plus discretionary bonus. Mr. Wang's remuneration is recommended by the remuneration committee of the Board and determined by the Board with reference to his experience, knowledge, qualification, duties and responsibilities within the Group and the prevailing market conditions. Mr. Wang will not receive any director's fee for serving as an executive Director.

Save as disclosed above, as at the date of this announcement, Mr. Wang (i) has no interest in the shares of the Company which is required to be disclosed pursuant to Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong); (ii) has no relationship with any Directors, senior management of the Company or substantial or controlling Shareholders; (iii) has not held any directorship in Hong Kong or overseas listed public companies in the last three years preceding the date of his appointment; and (iv) has no other major appointments or professional qualifications.

Save as disclosed above, as at the date of this announcement, Mr. Wang (i) does not currently hold any other position with the Company or any of its subsidiaries; and (ii) there is no other information that should be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules, nor any other matter that needs to be brought to the attention of the Shareholders.

The Board would like to express its warmest welcome to Mr. Wang on his appointment.

By order of the Board
First Service Holding Limited
Zhang Peng
Chairman

Hong Kong, 26 January 2026

As at the date of this announcement, our executive Directors are Mr. Liu Peiqing, Ms. Zhu Li and Mr. Wang Song, our non-executive Directors are Mr. Zhang Peng, Mr. Long Han and Mr. Wang Ziming, and our independent non-executive Directors are Ms. Sun Jing, Mr. Cheng Peng and Mr. Yang Xi.