

*Hong Kong Exchanges and Clearing Limited and The Stock Exchange of Hong Kong Limited take no responsibility for the contents of this announcement, make no representation as to its accuracy or completeness and expressly disclaim any liability whatsoever for any loss howsoever arising from or in reliance upon the whole or any part of the contents of this announcement.*



Analogue Holdings Limited  
安樂工程集團有限公司

(Incorporated in Bermuda with limited liability)

(Stock Code: 1977)

**(1) APPOINTMENT OF CHIEF EXECUTIVE OFFICER**  
**(2) APPOINTMENT OF EXECUTIVE DIRECTOR**

This announcement is made by the board (the “**Board**”) of directors (the “**Directors**” and each, a “**Director**”) of Analogue Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) pursuant to rule 13.51(2) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”).

**(1) APPOINTMENT OF CHIEF EXECUTIVE OFFICER**

The Board announces that Mr. Chan Hoi Ming (“**Mr. Chan**”), an executive Director, has been appointed as the Chief Executive Officer of the Company with effect from 1 January 2023.

Mr. Chan, aged 61, was appointed as a Director on 25 November 2015 and re-designated as an executive Director on 13 April 2018. Currently, Mr. Chan is primarily responsible for, among others, advising on the overall strategic planning for the Group. With his new appointment as Chief Executive Officer, Mr. Chan will oversee the operation of the corporate units and all the business units of the Group and will also be responsible for devising business strategies, driving innovations and fostering partnership with all stakeholders. Mr. Chan also serves as a director of various subsidiaries of the Company.

Mr. Chan joined the Group as a project manager in August 1991. He was appointed as a manager of the Environmental Engineering segment of the Group in January 1997, and was mainly responsible for the design, construction and testing and commissioning of the water, wastewater and solid waste treatment plants projects. In January 2001, Mr. Chan was promoted as an associate director of ATAL Engineering Limited, a wholly-owned subsidiary of the Company, and was primarily responsible for overseeing the electrical and mechanical engineering design, project management and commissioning for wastewater and sewage treatment plant projects awarded to the Group. He was subsequently appointed as a director of various major operating subsidiaries of the Company during the period from February 2005 to July 2010. He was also appointed as the deputy chief executive of the Environmental Engineering segment of the Group in April 2015, and has since been overseeing the Environmental Engineering operations of the Group in Hong Kong, Mainland China and Macau, including the design, supply, construction, installation, testing and commissioning, operation and maintenance of municipal and industrial water, wastewater and solid waste treatment plants and related infrastructure projects.

Since January 2016, Mr. Chan has been acting as the chief executive of the Environmental Engineering segment of the Group and has been actively involved in devising business strategies for the development and expansion of the Environmental Engineering operations of the Group in Hong Kong, Mainland China and Macau, overseeing the project management and project execution for the Environmental Engineering segment, and leading the overall development and implementation of operational methodologies, guidelines and policies for the Group. Currently, Mr. Chan also leads the Environmental Engineering, and Information, Communications and Building Technologies businesses of the Group.

Mr. Chan had previously worked as a project engineer at Chevalier (Envirotech) Limited, a company principally engaged in water and wastewater business in Hong Kong, from July 1986 to February 1988, where he was mainly responsible for tendering, product design, site installation and commissioning for sewage treatment projects. He joined Construction & Production Systems Limited, a construction company in Hong Kong, as a project manager from April 1988 to August 1989, and was in charge of the execution of contracts and commissioning of machinery and equipment. Mr. Chan also worked as a project engineer of the mechanical projects division at The General Electric Company of Hong Kong Limited, a supplier of electrical, mechanical and lighting products in Hong Kong, from September 1989 to January 1990 where his scope of works included tendering, project supervision and site co-ordination.

Mr. Chan graduated from The Hong Kong Polytechnic University with a higher diploma in electrical engineering in November 1984. Mr. Chan was certified by the Engineering Council of the United Kingdom on 29 July 1987 to have satisfied the academic requirements for stage 1 of the professional engineer section of The Engineering Council Register (commonly known as “EC Part II”). He also obtained a postgraduate diploma in environment management from the University of London in December 2001 as an external student.

Mr. Chan is a chartered engineer of the Engineering Council since 1998, a registered professional engineer of the Engineers Registration Board and a class 1 & 2 authorised signatory and qualified person of the Fire Services Department since 2016. Mr. Chan has also been a member of the Institution of Engineering and Technology since 1998, The Chartered Institution of Water and Environmental Management since 1998, a member of The Chartered Institution of Building Service Engineers since 1999, and a fellow of The Hong Kong Institution of Engineers since 2015.

Since January 2016, Mr. Chan has been a supervisor of Nanjing Canatal Data Centre Environmental Tech Company Limited, a company listed on the Shanghai Stock Exchange (stock code: 603912) and owned as to approximately 21.44% by the Company.

Mr. Chan acted as a director of Shanghai Ganghao Environmental Technology Engineering Limited\* (上海港浩環境科技工程有限公司) since its establishment in the People's Republic of China ("PRC") in April 2003 and up to November 2005, when its business licence was revoked by the competent PRC governmental authority due to its non-participation in the requisite annual inspections within the prescribed timeframe pursuant to the relevant PRC requirements. Mr. Chan confirmed that the competent company registration authority has not imposed any administrative penalty on him and he has not been subject to any claims as a result of the revocation of the business licence of the aforesaid company.

Mr. Chan has signed a letter of appointment with the Company to act as the executive Director of the Company for a term of 3 years to commence on 21 June 2022 and his appointment shall thereafter continue on a month to month basis unless otherwise agreed between Mr. Chan and the Company or terminated in accordance with the terms thereof. As a Director, Mr. Chan is subject to retirement by rotation and re-election at annual general meeting at least once every three years in accordance with the bye-laws of the Company. Mr. Chan is entitled to receive a basic salary of HK\$205,000 per month with effect from 1 January 2023 and a discretionary bonus, both of which are recommended by the Remuneration Committee and approved by the Board. All such emoluments are determined with reference to the prevailing market conditions, Mr. Chan's duties and responsibilities as well as his performance.

As at the date of this announcement, Mr. Chan is interested in a total of 14,000,000 shares of the Company which were awarded to him pursuant to the Company's share award scheme on 21 January 2022. Out of the 14,000,000 awarded shares, 4,200,000 shares of the Company were vested on 30 June 2022. Assuming all the vesting criteria and conditions have been fulfilled, the remaining 4,200,000 shares and 5,600,000 shares of the Company will be vested on 30 June 2023 and 30 June 2024, respectively.

\* for identification purpose only

Save as disclosed above, as at the date of this announcement, (i) Mr. Chan does not hold any other position in the Company or its subsidiaries; (ii) Mr. Chan does not hold any other directorships in any other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (iii) Mr. Chan does not possess any other major appointment or professional qualifications; (iv) Mr. Chan does not, and is not deemed to have any interests or short positions 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 (Chapter 571 of the Laws of Hong Kong); and (v) Mr. Chan does not have any relationship with any Directors, senior management, substantial shareholders (as defined under the Listing Rules) or controlling shareholders (as defined under the Listing Rules) of the Company.

Save as disclosed above, the Board is not aware of any other matters relating to the appointment of Mr. Chan as Chief Executive Officer that need to be brought to the attention of the shareholders of the Company, nor is there any other information which is required to be disclosed by the Company pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules.

The Board would like to take this opportunity to congratulate Mr. Chan on his new appointment.

## **(2) APPOINTMENT OF EXECUTIVE DIRECTOR**

The Board is pleased to announce that Mr. Cheng Wai Lung (“**Mr. Cheng**”), currently a senior management of the Group, has been appointed as an executive Director with effect from 1 January 2023.

Mr. Cheng, aged 50, has been appointed as chief executive of the Building Services segment of the Group since November 2018. He will be appointed as the managing director to lead the building services business with effect from 1 January 2023. Mr. Cheng also serves as a director of various subsidiaries of the Company.

Mr. Cheng started his career as a graduate trainee with the Group in 1995 and rejoined the Group in November 2018. In between, he had served in China Overseas Group companies for 16 years, having taken up the roles of deputy general manager in China State Mechanical and Electrical Engineering Limited and general manager of Transcendence Company Limited. With over 27 years of experience in building services industry and a wealth of management and engineering expertise, he is currently responsible for the operation and business development of the building services business of the Group.

Mr. Cheng holds a bachelor degree of Engineering (Hons) in Building Services Engineering, a master degree in Construction and Real Estate from The Hong Kong Polytechnic University and a master of business administration degree from The Open University of Hong Kong.

Mr. Cheng is a chartered engineer of the Engineering Council in the United Kingdom, a Registered Professional Engineer (Building Services and Energy Disciplines) of the Engineers Registration Board, a Chartered Environmentalist of the Society of the Environment, a BEAM Professional, a RCx Professional, a Registered Energy Assessor, a CIC-Certified BIM Manager and BIM Coordinator, and a NEC ECC Project Manager. He is also a fellow member of The Hong Kong Institution of Engineers; The Chartered Institution of Building Services Engineers; The Society of Engineer; The Chartered Institute of Plumbing and Heating Engineering; and the Building Services Operation and Maintenance Executives Society. He also possesses the registered professional qualifications of registered public facility engineer (HVAC), registered public facility engineer (water supply and drainage), and Class 1 constructor (limited to engaging in engineering projects corresponding to the business of companies registered in Hong Kong) issued by the Authority of Qianhai Shenzhen-Hong Kong Modern Service Industry Cooperation Zone of China\* (中國前海深港現代服務業合作區管理局) and is a registered public facility engineer and registered constructor within the registered business scope published by the Urban Planning and Construction Bureau of Guangdong-Macao In-depth Cooperation Zone in Hengqin, China\* (中國橫琴粵澳深度合作區城市規劃和建設局).

Mr. Cheng was also the chairman of the Building Services Division and was a member of Learned Society Board of The Hong Kong Institution of Engineers (2018-2019). He is currently the Honorary Secretary of Building Services Discipline Advisory Panel of The Hong Kong Institution of Engineers, the Honorary Technical Advisor of The Chartered Institute of Plumbing and Heating Engineering – Hong Kong Branch, a member of the Departmental Advisory Committee of the Department of Building Environment and Energy Engineering of The Hong Kong Polytechnic University, a member of the Electrical and Mechanical Services Training Board of the Vocational Training Council, a member of the Building Energy Efficiency Appeal Board Panel under the Building Energy Efficiency Ordinance (Chapter 610 of the Laws of Hong Kong), a member of the Appeal Tribunal Panel (Buildings) under the Building Ordinance (Chapter 123 of the Laws of Hong Kong), a member of the Municipal Services Appeals Board, a member of the Appeal Board Panel under the Construction Workers Registration Ordinance (Chapter 583 of the Laws of Hong Kong), a member of the Examination Committee for Registration as a Grade C Electrical Worker, and a member of the RCx Training Registration Committee.

Mr. Cheng has signed a letter of appointment with the Company to act as the executive Director for a term of 3 years to commence on 1 January 2023 and his appointment shall thereafter continue on a month to month basis unless otherwise agreed between Mr. Cheng and the Company or terminated in accordance with the terms thereof. Mr. Cheng is subject to retirement by rotation and re-election at annual general meeting at least once every three years in accordance with the bye-laws of the Company. Mr. Cheng is entitled to receive a basic salary of HK\$165,000 per month with effect from 1 January 2023 and a discretionary bonus, both of which are recommended by the Remuneration Committee and approved by the Board. All such emoluments are determined with reference to the prevailing market conditions, Mr. Cheng's duties and responsibilities as well as his performance.

\* for identification purpose only

Mr. Cheng was awarded with 800,000 shares of the Company in January 2022 pursuant to the Company's share award scheme. Out of the 800,000 awarded shares, 240,000 shares have been vested on 30 June 2022. Assuming all other vesting criteria and conditions have been fulfilled, the remaining 240,000 shares and 320,000 shares of the Company will be vested on 30 June 2023 and 30 June 2024, respectively. An additional 4,500 shares of the Company were granted to and vested in Mr. Cheng in year 2022 under the Company's share award scheme as part of the special celebration of the Group's 45th anniversary.

Save as disclosed above, as at the date of this announcement, (i) Mr. Cheng does not hold any other position in the Company or its subsidiaries; (ii) Mr. Cheng does not hold any other directorships in any other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (iii) Mr. Cheng does not possess any other major appointment or professional qualifications; (iv) Mr. Cheng does not, and is not deemed to have any interests or short positions 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 (Chapter 571 of the Laws of Hong Kong); and (v) Mr. Cheng does not have any relationship with any Directors, senior management, substantial shareholders (as defined under the Listing Rules) or controlling shareholders (as defined under the Listing Rules) of the Company.

Save as disclosed above, the Board is not aware of any other matters relating to the appointment of Mr. Cheng as executive Director that need to be brought to the attention of the shareholders of the Company, nor is there any other information which is required to be disclosed by the Company pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules.

The Board would like to extend a warm welcome to Mr. Cheng for his new appointment to the Board.

By Order of the Board  
**ANALOGUE HOLDINGS LIMITED**  
**Dr. Poon Lok To, Otto**  
*Chairman*

Hong Kong, 21 December 2022

*As at the date of this announcement, the executive Directors of the Company are Dr. Poon Lok To, Otto, Mr. Law Wei Tak and Mr. Chan Hoi Ming; the non-executive Director of the Company is Dr. Mak Kin Wah and the independent non-executive Directors of the Company are Mr. Chan Fu Keung, Mr. Lam Kin Fung, Jeffrey and Mr. Wong King On, Samuel.*