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## **HUIJING HOLDINGS COMPANY LIMITED**

**滙景控股有限公司**

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock code: 9968)**

### **SUPPLEMENTAL ANNOUNCEMENT REMEDIAL MEASURES**

This announcement is made by Huijing Holdings Company Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) pursuant to Rule 13.09(2)(a) of the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited and the Inside Information Provisions (as defined under the Listing Rules) under Part XIVA of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

Reference is made to the announcements dated 19 March 2025, 27 March 2025 and 27 June 2025 of the Company (collectively, the “**Announcements**”) in relation to, among others, the delay in publication of the 2024 Annual Results and delay in despatch of the 2024 Annual Report. Unless otherwise defined herein, capitalised terms used in this announcement shall have the same meanings as those defined in the Announcements.

In order to avoid the recurrence of similar non-compliance of Rule 13.49(1) and 13.46(2) of the Listing Rules in the future, the following remedial measures (“**Remedial Measures**”) and improvements has been adopted or will be strengthened by the Group to ensure that the Listing Rules are strictly complied with:

**(i) Establishment of a coordination team with enhanced accountability mechanism**

Commencing in the third quarter of 2025, the Company has established a dedicated coordination team (“**Coordination Team**”) responsible for the ongoing monitoring of overall workload, project progress (particularly key milestones in the preparation of financial statements), and staff allocation across the finance department. It provides regular reporting to the management on the status and identification in advance of any risks that may affect the timely publication of financial results. The Group’s financial management is fully in charge of all financial and accounting matters of the Group. Should they disregard the warnings raised by the Coordination Team and fail to take timely remedial actions, leading to a delay in results publication, the relevant management personnel will bear the management accountability. Furthermore, the Company has implemented a clear performance management procedure applicable to employees who consistently fail to meet defined performance standards and show no improvement after training and support. This accountability mechanism is designed to ensure that the risks related to staff allocation are promptly reported and addressed.

The Coordination Team established a quantitative framework of key risk indicators to objectively identify and assess risks. This framework covers the ongoing monitoring of workload saturation of employees in key positions; rigorous tracking of deviations from financial reporting timeline; and the evaluation of a critical personnel risk index based on factors such as turnover intention, stress levels and skill scarcity. This quantitative approach aims to strengthen the early risk warning capabilities.

This measure has been fully implemented and is currently progressing as expected.

**(ii) Conducting special salary evaluation**

In response to prevailing industry challenges and to strengthen the retention of key talent, the Company implemented a special salary evaluation before the end of 2025. This initiative is aimed to identify and reward two core groups of employees: (1) employees who have consistently demonstrated outstanding performance in key positions related to financial reporting, consolidation, and cash flow management; and (2) designated alternative employees for key positions who have demonstrated strong learning capabilities and adaptability skills. As of now, this measure has positively contributed to achieving its intended objectives.

In respect of the reward program, the Company will consider, either individually or in combination, a range of diversified incentive measures. These include, but are not limited to: providing retention allowances vesting in instalments, thereby linking the retention of core employees directly to the Group's upcoming key financial reporting cycles; granting special salary adjustments above market standard to recognize the employees' outstanding contributions and scarce value; and implementing long-term incentive plans, such as the granting of share awards, to align their personal interests with the Company's long-term development, and jointly addressing the cyclical challenges in the industry.

These measures are aimed at stabilizing and motivating the core team, thereby ensuring continuity and stability for the Company's future annual results preparation and other key financial works. This initiative is expected to mitigate the risk of operational disruption due to staff turnover during crucial periods and effectively address the core issue of retaining key talent in a challenging market environment.

**(iii) Sustained and extended staff training to strengthen alternative employee arrangement**

To ensure the Group's finance team consistently adheres to professional standards, the Company has implemented a comprehensive training mechanism and has already conducted two internal employee sharing sessions and two specialized training sessions on financial auditing under the Hong Kong Listing Rules requirements. The Company believes that by combining diversified training methods such as internal knowledge sharing led by experienced staff; specialized courses delivered by external experts and auditors; and practical testing exercises conducted during non-reporting periods, can deepen the finance team's professional understanding of audit requirements and processes, financial reporting, and Listing Rules' obligations.

Furthermore, the Company has implemented a cross-functional training mechanism to equip employees with diversified skills, enabling them to effectively support and cover different positions when necessary. This initiative aims not only to cultivate talent internally with comprehensive capabilities, but also to enhance the finance department's resilience and collaborative efficiency during critical periods.

Currently, the Company has completed the deployment of alternative employee for key positions and is actively advancing the design of training courses and procurement of resources. Through this ongoing investment in the professional development of employees, the Company anticipates that the initiative will effectively enhance team stability and generate a positive impact on both the quality of financial reporting and the timeliness of its preparation.

(iv) **Optimization of human resources allocation process**

The Company has improved its internal control procedures for employee recruitment/departures, including:

- (a) strengthening departmental headcount planning (in particular, increasing manpower during the peak financial reporting periods);
- (b) diversifying recruitment channels;
- (c) accelerating vacancy filling processes; and
- (d) implementing comprehensive contingency plans for the absence of key personnels.

The implementation of the above Remedial Measures is ongoing and has been fully implemented by the end of 2025, it is expected that the 2025 annual results should be published on schedule. The Company will continue to monitor the execution of the Remedial Measures, assessing its effectiveness and adequacy, and will consider further enhancement to the relevant remedial measures from time to time.

The Directors believe that the implementation of the Remedial Measures will help to avoid the reoccurrence of similar incidents as described in the Announcements.

By Order of the Board  
**Huijing Holdings Company Limited**  
**Lun Ruixiang**  
*Chairman and Non-executive Director*

Hong Kong, 5 February 2026

*As at the date of this announcement, the Board comprises Mr Luo Chengyu, Ms Wang Di and Mr Lun Chu Kwan as executive Directors, Mr Lun Ruixiang as a non-executive Director, and Mr Chan Kin Man, Ms Ou Ningxin and Mr Chen Guilin as independent non-executive Directors.*