CONFIDENTIAL

Hang Yick Holdings Company Limited
(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 1894)

Mr. Ban Jiu

Dear Sir,

Appointment as an Independent Non-executive Director of Hang Yick Holdings Company Limited (the "Company")

We refer to your appointment as an independent non-executive director of the Company and we write to set out the terms thereof.

Your appointment as an independent non-executive director of the Company shall be for a term of three years commencing from 31 August 2026, subject to earlier termination in accordance with the terms of this letter.

Your appointment will be subject to the ongoing requirements under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**") (as amended from time to time) (the "**Listing Rules**") (including without limitation Rules 3.08 and 3.09), the Company's Memorandum of Association and Bye-laws (the "**Bye-laws**") and any other applicable laws and regulations.

Unless the board of directors of the Company (the "**Board**") (or the remuneration committee of the Board, as applicable) otherwise determines, you are entitled to an annual director's fee of HK$120,000. Such fee shall be payable in arrears on any other dates as may be decided by the Board from time to time. You are recommended to seek professional advice on whether the amount of any remuneration payable to you as a director of the Company is subject to salaries tax of HKSAR (as defined below) and/or any other tax of any jurisdiction and, if so, to include the details of such remuneration in your salaries tax return and/or any other applicable tax filing. For the avoidance of doubt, you shall be responsible for payment of all applicable taxes (whether in Hong Kong or otherwise) imposed on you in relation to your remuneration.

As required by the Listing Rules, you, together with the other members of the Board, are collectively responsible for the management and operations of the Company and you are expected to fulfill fiduciary duties and duties of skill, care and diligence to a standard at least commensurate with the standard established by the laws of the Hong Kong Special Administrative Region ("**HKSAR**") of the People's Republic of China. In particular, you must, in the performance of your duties as a director, act honestly and in good faith in the interests of the Company as a whole; act for proper purpose; devote your time and effort diligently to the interests and affairs of the Company in the discharge of your duties; be answerable to the Company for the application or misapplication of its assets; avoid actual or potential conflicts of interest and duty; disclose fully and fairly your interests in contracts with the Company; and apply such degree of skill, care and diligence as may reasonably be expected of a person of your knowledge and experience and holding your office within the Company. You shall act in accordance with, and shall procure that the Company complies with, the Bye-laws, the internal policies and guidelines which may from time to time be issued by the Company and all applicable laws (including the laws of the HKSAR) and rules and regulations (including the Listing Rules and the Hong Kong Codes on Takeovers and Mergers and Share Buy-backs). As a director of the Company, you are prohibited under the Listing Rules from voting at or being counted towards quorum of directors' meeting in respect of any resolution in which you are materially interested subject to certain exceptions as set out in the Listing Rules.

By signing this letter, you will be deemed to have represented to the Company and The Stock Exchange of Hong Kong Limited that you undertake to perform the above duties and be subject to the above restrictions in acting as a director of the Company. You also represent and warrant to the Company that there is no court order, agreement, arrangement or undertaking that would restrict or prohibit you from entering into this letter or performing your duties hereunder. You undertake to inform the Company as

soon as practicable if there is any subsequent change of circumstance which may affect your appointment as an independent non-executive director of the Company.

You are subject to retirement by rotation and re-election at an annual general meeting of the Company at least once every three years. Notwithstanding the provisions of this letter, the Company shall be entitled to terminate your appointment immediately at any time without notice in accordance with the provisions of the Bye-laws or the provisions of any law or regulation. Your service as an independent non-executive director of the Company shall also terminate automatically upon the following events:

(a) by reason of you not being re-elected as a director of the Company at any annual general meeting of the Company; or

(b) your office as a director is vacated in accordance with the Bye-laws; or

(c) by virtue of a resolution passed by the shareholders of the Company in general meetings to remove you as a director of the Company; or

(d) by virtue of your resignation as a director of the Company; or

(e) be or become disqualified to act as an independent non-executive director of the Company under its Bye-laws, the Listing Rules or other applicable laws, rules or regulations.

You shall not be entitled to any damages for loss of office and no fee will be payable to you in respect of any unexpired portion of the term of your appointment.

Also, by signing this letter, you undertake to provide the Company, on an annual basis during your tenure as an independent non-executive director, with a confirmation of independence in a form satisfactory to the Company.

Lastly, you agree to maintain the confidentiality of the confidential information and trade secrets of the Company and/or its subsidiaries, including but not limited to, any confidential information and statistics (including information relating to the customers or clients of the Company and/or its subsidiaries), business plans, operations, technologies, know-how, systems and/or the proposed sale, purchase and use of services and products furnished in oral, visual, written and/or other tangible form and not to disclose or permit to be disclosed such information to any third party without prior consent of the Company, except where such disclosure is required by any applicable laws, rules or regulations.

The Company agrees to take out and maintain at its expense one or more insurance policies insuring you against any expenses, costs, liabilities and losses which you may incur arising out of or relating to you acting as a director of the Company, with terms reasonably acceptable to the Company and reasonably satisfactory to you.

This letter is governed by the laws of HKSAR subject to the non-exclusive jurisdiction of the courts of HKSAR.

Please confirm your acceptance of the terms of this letter of appointment by signing, dating and returning to us the attached duplicate of this letter.

Yours faithfully,

For and on behalf of
Hang Yick Holdings Company Limited



Name: Sin Kwok Chi Stephen
Title: Executive Director

Accepted and confirmed by



Mr. Ban Jiu