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FIH[®] 富智康[®]

FIH Mobile Limited
富智康集團有限公司

(incorporated in the Cayman Islands with limited liability)
(Stock Code: 2038)

RE-DESIGNATION OF CHAIRMAN AND CHANGE OF CHIEF EXECUTIVE OFFICER

The Board is pleased to announce the following changes in the important executive functions/responsibilities of the corresponding directors of the Company, in all cases with effect from 1 July 2024:

1. **Mr. CHIH Yu Yang** will be re-designated from acting chairman to chairman of the Board of the Company and will resign as the chief executive officer of the Company; and
2. **Mr. LIN Chia-Yi** (also known as Charles LIN) will be appointed as the chief executive officer of the Company.

This announcement is made by FIH Mobile Limited (the “**Company**”, and 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**”).

RE-DESIGNATION OF CHAIRMAN AND CHANGE OF CHIEF EXECUTIVE OFFICER

The board of directors (the “**Board**”) of the Company is pleased to announce the following changes in the important executive functions/responsibilities of the corresponding directors of the Company, in all cases with effect from 1 July 2024, for the purposes of corporate governance enhancements and better compliance with Code Provision C.2.1 of Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules (“**Code Provision C.2.1**”), which requires (among other things) the roles of chairman and chief executive to be separated and not to be performed by the same individual:

- (1) Mr. CHIH Yu Yang, an executive director of the Company, (“**Mr. Chih**”) will be re-designated from acting chairman to chairman of the Board of the Company and will resign as the chief executive officer of the Company. The aforesaid re-designation would serve to provide greater stability and certainties to the Group’s shareholders, customers, suppliers and other business partners as well as the market, whereas the aforesaid resignation would enable Mr. Chih to focus more on his continuous leadership for the Board and involvement in the formulation, implementation and review of the Group’s strategies and business plans as well as corporate governance practices and procedures. Mr. Chih will remain as the chairman of the corporate governance committee of the Company; and
- (2) Mr. LIN Chia-Yi (also known as Charles LIN) (“**Mr. Lin**”), an executive director of the Company, will be appointed as the chief executive officer of the Company.

Mr. Chih has confirmed that he has no disagreement with the Board and there is no other matter relating to his resignation as the chief executive officer of the Company that needs to be brought to the attention of the shareholders of the Company.

BIOGRAPHICAL DETAILS AND OTHER INFORMATION OF MR. CHIH

CHIH Yu Yang (Mr.), Chinese (Taiwan) and aged 65, will be re-designated from acting chairman to chairman of the Board of the Company, and will resign as the chief executive officer of the Company, in both cases with effect from 1 July 2024. Mr. Chih joined the Company as an executive director in August 2009 and has acted as the chief executive officer of the Company since July 2012 and the acting chairman of the Board since January 2017. He is also the chairman of the corporate governance committee of the Company. Mr. Chih is an executive director and the chief executive officer of Mobile Drive Netherlands B.V. (a joint venture incorporated in the Netherlands indirectly 50%-owned by the Company). He is the chairman of FIH Co., Ltd., a director of Chiun Mai Communication Systems, Inc. (“**CMCS**”) and Transluc Holding Limited (formerly known as Transworld Holdings Limited), and also a non-executive director of Bharat FIH Limited (formerly known as Rising Stars Mobile India Private Limited and then Bharat FIH Private Limited) (“**BFIH**”), all being subsidiaries of the Company. Mr. Chih was the chairman of CMCS during the period from August 2018 to February 2024 and the chairman of BFIH during the period from November 2021 to January 2024 and a director of Evenwell Digitech Inc. from September 2009 to February 2024, all being subsidiaries of the Company. He was also a director of iCare Diagnostics International Co. Ltd. (a start-up company incorporated in Taiwan) from September 2020 to August 2023. Mr. Chih joined the Group in 2005 when the Group acquired CMCS. Before joining the Group, Mr. Chih was the founder of CMCS since its establishment in 2001. Moreover, he is a director of a subsidiary and an associate of 鴻海精密工業股份有限公司 (Hon Hai Precision Industry Co. Ltd., for identification purposes only, being the Company’s ultimate controlling shareholder). He has more than 44 years of extensive experience in the communication industries and also possesses experience in risk management. From 1997 to 2000, Mr. Chih was the vice president and general manager of Communication B.U. in Acer Communications and Multimedia, Inc. (now known as BenQ) where he was responsible for BenQ’s cellular phone business. Prior to that, he held various engineering and managerial positions in companies including ITT Corporation, GTE Corporation and Rockwell Semiconductor Systems. Mr. Chih obtained a Bachelor of Science degree in Electrical Engineering from National Tsing Hua University in Taiwan in 1980.

Save as disclosed above, Mr. Chih did not hold other positions with the Company or other members of the Group, nor did he have any relationships with any directors, the chief executive officer, senior management or substantial or controlling shareholders of the Company and, in the past three years, he did not hold any other directorship in other public companies the securities of which are listed on any securities market in Hong Kong or overseas.

As at the date of this announcement, Mr. Chih is interested in 40,638,744 shares in the Company and in a total of 501 shares in the Company’s associated corporations within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) (the “**SFO**”) (namely CMCS and BFIH), comprising a personal interest in: (a) 36,031,199 shares; (b) share awards of a total of 4,607,545 shares granted by the Company under the Company’s share scheme resulting in him being interested as a beneficiary of a trust interested in the Company’s shares, of which 1,979,598 shares and 2,627,947 shares will be vested on 6 November 2024 and 8 March 2025 respectively; (c) 500 shares in CMCS; and (d) 1 share in BFIH as nominee shareholder on behalf of Wonderful Stars Pte. Ltd. (an indirectly wholly-owned subsidiary of the Company) without any beneficial interest. Save as disclosed above, as at the date of this announcement, Mr. Chih does not have any other interest in the shares, underlying shares and/or debentures of the Company or its associated corporations within the meaning of Part XV of the SFO.

The Company and Mr. Chih have entered into a letter of appointment (as amended and supplemented by certain supplemental letters) in respect of Mr. Chih's appointment as an executive director and appointment as the chairman of the Board, setting out the terms and conditions governing such appointments and ancillary matters, covering (among other things): (a) the term of Mr. Chih's appointment as an executive director will not be more than three years, commencing from 20 May 2022 and ending upon the conclusion of the relevant general meeting of the Company at which (among other things) his next re-election is considered in accordance with the articles of association of the Company in force for the time being (the "**Articles**"); (b) Mr. Chih will hold office as an executive director subject to retirement by rotation and re-election in accordance with the Articles; (c) Mr. Chih will hold office as the chairman of the Board until the date on which (whichever is earlier) the Board has appointed his successor chairman or Mr. Chih has ceased to be an executive director for any reason; and (d) Mr. Chih is entitled to annual emoluments consisting of basic salary of New Taiwan Dollars 7,000,000 and a discretionary bonus to be determined by the Board from time to time in accordance with the Directors' Remuneration Policy adopted by the Board (as amended from time to time).

Save as disclosed above, there is no other information which is discloseable nor is Mr. Chih involved in any of the matters required to be disclosed pursuant to any of the requirements of the provisions under Rules 13.51(2)(h) to 13.51(2)(v) of the Listing Rules, and there is no other matter which needs to be brought to the attention of the shareholders of the Company.

BIOGRAPHICAL DETAILS AND OTHER INFORMATION OF MR. LIN

LIN Chia-Yi (also known as Charles LIN) (Mr.), Chinese (Taiwan) and aged 53, will be appointed as the chief executive officer of the Company with effect from 1 July 2024. Mr. Lin has acted as an executive director of the Company since March 2023. He has over 27 years of experience in communication and computer industries. He is the vice president of the Group, who is mainly responsible for the profit and loss of DMS (Design & Manufacturing Solutions) business unit, implementing management by objectives and maintaining customer satisfaction, improving gross profit margin and operating margin and developing core technologies as the primary objectives. Mr. Lin is the chairman (previously, a director during the period from August 2018 to February 2024) of CMCS and a director of Execustar International Limited, both being subsidiaries of the Company. He has also acted as a director of 深圳富泰宏精密工業有限公司 (Shenzhen Futaihong Precision Industrial Co., Ltd., for identification purposes only), a subsidiary of the Company, since January 2024. Mr. Lin is expertized in the field of premium Smartphone (SP) and interrelated mobile devices and leads the business development, research and development (R&D) engineering, new product introduction (NPI) and manufacturing teams, to provide solid NPI services as well as manufacturing and delivery services to customers. Through performing his roles and functions within the Group, Mr. Lin has accumulated years of experience and competitive advantages in SP design, antenna, mechanical engineering, software development and testing tool development, and is dedicated to realize successful products to customers. In addition, Mr. Lin is currently leading the team in building artificial intelligent core technology based on current core technologies, and has been actively participating in the Group "3+3" (three key industries "electric vehicles, digital health, and robotics industries" and three key technologies "artificial intelligence, semiconductors and next-generation communication technologies") strategy's new business development in robotics segment as an upfront investment for its long-term development. He joined the Group in 2005 and was in charge of the original design manufacturing (ODM) business operation when the Group acquired CMCS. Mr. Lin has led the team to transform feature phone ODM business to SP ODM business successfully in 2012. Furthermore, he has performed multi-functional roles across business operation, R&D engineering, NPI engineering, and manufacturing and built highly trusted partnerships with customers in launching a series of premium SP products since 2017. Before joining the Company, Mr. Lin was the product manager of BenQ (formerly known as Acer Communications and Multimedia, Inc.) and Quanta Computer Inc. from 1996 to 2001. He also

worked with Acer as a strategic sourcing officer in which he had been delegated to Netherlands for 2 years and leading of the procurement management team. Mr. Lin joined CMCS in 2001, mainly responsible for product management. Mr. Lin obtained a master's degree in business (MBA) from National Taiwan University in 1994 and a bachelor's degree in marine environmental engineering from National Sun Yat-sen University in 1992.

Save as disclosed above, Mr. Lin did not hold other positions with the Company or other members of the Group, nor did he have any relationships with the chairman of the Board, any other directors, senior management or substantial or controlling shareholders of the Company and, in the past three years, he did not hold any other directorship in other public companies the securities of which are listed on any securities market in Hong Kong or overseas.

As at the date of this announcement, Mr. Lin is interested in 4,318,036 shares in the Company, comprising a personal interest in: (a) 1,173,012 shares; and (b) share awards of a total of 3,145,024 shares granted by the Company under the Company's share scheme resulting in him being interested as a beneficiary of a trust interested in the Company's shares, of which 1,366,993 shares and 1,778,031 shares will be vested on 13 September 2024 and 8 March 2025 respectively. Save as disclosed above, as at the date of this announcement, Mr. Lin does not have any other interest in the shares, underlying shares and/or debentures of the Company or any of its associated corporations within the meaning of Part XV of the SFO.

The Company and Mr. Lin have entered into a letter of appointment (as amended and supplemented by certain supplemental letters) in respect of Mr. Lin's appointment as an executive director and appointment as the chief executive officer, setting out the terms and conditions governing such appointments and ancillary matters, covering (among other things): (a) the term of Mr. Lin's appointment as an executive director will not be more than three years, commencing from 19 May 2023 and ending upon the conclusion of the relevant general meeting of the Company at which (among other things) his next re-election is considered in accordance with the Articles; (b) Mr. Lin will hold office as an executive director subject to retirement by rotation and re-election in accordance with the Articles; (c) Mr. Lin will hold office as the chief executive officer until the date on which (whichever is earlier) the Board has appointed his successor chief executive officer or Mr. Lin has ceased to be an executive director for any reason; and (d) Mr. Lin is entitled to annual emoluments consisting of basic salary of New Taiwan Dollars 4,130,000 and a discretionary bonus to be determined by the Board from time to time in accordance with the Directors' Remuneration Policy adopted by the Board (as amended from time to time). For the avoidance of doubt, Mr. Lin would not be entitled to any additional emoluments for acting as the chief executive officer of the Company, on top of his continuous role as an executive director of the Company.

Save as disclosed above, there is no other information which is discloseable nor is Mr. Lin involved in any of the matters required to be disclosed pursuant to any of the requirements of the provisions under Rules 13.51(2)(h) to 13.51(2)(v) of the Listing Rules, and there is no other matter which needs to be brought to the attention of the shareholders of the Company.

COMPLIANCE WITH CODE PROVISION C.2.1

Upon the aforesaid changes becoming effective from 1 July 2024, the roles of chairman of the Board and chief executive officer of the Company will be separately performed by Mr. Chih and Mr. Lin, respectively. Also, the Company has clearly established and set out in writing the division of responsibilities between the chairman of the Board and the chief executive officer, so that the balance of power and authority between the Board and the management of the Company could be better maintained. It follows that the Company will be in full compliance with Code Provision C.2.1 with effect from 1 July 2024.

The Board would like to express its gratitude to Mr. Chih for his valuable contributions to the Group during his tenure of office as the chief executive officer of the Company while acting as the Company's acting chairman of the Board/executive director at the same time, and also extend its sincere appreciation to Mr. Chih and Mr. Lin for their new/re-designated roles.

By Order of the Board

CHIH Yu Yang

Acting Chairman

Hong Kong, 26 June 2024

As at the date of this announcement, the Board comprises three executive directors, namely Mr. CHIH Yu Yang, Mr. LIN Chia-Yi (also known as Charles LIN) and Dr. KUO Wen-Yi; one non-executive director, namely Mr. CHANG Chuan-Wang; and three independent non-executive directors, namely Mr. LAU Siu Ki, Ms. CHEN Shu Chuan (also known as Nadia CHEN) and Mr. CHIU Yen-Tsen (also known as CHIU Yen-Chen, Dennis).