

---

**THIS CIRCULAR IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION**

---

**If you are in any doubt** as to any aspect of this circular or as to the action to be taken, you should consult a stockbroker or other dealer in securities, bank manager, solicitor, professional accountant or other professional adviser.

**If you have sold or transferred** all your shares in KOS International Holdings Limited (the “Company”), you should at once hand this circular and the accompanying form of proxy to the purchaser or the transferee or to the bank, stockbroker or other agent through whom the sale or transfer was effected for transmission to the purchaser or the transferee.

Hong Kong Exchanges and Clearing Limited and The Stock Exchange of Hong Kong Limited take no responsibility for the contents of this circular, 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 circular.

---



**KOS International Holdings Limited**

**高奧士國際控股有限公司**

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

**(Stock Code: 8042)**

**(1) PROPOSED GRANT OF GENERAL MANDATES  
TO ISSUE SHARES AND REPURCHASE SHARES;  
(2) RE-ELECTION OF DIRECTORS;  
AND  
(3) NOTICE OF ANNUAL GENERAL MEETING**

---

A notice convening the annual general meeting of the Company to be held at Suite 610, 6th Floor, Ocean Centre, 5 Canton Road, Tsim Sha Tsui, Kowloon, Hong Kong on Friday, 15 May 2026 at 11:00 a.m. is set out on pages 16 to 20 of this circular. A form of proxy for use at the annual general meeting is enclosed with this circular.

Whether or not you are able to attend the annual general meeting, you are requested to complete the accompanying form of proxy in accordance with the instructions printed thereon and deposit the same at the Hong Kong branch share registrar and transfer office of the Company, Tricor Investor Services Limited, at 17/F, Far East Finance Centre, 16 Harcourt Road, Hong Kong as soon as possible and in any event no later than 48 hours before the time appointed for the annual general meeting or any adjournment thereof. Completion and return of the form of proxy will not preclude you from attending and voting in person at the annual general meeting or any adjournment thereof should you so wish.

*This circular will remain on the website of The Stock Exchange of Hong Kong Limited at [www.hkexnews.hk](http://www.hkexnews.hk) on the “Latest Listed Company Information” page for at least seven days from the date of its publication and on the website of the Company at <http://www.kos-intl.com>.*

Hong Kong, 8 April 2026

---

## CHARACTERISTICS OF GEM

---

GEM has been positioned as a market designed to accommodate small and mid-sized companies to which a higher investment risk may be attached than other companies listed on the Stock Exchange. Prospective investors should be aware of the potential risks of investing in such companies and should make the decision to invest only after due and careful consideration.

Given that the companies listed on GEM are generally small and mid-sized companies, there is a risk that securities traded on GEM may be more susceptible to high market volatility than securities traded on the Main Board and no assurance is given that there will be a liquid market in the securities traded on GEM.

---

## CONTENTS

---

	<i>Page</i>
<b>Characteristics of GEM</b> .....	i
<b>Definitions</b> .....	1
<b>Letter from the Board</b> .....	3
Introduction .....	3
General Mandate .....	4
Repurchase Mandate .....	4
Re-election of Directors .....	5
Recommendation .....	6
AGM .....	6
Closure of Register of Members .....	6
Responsibility Statement .....	6
General .....	7
Miscellaneous .....	7
<b>Appendix I — Explanatory Statement for the Repurchase Mandate</b> .....	8
<b>Appendix II — Particulars of Directors for Re-election</b> .....	12
<b>Notice of AGM</b> .....	16

---

## DEFINITIONS

---

*In this circular, unless the context otherwise requires, the following expressions have the following meanings:*

“AGM” or “Annual General Meeting”	the annual general meeting of the Company to be convened and held at Suite 610, 6th Floor, Ocean Centre, 5 Canton Road, Tsim Sha Tsui, Kowloon, Hong Kong on Friday, 15 May 2026 at 11:00 a.m. or any adjournment thereof
“Articles of Association”	the second amended and restated articles of association of the Company, and the “Article” shall mean an article of the Articles of Association
“Board”	the board of Directors
“Company”	KOS International Holdings Limited, a company incorporated in the Cayman Islands with limited liability and the issued Shares of which are listed on GEM
“Director(s)”	the director(s) of the Company
“GEM”	GEM operated by the Stock Exchange
“GEM Listing Rules”	the Rules Governing the Listing of Securities on GEM
“General Mandate”	a general and unconditional mandate proposed to be granted to the Directors at the AGM to allot, issue and deal with new Shares not exceeding 20% of the total number of Shares in issue as at the date of passing of the relevant resolution granting of such general mandate by the Shareholders
“Group”	the Company and all of its subsidiaries
“Hong Kong”	the Hong Kong Special Administrative Region of the People’s Republic of China
“Latest Practicable Date”	27 March 2026, being the latest practicable date prior to the printing of this circular for ascertaining certain information referred to in this circular

---

## DEFINITIONS

---

“Repurchase Mandate”	a repurchase mandate proposed to be granted to the Directors at the AGM to exercise all the powers of the Company to repurchase Shares not exceeding 10% of the total number of Shares in issue as at the date of passing of the relevant resolution granting of such repurchase mandate by the Shareholders
“SFO”	the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong)
“Share(s)”	ordinary share(s) of HK\$0.01 each in the share capital of the Company
“Shareholder(s)”	holder(s) of the Share(s)
“Stock Exchange”	The Stock Exchange of Hong Kong Limited
“Takeovers Code”	the Codes on Takeovers and Mergers and Share Buy-backs as approved by the Securities and Futures Commission of Hong Kong
“HK\$”	Hong Kong dollars, the lawful currency of Hong Kong
“%”	per cent.

---

## LETTER FROM THE BOARD

---



### **KOS International Holdings Limited**

**高奧士國際控股有限公司**

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

**(Stock Code: 8042)**

*Executive Directors:*

Mr. Chan Ka Kin Kevin (*Chairman*)

Mr. Chan Ka On Eddie

Mr. Chan Ka Shing Jackson

Ms. Yeung Shek Shek Louisa

*Registered office:*

Cricket Square Hutchins Drive

P.O. Box 2681

Grand Cayman KY1-1111

Cayman Islands

*Independent non-executive Directors:*

Mr. Poon Kai Kin

Dr. Lau Kin Shing Charles

Mr. Cheung Wang Kei Wayne

*Head office and principal place of  
business in Hong Kong:*

Suite 610, 6th Floor

Ocean Centre, 5 Canton Road

Tsim Sha Tsui, Kowloon

Hong Kong

8 April 2026

*To the Shareholders*

Dear Sir or Madam,

**(1) PROPOSED GRANT OF GENERAL MANDATES  
TO ISSUE SHARES AND REPURCHASE SHARES;  
(2) RE-ELECTION OF DIRECTORS;  
AND  
(3) NOTICE OF ANNUAL GENERAL MEETING**

#### **INTRODUCTION**

At the forthcoming AGM, resolutions will be proposed to seek the Shareholders' approval for, among other things, (i) the granting of the General Mandate (including the extended General Mandate) and Repurchase Mandate; and (ii) the re-election of Directors.

---

## LETTER FROM THE BOARD

---

The purpose of this circular is to provide you with information relating to the resolutions to be proposed at the AGM for the granting of the General Mandate (including the extended General Mandate) and the Repurchase Mandate, the re-election of Directors and the notice of the AGM.

### GENERAL MANDATE

At the AGM, an ordinary resolution will be proposed to grant to the Directors a general and unconditional mandate to allot, issue and deal with new Shares with an aggregate number of not exceeding 20% of the total number of Shares in issue as at the date of passing of the relevant resolution.

In addition, a separate ordinary resolution will further be proposed for extending the General Mandate authorising the Directors to allot, issue and deal with Shares to the extent of the Shares repurchased pursuant to the Repurchase Mandate. Details on the Repurchase Mandate are further elaborate below.

As at the Latest Practicable Date, the Company has an aggregate of 800,000,000 Shares in issue. Subject to the passing of the resolution for the approval of the General Mandate and on the basis that no further Shares are issued or repurchased between the Latest Practicable Date and the date of the AGM, the Company would be allowed under the General Mandate to allot, issue and deal with a maximum of 160,000,000 Shares.

### REPURCHASE MANDATE

At the AGM, an ordinary resolution will also be proposed to grant to the Directors a general and unconditional mandate to exercise all the powers of the Company to repurchase Shares on the Stock Exchange with an aggregate amount of not exceeding 10% of the total number of Shares in issue as at the date of passing of the relevant resolution.

Subject to the passing of the resolution for the approval of the Repurchase Mandate and on the basis that no further Shares are issued or repurchased between the Latest Practicable Date and the date of the AGM, the Company would be allowed under the Repurchase Mandate to repurchase a maximum of 80,000,000 Shares.

The General Mandate (including the extended General Mandate) and the Repurchase Mandate, if granted at the AGM would expire at the earliest of: (i) the conclusion of the next annual general meeting of the Company; or (ii) the expiration of the period within which the next annual general meeting of the Company is required by any applicable laws or the Articles of Association to be held; or (iii) the revocation or variation of the General Mandate (including the extended General Mandate) or the Repurchase Mandate (as the case may be) by an ordinary resolution of the Shareholders in a general meeting prior to the next annual general meeting of the Company.

---

## LETTER FROM THE BOARD

---

An explanatory statement in connection with the Repurchase Mandate is set out in Appendix I to this circular. The explanatory statement contains all the requisite information required under the GEM Listing Rules to be given to the Shareholders to enable them to make an informed decision on whether to vote for or against the resolution approving the Repurchase Mandate.

### RE-ELECTION OF DIRECTORS

Pursuant to Article 84(1) of the Articles of Association, at each annual general meeting, one-third of the Directors for the time being (or, if their number is not a multiple of three (3), the number nearest to but not less than one-third) shall retire from office by rotation provided that every Director shall be subject to retirement at an annual general meeting at least once every three years. Mr. Chan Ka Shing Jackson, Ms. Yeung Shek Shek Louisa and Dr. Lau Kin Shing Charles will retire from office by rotation at the AGM and, being eligible, offer themselves for re-election.

The nomination committee of the Company, having reviewed the Board's composition, nominated Mr. Chan Ka Shing Jackson, Ms. Yeung Shek Shek Louisa and Dr. Lau Kin Shing Charles to the Board for it to recommend to the Shareholders for re-election at the AGM. Ms. Yeung Shek Shek Louisa and Dr. Lau Kin Shing Charles, who are members of the nomination committee of the Company, abstained from voting at the committee meeting when their own nominations were being considered.

The nomination committee of the Company has also assessed and reviewed the written confirmation of independence of Dr. Lau Kin Shing Charles based on the independence criteria as set out in Rule 5.09 of the GEM Listing Rules and is satisfied that he remains independent in accordance with Rule 5.09 of the GEM Listing Rules.

By taking into account the nomination policy of the Company, the nomination committee of the Company considered each of Mr. Chan Ka Shing Jackson, Ms. Yeung Shek Shek Louisa and Dr. Lau Kin Shing Charles was suitable candidate as executive Director/independent non-executive Director (as the case may be) based on his background, experience, contribution to the Board and commitment to his role. In addition, the Board also considered that each of Mr. Chan Ka Shing Jackson, Ms. Yeung Shek Shek Louisa and Dr. Lau Kin Shing Charles's educational background and work experience can bring contributions to the Board's diversity. The Board considers that the re-election of Mr. Chan Ka Shing Jackson, Ms. Yeung Shek Shek Louisa and Dr. Lau Kin Shing Charles as executive Director/independent non-executive Director (as the case may be) is in the interest of the Company and the Shareholders as a whole. Mr. Chan Ka Shing Jackson, Ms. Yeung Shek Shek Louisa and Dr. Lau Kin Shing Charles abstained from the discussion and voting at the Board meeting regarding their respective nominations.

Particulars of each of Mr. Chan Ka Shing Jackson, Ms. Yeung Shek Shek Louisa and Dr. Lau Kin Shing Charles are set out in Appendix II to this circular.

---

## LETTER FROM THE BOARD

---

### RECOMMENDATION

The Directors consider that the proposed granting of the General Mandate (including the extended General Mandate) and the Repurchase Mandate; and the proposed re-election of Directors are in the interests of the Company and the Shareholders as a whole. Accordingly, the Directors recommend the Shareholders to vote in favour of the relevant resolutions to be proposed at the AGM.

### AGM

A notice convening the AGM to be held at Suite 610, 6th Floor, Ocean Centre, 5 Canton Road, Tsim Sha Tsui, Kowloon, Hong Kong on Friday, 15 May 2026 at 11:00 a.m. is set out on pages 16 to 20 of this circular. Ordinary resolutions will be proposed at the AGM to approve, among other things, the granting of the General Mandate (including the extended General Mandate) and the Repurchase Mandate and the re-election of Directors.

A form of proxy for use at the AGM is enclosed with this circular. Whether or not you are able to attend the AGM, you are requested to complete the accompanying form of proxy in accordance with the instructions printed thereon and deposit the same at the Hong Kong branch share registrar and transfer office of the Company, Tricor Investor Services Limited, at 17/F, Far East Finance Centre, 16 Harcourt Road, Hong Kong as soon as possible and in any event not less than 48 hours before the time appointed for the holding of the AGM or any adjournment thereof. Completion and return of the form of proxy will not preclude you from attending and voting in person at the AGM or any adjournment thereof should you so wish.

All the resolutions proposed to be approved at the AGM will be taken by poll and an announcement will be made by the Company after the AGM on the poll results of the AGM.

### CLOSURE OF REGISTER OF MEMBERS

The transfer books and register of members of the Company will be closed from Tuesday, 12 May 2026 to Friday, 15 May 2026, both days inclusive, during which period no transfer of Shares will be registered. In order to qualify for attending and voting at the AGM, all transfers accompanied by the relevant share certificates must be lodged with the Company's Hong Kong branch share registrar and transfer office, Tricor Investor Services Limited, at 17/F, Far East Finance Centre, 16 Harcourt Road, Hong Kong, for registration no later than 4:30 p.m. on Monday, 11 May 2026.

### RESPONSIBILITY STATEMENT

This circular, for which the Directors collectively and individually accept full responsibility, includes particulars given in compliance with the GEM Listing Rules for the purpose of giving information with regard to the Company. The Directors, having made all reasonable enquiries, confirm that to the best of their knowledge and belief the information contained in this circular is accurate and complete in all material respects and not misleading or

---

## LETTER FROM THE BOARD

---

deceptive, and there are no other matters the omission of which would make any statement herein or this circular misleading.

### **GENERAL**

To the best of the Directors' knowledge, information and belief, having made all reasonable enquiries, no Shareholder is required to abstain from voting on the resolutions to be proposed at the AGM.

### **MISCELLANEOUS**

The English text of this circular shall prevail over the Chinese text for the purpose of interpretation.

Yours faithfully  
For and on behalf of the Board of  
**KOS International Holdings Limited**  
**Chan Ka Kin Kevin**  
*Chairman and Executive Director*

*This Appendix I serves as an explanatory statement, as required pursuant to Rule 13.08 and other relevant provisions of the GEM Listing Rules, to provide you with the requisite information for your consideration of the Repurchase Mandate.*

## **1. THE GEM LISTING RULES**

The GEM Listing Rules permit a company with a primary listing on the Stock Exchange to repurchase its shares on the Stock Exchange subject to certain restrictions. Among such restrictions, the GEM Listing Rules provide that the shares of such company must be fully paid up and all repurchase of shares by such company must be approved in advance by an ordinary resolution of shareholders, either by way of a general repurchase mandate or by specific approval of a particular transaction.

## **2. SHARES CAPITAL**

As at the Latest Practicable Date, the total number of Shares in issue was 800,000,000 Shares.

Subject to the passing of the proposed resolution granting the Repurchase Mandate and on the basis that no further Shares are issued or repurchased following the Latest Practicable Date and up to the date of the AGM, exercise in full of the Repurchase Mandate could accordingly result in up to 80,000,000 Shares (representing 10% of the total number of Shares in issue as at the date of passing of the resolution) being repurchased by the Company during the period from the passing of the Repurchase Mandate at the AGM up to (i) the conclusion of the next annual general meeting of the Company; or (ii) the expiry of the period within which the next annual general meeting of the Company is required by any applicable laws or the Articles of Association to be held; or (iii) the passing of an ordinary resolution by Shareholders in general meeting of the Company revoking or varying the Repurchase Mandate, whichever occurs first.

## **3. REASONS FOR THE REPURCHASES**

The Directors believe that it is in the best interests of the Company and its Shareholders to have a general authority from the Shareholders to enable the Directors to repurchase Shares in the market. Such repurchases may, depending on market conditions and funding arrangements at the time, lead to an enhancement of the Company's net asset value and/or its earnings per Share and will only be made when the Directors believe that such repurchases will benefit the Company and its Shareholders as a whole.

**4. FUNDING OF REPURCHASES**

In repurchasing Shares, the Company will only apply funds legally available for such purpose in accordance with its Articles of Association, the Companies Act and the GEM Listing Rules. The Company will not repurchase its Shares listed on GEM for a consideration other than cash or for settlement otherwise than in accordance with the trading rules of the Stock Exchange as amended from time to time.

**5. EFFECT OF EXERCISING THE REPURCHASE MANDATE**

There might be a material adverse impact on the working capital or gearing position of the Company (as compared with the position disclosed in the audited financial statements contained in the annual report of the Company for the year ended 31 December 2025) in the event that the Repurchase Mandate is exercised in full at any time. However, the Directors do not propose to exercise the Repurchase Mandate to such an extent as would, in the circumstances, have a material adverse effect on the working capital requirements of the Company or its gearing levels which, in the opinion of the Directors, are from time to time appropriate for the Company.

**6. DISCLOSURE OF INTERESTS**

None of the Directors nor, to the best of their knowledge, having made all reasonable enquires, any of their respective associates (as defined in the GEM Listing Rules), has any present intention to sell any Shares to the Company or its subsidiaries under the Repurchase Mandate if such is approved by the Shareholders at the AGM.

**7. DIRECTORS' UNDERTAKING**

The Directors have undertaken to the Stock Exchange that, so far as the same may be applicable, they will exercise the Repurchase Mandate in accordance with the GEM Listing Rules and the applicable laws of the Cayman Islands.

**8. THE TAKEOVERS CODE**

If as a result of a repurchase of Shares, pursuant to the Repurchase Mandate, a Shareholder's proportionate interest in the voting rights of the Company increases, such increase will be treated as an acquisition of voting rights for the purposes of the Takeovers Code. Accordingly, a Shareholder or a group of Shareholders acting in concert (within that term's meaning under the Takeovers Code), depending on the level of increase in the Shareholders' interests, could obtain or consolidate control of the Company and thereby become obliged to make a mandatory offer in accordance with Rule 26 of the Takeovers Code.

As at the Latest Practicable Date, to the best knowledge of the Company, the controlling shareholders (as defined in the GEM Listing Rules) of the Company, namely Mr. Chan Ka Kin Kevin, Mr. Chan Ka On Eddie, Mr. Chan Ka Shing Jackson and Mr. Chow Ka Wai Raymond (the “**Controlling Shareholders**”) together, control the exercise of 75% voting rights in the general meeting of the Company.

In the event that the Directors exercise in full the power to repurchase Shares which is proposed to be granted pursuant to the Repurchase Mandate and assuming there is no change in the issued Shares and the present shareholding of the Controlling Shareholders prior to the repurchase of Shares, the indirect shareholding of the Controlling Shareholders would be increased to approximately 83.3% of the issued Shares. Such increase will not give rise to an obligation to make a mandatory offer under Rule 26 or Rule 32 of the Takeovers Code.

The Directors will not exercise the Repurchase Mandate to such an extent that will result in the number of Shares in the hands of public falling below the prescribed minimum percentage of 25%.

#### **9. SHARES REPURCHASES MADE BY THE COMPANY**

The Company had not purchased any of its Shares (whether on the Stock Exchange or otherwise) during the previous six months preceding the Latest Practicable Date.

#### **10. CONNECTED PERSON**

No connected persons (as defined in the GEM Listing Rules) has notified the Company that he has a present intention to sell any Shares to the Company or its subsidiaries, or has undertaken not to do so in the event that the Repurchase Mandate is approved by the Shareholders at the AGM.

**11. SHARE PRICES**

The highest and lowest prices at which the Shares were traded on the Stock Exchange during each of the following months immediately preceding the Latest Practicable Date were as follows:

	<b>Highest</b> <i>HK\$</i>	<b>Lowest</b> <i>HK\$</i>
<b>2025</b>		
March	0.055	0.044
April	0.046	0.041
May	0.045	0.042
June	0.051	0.038
July	0.049	0.040
August	0.050	0.038
September	0.047	0.042
October	0.044	0.040
November	0.048	0.039
December	0.068	0.041
<b>2026</b>		
January	0.068	0.048
February	0.067	0.056
March (up to the Latest Practicable Date)	0.072	0.060

*Detail of the Directors who will retire from office at the AGM and being eligible, will offer themselves for re-election at the AGM, are set out below:*

**(1) Mr. Chan Ka Shing Jackson (“Mr. Chan”)**

Mr. Chan, aged 43, is an executive Director. He was appointed as the Director on 19 December 2017 and was re-designated as the executive Director on 31 January 2018. Mr. Chan is responsible for overseeing marketing and execution of strategic and operational planning of the Group. Mr. Chan is also a director of all subsidiaries of the Group.

Mr. Chan is the younger brother of Mr. Chan Ka Kin Kevin (an executive Director and the chairman of the Company) and Mr. Chan Ka On Eddie (an executive Director).

Mr. Chan has over 23 years of experience in the human resources services industry. Prior to joining the Group, Mr. Chan has served in senior positions in leading renowned human resources companies including Jobs DB Hong Kong Limited and Monster.com Asia Pacific Limited, where he focused on regional business development and enterprise accounts. Together with his working experience at Michael Page International (Hong Kong) Limited, Mr. Chan has acquired in-depth expertise in the human resources service industry which allowed him to develop and execute strategic plans that expanded the Group’s footprint across Hong Kong, Macau, Mainland China, and Singapore for the Group.

Mr. Chan is deeply dedicated to community service and youth development. He is a board member of the InspiringHK Sports Foundation, a local charity established in 2012 with a vision of developing better youths through sports, and a director of the Hong Kong Youth Development Alliance. Furthermore, he serves as a Mentor for the Executive Mentoring Programme and a Founding Member of the College Alumni Advisory Board (CAAB) at the City University of Hong Kong, a Member of the Advisory Committee on Graduate Employment at Hong Kong Baptist University, and a Mentor at the Hong Kong Police Force’s Leadership Institute on Narcotics.

Mr. Chan obtained a professional diploma in marketing jointly awarded by The Chinese University of Hong Kong and the Hong Kong Institute of Marketing in 2005, and an Executive Master of Business Administration (EMBA) degree from the City University of Hong Kong in 2024. He also completed executive education programs at the Yale School of Management and HEC Paris in 2023. In recognition of his entrepreneurial excellence, he was awarded the HSUHK Outstanding Young Entrepreneurs Award in 2022 and named one of the Fifth Greater Bay Area Outstanding Young Entrepreneurs in 2024.

Mr. Chan has entered into a service agreement with the Company for an initial term of three years commencing from 12 October 2018 and continuing thereafter until terminated by either party by giving not less than three months’ notice in writing to the other. Mr. Chan’s total emoluments recorded in 2025 was HK\$1,865,044, which was determined with reference to his experience and qualification.

Mr. Chan did not hold any directorship in other public companies in the last three years. Save as disclosed above, Mr. Chan does not have any relationship with any other Directors, senior management or substantial or controlling Shareholders of the Company.

As at the Latest Practicable Date, KJE Limited and Caiden Holdings Limited held 450,000,000 Shares and 150,000,000 Shares representing 56.25% and 18.75% of the Company's issued share capital respectively. KJE Limited is owned as to approximately 33.33% by Mr. Chan Ka Kin Kevin, 33.33% by Mr. Chan Ka On Eddie and 33.33% by Mr. Chan, while Caiden Holdings Limited is wholly owned by Mr. Chow Ka Wai Raymond. On 18 January 2018, Mr. Chan Ka Kin Kevin, Mr. Chan Ka On Eddie, Mr. Chan and Mr. Chow Ka Wai Raymond executed a deed of concert parties arrangement, and they have been and will be acting in concert pursuant to the deed. Accordingly, Mr. Chan is deemed to be interested in all the Shares held by KJE Limited and Caiden Holdings Limited by virtue of the SFO.

**(2) Ms. Yeung Shek Shek Louisa (“Ms. Yeung”)**

Ms. Yeung, aged 60, joined the Group in April 2017 as chief executive officer of the Group and was appointed as an executive Director on 1 October 2024. On 30 June 2025, she was appointed as a member of the nomination committee of the Company. Ms. Yeung is responsible for overseeing the daily operation, training and development of our employees and formulating the overall strategies and planning of the Group with the Board.

Ms. Yeung has approximately 29 years of experience in the human resources services industry. Prior to joining the Group, from July 1988 to April 1997, she worked at Price Waterhouse (currently known as PricewaterhouseCoopers) and her last position was tax manager. From April 1997 to March 2017, she worked at Michael Page International (Hong Kong) Limited and she had been director of finance in Hong Kong and South China region between December 2006 and June 2011 and managing director of Hong Kong and South China region between July 2011 and August 2013, and her last position was managing director in Page Executive Greater China division since 2013, where she was responsible for building the Page Executive brand and establishing the recruitment business operations in Shenzhen and Guangzhou in China, and the company had 10 offices in China when she left.

Ms. Yeung was awarded professional diploma (with distinction) in company secretaryship and administration by Hong Kong Polytechnic (currently known as The Hong Kong Polytechnic University) in November 1988. She became an associate of The Institute of Chartered Secretaries and Administrators (currently known as The Chartered Governance Institute) in August 1991. Ms. Yeung became a fellow of The Association of Chartered Certified Accountants in March 1997, a fellow of Hong Kong Institute of Certified Public Accountants in February 2001 and a fellow of CPA Australia in October 2008.

Ms. Yeung has entered into a service agreement with the Company for an initial term of three years commencing from 1 October 2024 and continuing thereafter until terminated by either party by giving not less than three months' notice in writing to the other. Ms. Yeung's

total emoluments recorded in 2025 was HK\$1,708,000, which was determined with reference to his experience and qualification.

Ms. Yeung did not hold any directorship in other public companies in the last three years. Save as disclosed above, Ms. Yeung does not have any relationship with any other Directors, senior management or substantial or controlling Shareholders of the Company.

**(3) Dr. Lau Kin Shing Charles (“Dr. Lau”)**

Dr. Lau, aged 70, is an independent non-executive Director and joined the Board on 1 February 2021. He is the chairman of the remuneration committee of the Company and a member of the audit committee and the nomination committee of the Company.

Dr. Lau possesses about 39 years executive experiences in corporate control, financial management, risk management and internal control gained from international listed companies. Dr. Lau is also an independent director of Lingyi iTech (Guangdong) Company Limited\* (廣東領益智造股份有限公司) (stock code: 002600) since June 2021, a company whose shares are listed on the Shenzhen Stock Exchange.

Dr. Lau successively served as the chief financial officer, an executive director and the company secretary of Sitoy Group Holdings Limited (stock code: 1023) from August 2015 to July 2021, a company whose shares are listed on the Main Board of the Stock Exchange. Before joining Sitoy Group Holdings Limited, he held key corporate executive positions in various conglomerates, including vice president of China Resources Enterprise, Limited (stock code: 291, currently known as China Resources Beer (Holdings) Company Limited), deputy head of internal audit for Hutchison Whampoa Limited, executive director and chief investment officer of China Public Procurement Limited (stock code: 1094, currently known as Cherish Sunshine International Limited), and chief financial officer and company secretary of Miramar Hotel and Investment Company, Limited (stock code: 71).

Dr. Lau holds a Doctorate degree in Business Administration from the Newcastle University of Australia, Master degree in Information System Management from the National University of Ireland, and a Bachelor degree in Accounting from the Curtin University of Technology, Australia. He is a Chartered Accountant (New Zealand & Australia), Certified Internal Auditor (US), and also a fellow member of the Association of Chartered Certified Accountants and Hong Kong Institute of Certified Public Accountants and a fellow member of CPA Australia.

Dr. Lau has entered into an appointment letter with the Company for a term of three years commencing from 1 February 2021. According to the appointment letter, Dr. Lau is entitled to an annual remuneration of HK\$120,000 per calendar year, which was determined with reference to his job responsibility, his experience and qualification.

\* *For identification purposes only*

Saved as disclosed above, Dr. Lau did not hold any directorship in other public companies in the last three years or any other position with the Company or any of its subsidiaries. Dr. Lau does not have any relationship with any Directors, senior management or substantial or controlling Shareholders of the Company.

Dr. Lau does not have any interest or short position in the Shares, underlying Shares or debentures of the Company or any of its associated corporations within the meaning of Part XV of the SFO.

There is no information relating to Mr. Chan, Ms. Yeung and Dr. Lau that is required to be disclosed pursuant to Rule 17.50(2)(h) to (v) of the GEM Listing Rules.

Save as disclosed herein, there are no other matters relating to the re-election of Mr. Chan, Ms. Yeung and Dr. Lau that need to be brought to the attention of the Shareholders.

---

## NOTICE OF AGM

---



### **KOS International Holdings Limited**

### **高奧士國際控股有限公司**

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

**(Stock Code: 8042)**

**NOTICE IS HEREBY GIVEN** that the annual general meeting of KOS International Holdings Limited (the “**Company**”) will be held at Suite 610, 6th Floor, Ocean Centre, 5 Canton Road, Tsim Sha Tsui, Kowloon, Hong Kong on Friday, 15 May 2026 at 11:00 a.m., for the following purposes:

#### **ORDINARY RESOLUTIONS**

1. To receive and consider the audited consolidated financial statements of the Company and the reports of the directors (the “**Directors**”) and auditors of the Company for the year ended 31 December 2025;
2.
  - (a) To re-elect Mr. Chan Ka Shing Jackson as executive Director;
  - (b) To re-elect Ms. Yeung Shek Shek Louisa as executive Director;
  - (c) To re-elect Dr. Lau Kin Shing Charles as independent non-executive Director; and
  - (d) To authorise the board of Directors to fix the Directors’ remuneration;
3. To re-appoint D & PARTNERS CPA LIMITED as the auditors of the Company and to authorise the board of Directors to fix its remuneration;
4. To, as special business, consider and, if thought fit, pass the following resolution as ordinary resolution:

**“THAT:**

- (a) subject to paragraph (c) below, pursuant to the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the “**GEM Listing Rules**”), the exercise by the Directors during the Relevant Period (as defined in paragraph (d) below) of all the powers of the Company to allot, issue and deal with unissued shares of HK\$0.01 each in the capital of the Company

---

## NOTICE OF AGM

---

(the “**Shares**” and each a “**Share**”) and to make or grant offers, agreements and options, which might require the exercise of such powers be and the same is hereby generally and unconditionally approved;

- (b) the approval in paragraph (a) above shall authorise the Directors during the Relevant Period (as defined in paragraph (d) below) to make or grant offers, agreements and options which might require the exercise of such powers after the end of the Relevant Period (as defined in paragraph (d) below);
- (c) the total number of Shares allotted and issued or agreed conditionally or unconditionally to be allotted and issued (whether pursuant to options or otherwise) by the Directors pursuant to the approval in paragraph (a) above, otherwise than pursuant to (i) a Rights Issue (as defined below); or (ii) the exercise of any options granted under the existing share option scheme of the Company; or (iii) any scrip dividend or similar arrangements providing for the allotment and issue of Shares in lieu of the whole or part of a dividend on Shares in accordance with the articles of association of the Company in force from time to time; or (iv) any issue of Shares upon the exercise of rights of subscription or conversion under the terms of any warrants of the Company or any securities which are convertible into Shares, shall not exceed the aggregate of:

- (aa) 20 per cent. of the total number of Shares in issue as at the date of the passing of this resolution; and

- (bb) (if the Directors are so authorised by a separate ordinary resolution of the shareholders of the Company) the total number of Shares repurchased by the Company subsequent to the passing of this resolution (up to a maximum equivalent to 10 per cent. of the total number of Shares in issue as at the date of the passing of resolution no. 5),

and the authority pursuant to paragraph (a) of this resolution shall be limited accordingly; and

- (d) for the purposes of this resolution:

“**Relevant Period**” means the period from the date of the passing of this resolution until whichever is the earliest of:

- (i) the conclusion of the next annual general meeting of the Company;
- (ii) the expiration of the period within which the next annual general meeting of the Company is required by the articles of association of the Company or the applicable laws of the Cayman Islands to be held; and

---

## NOTICE OF AGM

---

- (iii) the passing of an ordinary resolution by the shareholders of the Company in general meeting revoking or varying the authority given to the Directors by this resolution;

“**Rights Issue**” means an offer of Shares, or offer or issue of warrants, options or other securities giving rights to subscribe for Shares open for a period fixed by the Directors to holders of Shares on the register on a fixed record date in proportion to their then holdings of Shares (subject to such exclusion or other arrangements as the Directors may deem necessary or expedient in relation to fractional entitlements, or having regard to any restrictions or obligations under the laws of, or the requirements of, or the expense or delay which may be involved in determining the existence or extent of any restrictions or obligations under the laws of, or the requirements of, any jurisdiction outside Hong Kong or any recognised regulatory body or any stock exchange outside Hong Kong).”

- 5. To, as special business, consider and, if thought fit, pass the following resolution as ordinary resolution:

“**THAT:**

- (a) subject to paragraph (b) below, the exercise by the Directors during the Relevant Period (as defined in paragraph (c) below) of all powers of the Company to purchase the Shares on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) or any other stock exchange on which the Shares may be listed and recognised by the Securities and Futures Commission of Hong Kong and the Stock Exchange for such purpose, and otherwise in accordance with the rules and regulations of the Securities and Futures Commission of Hong Kong, the Stock Exchange, the Companies Act and all other applicable laws in this regard, be and the same is hereby generally and unconditionally approved;
- (b) the total number of Shares which may be purchased by the Company pursuant to the approval in paragraph (a) during the Relevant Period (as defined in paragraph (c) below) shall not exceed 10 per cent. of the total number of the Shares in issue as at the date of the passing of this resolution and the authority pursuant to paragraph (a) of this resolution shall be limited accordingly; and
- (c) for the purposes of this resolution, “**Relevant Period**” means the period from the date of the passing of this resolution until whichever is the earliest of:
  - (i) the conclusion of the next annual general meeting of the Company;
  - (ii) the expiration of the period within which the next annual general meeting of the Company is required by the articles of association of the Company or the applicable laws of the Cayman Islands to be held; and

---

## NOTICE OF AGM

---

(iii) the passing of an ordinary resolution by the shareholders of the Company in general meeting revoking or varying the authority given to the Directors by this resolution.”

6. To, as special business, consider and, if thought fit, pass the following resolution as ordinary resolution:

“**THAT** conditional on the passing of resolutions numbered 4 and 5 above, the general mandate granted to the Directors pursuant to paragraph (a) of resolution numbered 4 above be and it is hereby approved to be extended by adding to the total number of the Shares which may be allotted or agreed conditionally or unconditionally to be allotted by the Directors pursuant to or in accordance with such general mandate of an amount representing the total number of the Shares purchased by the Company pursuant to or in accordance with the authority granted under paragraph (a) of resolution numbered 5 above.”

By order of the Board  
**KOS International Holdings Limited**  
**Chan Ka Kin Kevin**  
*Chairman and Executive Director*

Hong Kong, 8 April 2026

*Registered office:*

Cricket Square  
Hutchins Drive  
PO Box 2681  
Grand Cayman KY1-1111  
Cayman Islands

*Head office and principal place of  
business in Hong Kong:*

Suite 610, 6th Floor  
Ocean Centre, 5 Canton Road  
Tsim Sha Tsui, Kowloon  
Hong Kong

*Notes:*

1. A member entitled to attend and vote at the annual general meeting convened by the above notice is entitled to appoint one or more proxy to attend and, subject to the provisions of the articles of association of the Company, to vote on his behalf. A proxy need not be a member of the Company but must be present in person at the annual general meeting to represent the member. If more than one proxy is so appointed, the appointment shall specify the number and class of Shares in respect of which each such proxy is so appointed.
2. In order to be valid, the complete form of proxy must be deposited together with a power of attorney or other authority, if any, under which it is signed or a notarially certified copy of that power or authority, at the Hong Kong branch share registrar and transfer office of the Company, Tricor Investor Services Limited, at 17/F, Far East Finance Centre, 16 Harcourt Road, Hong Kong not less than 48 hours before the time for holding the annual general meeting or any adjournment thereof.

---

## NOTICE OF AGM

---

3. The transfer books and register of members of the Company will be closed from Tuesday, 12 May 2026 to Friday, 15 May 2026, both days inclusive, during which period no transfer of Shares will be registered. In order to qualify for attending and voting at the AGM, all transfers accompanied by the relevant share certificates must be lodged with the Company's Hong Kong branch share registrar and transfer office, Tricor Investor Services Limited, at 17/F, Far East Finance Centre, 16 Harcourt Road, Hong Kong, for registration no later than 4:30 p.m. on Monday, 11 May 2026.
4. In relation to the proposed resolution no. 2 above, details of the retiring Directors standing for re-election are set out in Appendix II to this circular.
5. In relation to proposed resolutions nos. 4 and 6 above, approval is being sought from the shareholders for the granting to the Directors of a general mandate to authorise the allotment and issue of shares of the Company under the GEM Listing Rules. The Directors have no immediate plans to issue any new shares of the Company other than Shares which may fall to be issued under the share option scheme of the Company or any scrip dividend scheme which may be approved by shareholders.
6. In relation to proposed resolution no. 5 above, the Directors wish to state that they will exercise the powers conferred thereby to repurchase Shares in circumstances which they deem appropriate for the benefit of the shareholders of the Company. An explanatory statement containing the information necessary to enable the shareholders to make an informed decision to vote on the proposed resolution as required by the GEM Listing Rules is set out in Appendix I to this circular.
7. If a Typhoon Signal No. 8 or above is hoisted or a Black Rainstorm Warning Signal is in force at or at any time after 7:00 a.m. on the date of the meeting, the meeting will be adjourned. The Company will post an announcement on the website of Company at <http://www.kos-intl.com> and on the Stock Exchange's website at [www.hkexnews.hk](http://www.hkexnews.hk) to notify shareholders of the date, time and place of the adjourned meeting.

The meeting will be held as scheduled when an Amber or a Red Rainstorm Warning Signal is in force. Shareholders should decide on their own whether they would attend the meeting under bad weather conditions bearing in mind their own situations.