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ZACD GROUP LTD.

杰地集團有限公司*

(a company incorporated in the Republic of Singapore with limited liability)

(Stock Code: 8313)

**APPOINTMENT OF EXECUTIVE DIRECTOR
AND DEPUTY CHIEF EXECUTIVE OFFICER**

The board (the “**Board**”) of directors (the “**Directors**” and each a “**Director**”) of ZACD Group Ltd. (the “**Company**”, together with its subsidiaries, the “**Group**”) is pleased to announce that Mr. Phua Cher Chew (Pan Ziqiu) (“**Mr. Phua**”) has been appointed as an Executive Director and Deputy Chief Executive Officer of the Company with effect from 24 November 2025.

Mr. Phua, aged 51, has over 16 years of experience in the real estate industry involving corporate strategy, real estate development, business development, and portfolio acquisitions.

He has been active in the real estate industry since 2009. Amcorp Global Limited (formerly known as was TEE Land Limited) was successfully listed on the Main Board of SGX on 30 May 2013 with a post-IPO market value of S\$241.3 million and following this he was appointed as Chief Executive Officer and Executive Director. In 2016, Chewathai Company Limited (“**Chewathai**”), a subsidiary of Amcorp Global Limited, was listed on the SET, and following this he was invited to sit on the Board of Chewathai and co-chair the Audit Committee.

Presently, he sits on the Board of Pollux Properties Limited, MNG 108 Pte. Ltd. and Amcorp Forward Pte. Ltd. (a subsidiary of Amcorp Global Limited) which are all real estate companies.

He has also served as a member of the Singapore Nee Soon Central Citizens Consultative Committee and President of Singapore St. John’s Zone 9.

Mr. Phua holds a Bachelor of Business (Marketing) from Central Queensland University and a Diploma in Accounting from Singapore Polytechnic. He is also a member of Singapore Institute of Directors.

Mr. Phua entered into a service agreement with the Company for a term of three (3) years from 24 November 2025. He is also subject to retirement by rotation and re-election at the general meetings of the Company in accordance with the Constitution of the Company. In accordance with the service agreement, Mr. Phua will be entitled to an annual remuneration of S\$180,000.00, which is determined by remuneration committee of the Company and the Board with reference to his duties and responsibilities and the prevailing market conditions.

Save as disclosed above, Mr. Phua did not hold any directorship in any other listed companies during the past three (3) years, and he does not have any relationship with any Directors, substantial or controlling Shareholders (as defined under the GEM Listing Rules) of the Company. He does not have any interests in the shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571, Laws of Hong Kong).

Save as disclosed above, there is nothing in respect of the appointment of Mr. Phua that needs to be brought to the attention of the Shareholders nor is there anything that needs to be disclosed pursuant to Rule 17.50(2)(h) to (v) of the GEM Listing Rules.

WELCOME

The Board would like to take this opportunity to express its warm welcome to Mr. Phua on his new position.

By Order of the Board
ZACD Group Ltd.
Sim Kain Kain
Chairman and Executive Director

Singapore, 24 November 2025

As at the date of this announcement, the Board of the Company comprises six (6) executive Directors, namely, Ms. Sim Kain Kain, Mr. Yeo Choon Guan (Yao Junyuan), Mr. Phua Cher Chew (Pan Ziqiu), Mr. Tan Puay Kiang, Francis, Mr. Chin Meng Liong and Mr. Han Xiangfeng; three (3) independent non-executive Directors, namely, Mr. Lau Kin Chung Alex, Mr. Ma Yue Leong, Benjamin and Mr. Eugene Lim Chin Hon.

This announcement, 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 announcement is accurate and complete in all material respects and not misleading or deceptive, and there are no other matters the omission of which would make any statement herein or this announcement misleading.

This announcement will be published on the HKEx website at www.hkexnews.hk and remain on the “Latest Listed Company Information” page for at least seven days from the date of its posting. This announcement will also be published on the Company’s website at www.zacdgroup.com.

In the event of any inconsistency between the Chinese version and the English version of this announcement, the latter shall prevail.

** for identification purposes only*