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**HAIDILAO INTERNATIONAL HOLDING LTD.**

**海底捞国际控股有限公司**

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

**(Stock Code: 6862)**

**RESIGNATION OF DIRECTORS  
APPOINTMENT OF DIRECTORS, AUDIT COMMITTEE MEMBER AND  
DEPUTY CHIEF EXECUTIVE OFFICER  
AND  
ESTABLISHMENT OF CORPORATE GOVERNANCE COMMITTEE**

The board (the “**Board**”) of directors (the “**Directors**”) of Haidilao International Holding Ltd. (the “**Company**”) hereby announces that, with effect from August 24, 2021:

- (i) Ms. Shu Ping has resigned as a non-executive Director and a member of the audit committee of the Company;
- (ii) Mr. Shi Yonghong has resigned as an executive Director of the Company;
- (iii) each of Ms. Yang Lijuan (楊利娟), Mr. Li Peng (李朋), Ms. Yang Hua (楊華), Ms. Liu Linyi (劉林毅), Mr. Li Yu (李瑜), Ms. Song Qing (宋青) and Mr. Yang Li (楊立) has been appointed as an executive Director of the Company;
- (iv) each of Dr. Ma Weihua (馬蔚華) and Mr. Wu Xiaoguang (吳宵光) has been appointed as an independent non-executive Director of the Company;
- (v) Dr. Chua Sin Bin has been appointed as a member of the audit committee of the Company;
- (vi) Ms. Yang Lijuan has been appointed as the deputy chief executive officer of the Company; and
- (vii) the corporate governance committee of the Company has been established.

## RESIGNATION OF DIRECTORS

The Board hereby announces that (i) Ms. Shu Ping has tendered her resignation as a non-executive Director and a member of the audit committee of the Company with effect from August 24, 2021 due to the Company's internal organizational structure adjustment and (ii) Mr. Shi Yonghong has tendered his resignation as an executive Director of the Company with effect from August 24, 2021 so as to devote more time and energy to other businesses.

Each of Ms. Shu Ping and Mr. Shi Yonghong confirms that there is no disagreement with the Board, and there are no other matters relating to his/her resignation that need to be brought to the attention of The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**") and the shareholders of the Company.

The Board would like to take this opportunity to thank Ms. Shu Ping and Mr. Shi Yonghong for their valuable contributions to the Company during their term of office.

## APPOINTMENT OF DIRECTORS AND AUDIT COMMITTEE MEMBER

The Board is pleased to announce that (i) each of Ms. Yang Lijuan (楊利娟), Mr. Li Peng (李朋), Ms. Yang Hua (楊華), Ms. Liu Linyi (劉林毅), Mr. Li Yu (李瑜), Ms. Song Qing (宋青) and Mr. Yang Li (楊立), (together, the "**New Executive Directors**") has been appointed as an executive Director of the Company, (ii) each of Dr. Ma Weihua (馬蔚華) and Mr. Wu Xiaoguang (吳宵光) (together, the "**New Independent Non-executive Directors**", together with the New Executive Directors, the "**New Directors**") has been appointed as an independent non-executive Director of the Company and (iii) Dr. Chua Sin Bin, has been appointed as a member of the audit committee of the Company, and the appointment of the New Directors and audit committee member shall be effective from August 24, 2021.

Biographical details of the New Directors are set out as follows:

**Ms. Yang Lijuan**, aged 42, has served as the chief operating officer of the Company since January 17, 2018. She is mainly responsible for overseeing the operation of the Group. She also served as a Director of the Company from July 2015 to January 2018. Ms. Yang Lijuan served as a manager of Sichuan Haidilao Catering Co., Ltd (四川海底撈餐飲股份有限公司) (“**Sichuan Haidilao**”) (previously known as Sichuan Jianyang Haidilao Catering Co., Ltd. (四川省簡陽市海底撈餐飲有限責任公司)) from June 1997 to March 2001. She has been serving as a director of Sichuan Haidilao since April 2001 and was re-designated as a non-executive director of Sichuan Haidilao in January 2018.

Ms. Yang Lijuan completed the PRC Entities CEO and Finance CEO Program (中國企業 CEO/金融 CEO 課程) hosted by Cheung Kong Graduate School of Business (長江商學院) in September 2016.

As of the date of this announcement, Ms. Yang Lijuan is interested in 179,686,726 shares (including 1,987,500 unvested award shares which are granted under the share award scheme of the Company) of the Company held by her within the meaning of Part XV of the Securities and Futures Ordinance.

**Mr. Li Peng**, aged 40, has served as the financial director of the Company since April 2020. He is mainly responsible for the finance and budgeting of the Group. He joined the Group in 2014 and successively served as a senior manager of the sharing center of our financial management department and an overseas financial senior manager. He has intensive knowledge and over 19 years of experience in finance and accounting.

Before joining the Group, Mr. Li Peng held various positions in a number of large-scale corporations in consumer sector. Mr. Li Peng successively served as an accountant, a branch financial manager and the central control manager of COFCO Coca-Cola Beverage (Shaanxi) Co., Ltd. (中糧可口可樂飲料(陝西)有限公司), previously known as Xi’an BC Coca-Cola Beverage Co., Ltd. (西安中萃可口可樂飲料有限公司) from March 2002 to March 2012. He served as the financial manager of Anheuser-Busch InBev (China) Sales Co., Ltd., Beijing Branch Co. (百威(中國)銷售有限公司北京分公司) from April 2012 to January 2014.

Mr. Li Peng obtained his bachelor’s degree in accounting (online courses) from Xi’an Jiaotong University (西安交通大學) in China in September 2018. He is qualified as Chinese Certified Public Accountant and is currently a non-practicing member of the Chinese Institute of Certified Public Accountants.

As of the date of this announcement, Mr. Li Peng is interested in 397,500 shares (being unvested award shares which are granted under the share award scheme of the Company) of the Company held by him within the meaning of Part XV of the Securities and Futures Ordinance.

**Ms. Yang Hua**, aged 38, has served as a senior regional manager (大區經理) of the Company since June 2021. She is mainly responsible for the overall operation of restaurants located in mainland China. Ms. Yang Hua also serves as a director of certain subsidiaries of the Company.

Ms. Yang Hua has held various positions since she joined the Group in 1999 and has extensive experience in restaurant management, procurement and market development. She served as a coach of the Company from December 2018 to June 2021. She also served as the vice general manager of Sichuan Haidilao from August 2012 to July 2018.

Ms. Yang Hua obtained her junior college’s degree in tourism management (online courses) from Nankai University (南開大學) in June 2018. She attended the MBA program held by Peking University (北京大學) in China in 2017.

As of the date of this announcement, Ms. Yang Hua is interested in 840,000 shares (including 795,000 unvested award shares which are granted under the share award scheme of the Company) of the Company held by her within the meaning of Part XV of the Securities and Futures Ordinance.

**Ms. Liu Linyi**, aged 36, has served as a senior regional manager of the Company since June 2021. She is mainly responsible for the overall operation of restaurants located in mainland China.

Ms. Liu Linyi has held various positions since she joined the Group in August 2003. She served as a coach of the Company from May 2015 to May 2021, and the general manager of Beijing Youdingyou Catering Co., Ltd. (北京優鼎優餐飲股份有限公司) from November 2012 to May 2015. She served as the head of the overseas business department of Sichuan Haidilao from March 2012 to November 2012, and the Beijing regional manager of Sichuan Haidilao from March 2006 to June 2012.

Ms. Liu Linyi obtained her bachelor's degree in business administration (online courses) from Nankai University (南開大學) in China in July 2021.

As of the date of this announcement, Ms. Liu Linyi is interested in 815,000 shares (including 795,000 unvested award shares which are granted under the share award scheme of the Company) of the Company held by her and deemed to be interested in 24,072 shares of the Company held by her spouse within the meaning of Part XV of the Securities and Futures Ordinance.

**Mr. Li Yu**, aged 35, has served as a senior regional manager of the Company since June 2021. He is responsible for the overall operation of restaurants located in Taiwan and certain overseas restaurants. Mr. Li Yu also serves as a director and chief executive of certain subsidiaries of the Company.

Mr. Li Yu has held various positions since he joined the Group in November 2007. He successively served as a restaurant manager in various regions.

Mr. Li Yu completed the MBA program held by National Chengchi University (台灣政治大學) in Taiwan in October 2017.

As of the date of this announcement, Mr. Li Yu is interested in 397,500 shares (being unvested award shares which are granted under the share award scheme of the Company) of the Company held by him within the meaning of Part XV of the Securities and Futures Ordinance.

**Ms. Song Qing**, aged 40, has served as the procurement director of the Company since June 2021. She is mainly responsible for the procurement of the Group. Ms. Song Qing also serves as a director of certain subsidiaries of the Company.

Ms. Song Qing has held various positions since she joined the Group in August 2000. She served as a coach of the Company from May 2015 to May 2021. She served as a regional manager of the Company from August 2008 to May 2015. She also served as a restaurant manager in various regions from May 2002 to July 2008.

Ms. Song Qing obtained her junior college's degree in tourism management (online courses) from Nankai University (南開大學) in January 2018.

As of the date of this announcement, Ms. Song Qing is interested in 795,000 shares (being unvested award shares which are granted under the share award scheme of the Company) of the Company held by her within the meaning of Part XV of the Securities and Futures Ordinance.

**Mr. Yang Li**, aged 41, has served as the product director of the Company since June 2021. He is mainly responsible for technology innovation and development, product standardization and food safety of the Group. Mr. Yang Li also serves as a director of certain subsidiaries of the Company.

Prior to joining the Group, Mr. Yang Li held different positions in Shuhai (Beijing) Food Co., Ltd. (蜀海(北京)食品有限公司) from July 2011 to June 2017, including the logistics quality control technical manager, the general manager of north China region and the vice president of production. He served as the quality control manager of Beijing 21cake Food Co., Ltd. (北京廿壹客食品有限公司) from January 2009 to March 2010. He served as the quality manager of Inner Mongolia Yili Industrial Group Co., Ltd. (內蒙古伊利實業集團股份有限公司) (SHSE: 600887) from May 2005 to January 2009.

Mr. Yang Li obtained his bachelor's degree in engineering from Inner Mongolia Agricultural University (內蒙古農業大學) in China in July 2005.

As of the date of this announcement, Mr. Yang Li is deemed to be interested in 795,000 shares (being unvested award shares which are granted under the share award scheme of the Company) of the Company held by him within the meaning of Part XV of the Securities and Futures Ordinance.

**Dr. Ma Weihua**, aged 73, is mainly responsible for supervising and providing independent judgement to our Board.

Dr. Ma Weihua currently serves as an independent director of Guangdong Qunxing Toys Joint-Stock Co. Ltd.(廣東群興玩具股份有限公司) (SZEX: 002575), an independent non-executive director of Legend Holdings Corporation (HKEX: 3396), the chairman and an non-executive director of Bison Finance Group Limited (貝森金融集團有限公司) (HKEX: 00888), a director of Shenzhen Investment Holdings Co., Ltd.(深圳市投資控股有限公司), a director of Qianhai Fangzhou Asset Management Co., Ltd. (前海方舟資產管理有限公司), a director of Shenzhen Royole Technologies Co.,Ltd(深圳柔宇科技股份有限公司), an independent non-executive director of Sichuan Bank Co., Ltd (四川銀行股份有限公司) and a supervisor of Fuyao Glass Industry Group Co.,Ltd.(福耀玻璃工業集團股份有限公司) (SHEX: 600660).

Dr. Ma Weihua was an independent non-executive director of China World Trade Center Co. Ltd. (SHEX: 600007) from August 2014 to June 2020, Postal Savings Bank of China Co., Ltd. (HKEX: 1658) from December 2013 to December 2019, and China Eastern Airlines Corporation Limited (HKEX: 670; SHEX: 600115) from October 2013 to December 2019.

In addition, Dr. Ma Weihua is a member of the Standing Council of China Society for Finance and Banking (中國金融學會常務理事), the director-general of One Foundation (壹基金公益基金會理事長) and the director-general of Council of National Fund for Technology Transfer and Commercialization (國家科技成果轉化引導基金理事會理事長).

Dr. Ma Weihua was awarded the doctor of philosophy degree in economics from Southwest Finance and Economics University in China in 1999.

Dr. Ma Weihua has confirmed that he meets the independence criteria as set out in Rule 3.13 of the Rules Governing the Listing of Securities on the Stock Exchange (the “**Listing Rules**”).



**Mr. Wu Xiaoguang**, aged 46, is mainly responsible for supervising and providing independent judgement to our Board.

Mr. Wu Xiaoguang has extensive experience in product research and development, product planning, product operation and marketing of Internet business. Mr. Wu Xiaoguang joined Tencent Holdings Limited (HKEX: 0700) in 1999 and had served as the product manager, general manager of instant messaging products, general manager of Internet business division and senior vice president of Internet services division. From 2012 to 2015, Mr. Wu Xiaoguang had served as the chief executive officer of Tencent E-Commerce Holdings Limited and was responsible for the development and management of the e-commerce business of the said company. Mr. Wu Xiaoguang has been the founding partner of Welight Capital (Hongkong) Limited (微光創投(香港)有限公司) since 2015.

Mr. Wu Xiaoguang currently serves as an independent director of China Online Education Group (NYSE: COE) and LexinFintech Holdings Ltd (NASDAQ: LX). Mr. Wu Xiaoguang also served as an independent non-executive director of 7Road Holdings Ltd. (HKEX: 0797) from June 2018 to August 2019.

Mr. Wu Xiaoguang received his bachelor's degree in meteorology from Nanjing University (南京大學) in China in 1996.

Mr. Wu Xiaoguang has confirmed that he meets the independence criteria as set out in Rule 3.13 of the Listing Rules.

Each of the New Executive Directors have entered into a service contract with the Company. Each of the New Independent Non-executive Directors has entered into an appointment letter with the Company. The initial term of their service contracts and appointment letters shall commence from the date of the appointment as a Director and continue for a period of three years after or until the third annual general meeting of the Company since the appointment date, whichever is earlier, and shall be subject to re-election as and when required under the articles of association of the Company, until terminated in accordance with the terms and conditions of the service contract or by either party giving to the other not less than 30 days' prior notice in writing.

The New Directors shall only hold office until the next annual general meeting of the Company and will be eligible for and subject to re-election at such meeting in accordance with the articles of association of the Company.

According to the service contract, each of the New Executive Directors is entitled to a Director's fee of RMB1.5 million per year and each of the New Independent Non-executive Directors is entitled to a Director's fee of SGD187,200 per year. Their remuneration will be subject to annual review by the remuneration committee of the Company and the Board from time to time with reference to the prevailing market level and his responsibilities and performance.

As of the date of this announcement, save as disclosed above, each of the New Directors has confirmed that he/she does not (i) hold any other position in the Company or its subsidiaries nor any directorship in public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (ii) have any relationship with any Directors, senior management, substantial or controlling shareholders (as defined under the Listing Rules) of the Company; and (iii) have, and is not deemed to have, any interests or short positions in any shares, underlying shares or debentures (within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong)) of the Company or its associated corporations.

Save as disclosed above, there are no other matters which are discloseable pursuant to any of the requirements under Rules 13.51(2)(h) to 13.51(2)(v) of the Listing Rules, and there are no other matters relating to the appointment of the New Directors that need to be brought to the attention of the shareholders of the Company.

We recognize and embrace the benefits of having a diverse Board. Taking into account our business model and specific needs as well as the different backgrounds of the New Directors, we believe that the appointment of the New Directors with a balanced mix of knowledge and skills will further improve the diversity of the Board, enhance the effectiveness of our Board and help the Company to maintain the high standard of corporate governance. The Board would like to welcome the New Directors for joining the Board.

#### **APPOINTMENT OF DEPUTY CHIEF EXECUTIVE OFFICER**

The Board further announces that Ms. Yang Lijuan has been appointed as the deputy chief executive officer of the Company who will be responsible for assisting the chief executive officer to manage the overall operation of the Group, with effective from August 24, 2021. The Board would like to welcome Ms. Yang Lijuan for her new appointment.

#### **ESTABLISHMENT OF CORPORATE GOVERNANCE COMMITTEE**

The Board is pleased to announce that for the purposes of enhancing the standard of corporate governance practices of the Group and assisting the Board to review the overall corporate governance functions of the Group, the corporate governance committee has been established on August 24, 2021 with specific written terms of reference, as a board committee of the Company which will comprise the following members:

Dr. Ma Weihua (*Chairman*)  
Dr. Chua Sin Bin  
Mr. Wu Xiaoguang

By Order of the Board  
**Haidilao International Holding Ltd.**  
**Zhang Yong**  
*Chairman*

Hong Kong, August 24, 2021

*As of the date of this announcement, the Board of Directors of the Company comprises Mr. Zhang Yong as the Chairman and Executive Director and Mr. Zhou Zhaocheng, Ms. Gao Jie, Ms. Yang Lijuan, Mr. Li Peng, Ms. Yang Hua, Ms. Liu Linyi, Mr. Li Yu, Ms. Song Qing and Mr. Yang Li as Executive Directors, and Dr. Chua Sin Bin, Mr. Hee Theng Fong, Mr. Qi Daqing, Dr. Ma Weihua and Mr. Wu Xiaoguang as Independent Non-executive Directors.*