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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)**

**CHANGE OF CHIEF EXECUTIVE OFFICER  
AND  
APPOINTMENT OF CHIEF OPERATING OFFICER (MAINLAND CHINA)  
AND CHIEF OPERATING OFFICER (HONG KONG, MACAU,  
TAIWAN AND OVERSEAS)**

The board (the “**Board**”) of directors (the “**Directors**”) of Haidilao International Holding Ltd. (the “**Company**”, together with its subsidiaries, the “**Group**”) hereby announces that:

- (i) Ms. Yang Lijuan, the deputy chief executive officer and chief operating officer of the Company, was redesignated as the chief executive officer of the Company. Mr. Zhang Yong, the chairman of the Board and former chief executive officer of the Company, will remain as the chairman of the Board and an executive Director;
- (ii) Mr. Li Yu was appointed as the chief operating officer (Mainland China) of the Company;  
and
- (iii) Mr. Wang Jinping was appointed as the chief operating officer (Hong Kong, Macau, Taiwan and overseas) of the Company.

Such appointments are effective from March 1, 2022.

## CHANGE OF CHIEF EXECUTIVE OFFICER

The Board hereby announces that Ms. Yang Lijuan has been appointed as the chief executive officer of the Company who will be responsible for overseeing the management and strategic development of our Group, and continue to be in charge of the implementation and promotion of the “Woodpecker” plan. Since the implementation of the “Woodpecker” plan, the Company’s internal management and operations have been significantly improved. The Board also recognized her philosophy of “customer first, employee first” and the management method of screening and eliminating restaurants and management personnel strictly according to the results of financial assessment. Such appointment is also an important step to strengthen the governance structure of the Company and is effective from March 1, 2022. Mr. Zhang Yong, the founder, chairman of the Board and former chief executive officer of the Company, will remain as the chairman of the Board and an executive Director, leading the Board and the senior management team of the Company to guide and supervise the Group’s operations, and to formulate the Group’s long term strategies.

**Ms. Yang Lijuan**, aged 43, is an executive Director of the Company and previously served as the deputy chief executive officer and chief operating officer of the Company. 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. She also served as a Director of the Company from July 2015 to 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.

Ms. Yang Lijuan has entered into a director service contract with the Company. The initial term of her service contract shall commence from the date of her 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 always 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 Company has also entered into a chief executive officer service contract without a particular terms of office with Ms. Yang Lijuan. Ms. Yang Lijuan is entitled to receive an annual director’s fee of RMB1.5 million, an annual remuneration of the chief executive officer of RMB2.7 million, as well as a discretionary performance bonus and other benefits. Ms. Yang Lijuan’s remuneration is determined with reference to her experience, responsibilities and duties in the Company, workload and time committed. Her 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 her responsibilities and performance.

As of the date of this announcement, save as disclosed above, Ms. Yang Lijuan has confirmed that 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; (iii) have other major appointments or professional qualifications that need to be disclosed; (iv) 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; and (v) have other information which are disclosable pursuant to any of the requirements under Rules 13.51(2)(h) to (v) of the Listing Rules, and there are no other matters relating to the appointment of Ms. Yang Lijuan that need to be brought to the attention of the shareholders of the Company.

The Board would like to welcome Ms. Yang Lijuan for her new appointment.

### **APPOINTMENT OF CHIEF OPERATING OFFICER (MAINLAND CHINA) AND CHIEF OPERATING OFFICER (HONG KONG, MACAU, TAIWAN AND OVERSEAS)**

The Board hereby announces that (i) Mr. Li Yu has been appointed as the chief operating officer (Mainland China) of the Company who will be responsible for overseeing the Group's operations in Mainland China, and (ii) Mr. Wang Jinping has been appointed as the chief operating officer (Hong Kong, Macau, Taiwan and overseas) of the Company who will be responsible for overseeing the Group's operations in Hong Kong, Macau, Taiwan and overseas, both with effective from March 1, 2022.

Mr. Li Yu and Mr. Wang Jinping will facilitate the chief executive officer to improve the operational efficiency of the Group in various regions and to strengthen the supervision and implementation of the Company's management execution.

**Mr. Li Yu**, aged 36, is an executive Director of the Company. Mr. Li Yu has held various positions since he joined the Group in November 2007, successively served as the restaurant manager and senior regional manager (Taiwan region, Thailand, Korea and Japan). Mr. Li Yu also serves as a director and chief executive of certain subsidiaries of the Company. He completed the MBA program held by National Chengchi University (台灣政治大學) in Taiwan in October 2017.

Mr. Li Yu has entered into a director service contract with the Company. The initial term of his service contract shall commence from the date of his 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 always 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 Company has also entered into a chief operating officer (Mainland China) service contract without a particular terms of office with Mr. Li Yu. Mr. Li Yu is entitled to receive an annual director's fee of RMB1.5 million, an annual remuneration of the chief operating officer (Mainland China) of RMB0.5 million, as well as a discretionary performance bonus and other benefits. Mr. Li Yu's remuneration is determined with reference to his experience, responsibilities and duties in the Company, workload and time committed. his 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.

**Mr. Wang Jinping**, aged 38. He has held various positions since he joined the Group in January 2008, successively served as restaurant manager, senior regional manager (Singapore) and senior regional manager (Singapore, Malaysia, Australia and New Zealand). Mr. Wang Jinping also serves as a director and chief executive of certain subsidiaries of the Company. Mr. Wang Jinping completed his MBA program held by National University of Singapore in June 2020.

The Board would like to welcome Mr. Li Yu and Mr. Wang Jinping for their new appointments.

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

Hong Kong, March 1, 2022

*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.*