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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)

**ADJUSTMENT TO THE MEMBERS OF THE BOARD AND
ADOPTION OF CHIEF OPERATION OFFICER ROTATION PROGRAM**

ADJUSTMENT TO THE MEMBERS OF THE BOARD

The board (the “**Board**”) of directors (the “**Directors**”) of Haidilao International Holding Ltd. (the “**Company**”, together with its subsidiaries, the “**Group**”) hereby announces that each of Ms. Yang Hua (“**Ms. Yang**”), Ms. Liu Linyi (“**Ms. Liu**”), Mr. Li Yu (“**Mr. Li**”) and Mr. Yang Li (“**Mr. Yang**”) has tendered his/her resignation to the Board to resign as an executive Director due to work adjustments with effect from September 21, 2022. They will continue to serve the Group in their other current position(s).

The Company recognizes and proactively diversifies its strategies in fostering managerial talents. Having the senior management to serve in the Board can enhance their management skills and develop their well-rounded capabilities in various areas such as corporate governance and strategic planning, which the Company believes are of great importance to their future career development and the advancement of the Company’s talent reserve strategy.

Following the adjustment, the Board will consist of six executive Directors and five independent non-executive Directors. The Company believes that, along with the improvement of the operation performance of the Company’s restaurants in mainland China and other regions under the gradual alleviation of the COVID-19 pandemic, and favorable results brought by the “Woodpecker” plan, such streamlined and empowered Board structure will improve the Company’s decision-making efficiency and optimize the delineation between the roles of the Board and the senior management.

Each of Ms. Yang, Ms. Liu, Mr. Li and Mr. Yang has confirmed with the Board that there is no disagreement with the Board during his/her tenure as an executive Director and that there is no matter relating to his/her resignation that needs to be brought to the attention of the shareholders of the Company or The Stock Exchange of Hong Kong Limited.

The Board would like to take this opportunity to express its appreciation for the valuable contribution of Ms. Yang, Ms. Liu, Mr. Li and Mr. Yang towards the Company during their tenure of service as Director.

ADOPTION OF CHIEF OPERATION OFFICER ROTATION PROGRAM

Reference is made to the announcement of the Company dated March 1, 2022.

The Board further announces that the Company has adopted and planned to implement a chief operation officer rotation program (the “**Rotation Program**”), pursuant to which senior regional managers, functional department heads or directors, and committee presidents are eligible to participate in the Rotation Program if they meet certain criteria, including but not limited to the length of service, number of stores under his/her management and operation performance. The selection and re-appointment (as the case may be) of the chief operating officer for each term of office shall be nominated by the chief executive officer and subject to certain appointment procedures of the Company. The Rotation Program enables these individuals to have a more comprehensive understanding and a panoramic perspective of the Company’s overall management policy and management procedures in different business lines and regions, and to apply their expertise and experience to the daily management of the Company’s operations.

The Company has a diligent, committed and motivated team of management and employees with extensive experiences in the catering business. The Company believes that the Rotation Program is in line with the Company’s commitment to cultivate talents and could help incentivize the Company’s management, boost their productivity and align their personal pursuits with the Group’s development needs.

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

Hong Kong, September 21, 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 and Ms. Song Qing 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.