

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



POP MART INTERNATIONAL GROUP LIMITED

泡泡瑪特國際集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 9992)

(I) RESIGNATION OF NON-EXECUTIVE DIRECTOR (II) APPOINTMENT OF NON-EXECUTIVE DIRECTOR; AND (III) CHANGE IN COMPOSITION OF NOMINATION COMMITTEE

RESIGNATION OF NON-EXECUTIVE DIRECTOR

The board (the “**Board**”) of directors (the “**Director(s)**”) of Pop Mart International Group Limited (the “**Company**”) announces that Mr. He Yu (“**Mr. He**”) tendered his resignation as a non-executive Director with effect from December 10, 2025, due to other work commitments.

Mr. He confirmed that he has no claim against the Company and has no disagreement with the Board, and there are no other matters with respect to his resignation that need to be brought to the attention of shareholders of the Company or The Stock Exchange of Hong Kong Limited.

The Board would like to express its sincere gratitude to Mr. He for his valuable efforts and contributions to the Company during his tenure of office.

APPOINTMENT OF NON-EXECUTIVE DIRECTOR

The Board hereby further announces that Mr. Wu Andrew Yue (“**Mr. Wu**”) has been appointed as a non-executive Director of the Company with effect from December 10, 2025 (the “**Appointment Date**”).

The biographical details of Mr. Wu are set out below:

Mr. Wu Andrew Yue (吳越), aged 69, currently serves as Group President of LVMH Greater China commencing November 2005, overseeing the business of LVMH’s multi-brand portfolio in the Chinese marketplace. Prior to that, he served as Vice President of Asia at Sony Music Entertainment Group from February 2000 to October 2005, overseeing its China operations; and General Manager and Managing Director of Parfums Christian Dior for the LVMH Group from August 1993 to February 2000, overseeing its China operations.

Mr. Wu received his bachelor’s degree in International Relations and Humanities from York University in Canada in May 1984, and his master’s degree in International Business and Marketing from the Schulich School of Business at York University in Canada in November 1989.

Mr. Wu has entered into an appointment letter with the Company. The initial term of his appointment shall commence from the Appointment Date and continue for a period of three years, 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 appointment letter or by either party giving to the other not less than three months' prior notice in writing. Mr. Wu is entitled to receive (i) a fixed cash compensation of HK\$1,200,000 per annum; and (ii) a share-based compensation per annum, in the amount of HK\$1,800,000, subject to conditions of grant as may be determined by the Company from time to time, the terms of the relevant share incentive schemes adopted by the Company, the discretion of the Board (or its delegate(s)) and the relevant provision of the Listing Rules. Mr. Wu's emoluments were determined by the Board after considering his valuable insights and global visions as a leading authority on consumer trends and an influential professional in the luxury industry for the region and with reference to his duties and responsibilities as our non-executive Director, as well as prevailing market conditions and recommendations from the remuneration committee of the Board.

To the best knowledge and belief of the Board and having made all reasonable enquiries, as of the date of this announcement, Mr. Wu (i) has not held any directorship in other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (ii) does not have any relationship with any director, senior management or substantial shareholders of the Company, nor does he hold any other positions in the Company or any of its subsidiaries or consolidated affiliated entities; (iii) does not have any relationship with any other Directors, senior management, substantial shareholders or controlling shareholders (as respectively defined in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Listing Rules**")) of the Company; and (iv) does not have any interest in the securities of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

Save as disclosed herein this announcement, as at the date of this announcement, there are no other matters which need to be brought to the attention of the shareholders of the Company regarding the appointment of Mr. Wu or any other information that need to be disclosed pursuant to Rules 13.51(2)(h) to 13.51(2)(v) of the Listing Rules.

The Board would like to express its warmest welcome to Mr. Wu.

CHANGE IN COMPOSITION OF NOMINATION COMMITTEE

The Board is pleased to announce that, with effect from December 10, 2025, (i) Ms. Liu Ran ("**Ms. Liu**"), an executive Director, has been appointed as a member of the nomination committee of the Board (the "**Nomination Committee**"), and (ii) Mr. Zhang Jianjun, an independent non-executive Director, has been appointed as the chairperson of the Nomination Committee and Mr. Wang Ning will no longer serve as the chairperson and a member of the Nomination Committee. Following the above changes, the Nomination Committee shall consist of three members, namely Mr. Zhang Jianjun, Mr. Wu Liansheng and Ms. Liu Ran, with Mr. Zhang Jianjun serving as the chairperson of the Nomination Committee. The above changes have been made in compliance with the Corporate Governance Code set out in Appendix C1 to the Listing Rules.

The Board would like to take this opportunity to welcome Ms. Liu for joining the Nomination Committee.

By order of the Board
POP MART INTERNATIONAL GROUP LIMITED
Wang Ning

Executive Director, Chairman of the Board and Chief Executive Officer

Hong Kong, December 10, 2025

As at the date of this announcement, the executive Directors are Mr. Wang Ning, Ms. Liu Ran, Mr. Si De and Mr. Moon Duk Il, the non-executive Directors are Mr. Tu Zheng and Mr. Wu Andrew Yue, and the independent non-executive Directors are Mr. Zhang Jianjun, Mr. Wu Liansheng and Mr. Ngan King Leung Gary.