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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)**

**(1) CHANGE OF EXECUTIVE DIRECTORS AND  
CHIEF EXECUTIVE OFFICER  
AND**

**(2) APPOINTMENT OF MEMBER OF THE NOMINATION COMMITTEE**

The board (the “**Board**”) of directors (the “**Directors**”) of Haidilao International Holding Ltd. (the “**Company**”, together with its subsidiaries, the “**Group**”) hereby announces that, with effect from January 13, 2026:

- (i) Mr. Gou Yiqun (苟軼群) has resigned as an executive Director and the chief executive officer of the Company;
- (ii) Ms. Song Qing (宋青) has resigned as an executive Director and a member of the nomination committee of the Company;
- (iii) Ms. Gao Jie (高潔) has resigned as an executive Director of the Company;
- (iv) each of Ms. Li Nana (李娜娜), Ms. Zhu Yinhua (朱銀花), Ms. Jiao Defeng (焦德鳳) and Ms. Zhu Xuanyi (朱軒宜) has been appointed as an executive Director of the Company;
- (v) Mr. Zhang Yong (張勇), the Chairman of the Board and an executive Director of the Company, has been appointed as the chief executive officer; and
- (vi) Ms. Li Nana has been appointed as a member of the nomination committee of the Company.

**CHANGE OF EXECUTIVE DIRECTORS AND CHIEF EXECUTIVE OFFICER**

**Resignation of Executive Directors and Chief Executive Officer**

The Board hereby announces that, due to the adjustment of the composition and roles of the Board serving the Company’s strategic development, with effect from January 13, 2026, (i) Mr. Gou Yiqun has resigned as an executive Director and the chief executive officer of the Company, (ii) Ms. Song Qing has resigned as an executive Director and a member of the nomination committee of the Company, and (iii) Ms. Gao Jie has resigned as an executive Director of the Company (collectively, the “**Resigned Directors**”).

The aforementioned Resigned Directors will continue to hold key management positions within the Group. Mr. Gou, upon his resignation as the chief executive officer, will coordinate and promote the planning of intelligence and automation of our management process, and promote the upgrading of operation model and the construction of intelligent middle platform within the Group, so as to improve the efficiency of organization management and decision-making. Ms. Song will continue to serve as the president of product committee of the Group.

Each of Mr. Gou, Ms. Song and Ms. Gao 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 “**Shareholders**”).

The Board would like to take this opportunity to thank Mr. Gou, Ms. Song and Ms. Gao for his/her valuable contributions to the Company during his/her tenure of office with the Board.

### **Appointment of Chief Executive Officer**

The Board hereby announces that, based on an overall adjustment and comprehensive consideration of the Company’s management arrangements, Mr. Zhang Yong, the chairman of the Board (the “**Chairman**”) and an executive Director, has also been appointed as the chief executive officer of the Company with effect from January 13, 2026. For the biographical details of Mr. Zhang, please refer to the 2024 annual report of the Company published on April 24, 2025. The Board would like to welcome Mr. Zhang to his new role.

Pursuant to Code Provision C.2.1 of Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Rules Governing the Listing of Securities on the Stock Exchange (the “**Listing Rules**”), the roles of chairman and chief executive should be separate and should not be performed by the same individual. Although Mr. Zhang concurrently serving as the Chairman and the chief executive officer will result in the Company’s deviation from Code Provision C.2.1, the Board believes that this structure will not impair the balance of power and authority between the Board and the management of the Company, given that: (i) there are sufficient checks and balances within the Board, as decisions to be made by the Board require approval by at least a majority of the Directors, and the Board includes six independent non-executive Directors, which is in compliance with the requirement under the Listing Rules; (ii) Mr. Zhang and the other Directors are aware of and undertake to fulfill their fiduciary duties as Directors, which require, among other things, that they act for the benefit of and in the best interests of the Company and will make decisions for the Group accordingly; and (iii) the balance of power and authority is ensured by the operations of the Board which comprises experienced and high caliber individuals who meet regularly to discuss issues affecting the operations of the Company. Moreover, the overall strategies and other key business, financial, and operational policies of the Group are made collectively after thorough discussion at both Board and senior management levels. The Board will continue to review the effectiveness of the corporate governance structure of the Group in order to assess whether the separation of the roles of Chairman and chief executive officer is necessary.

## Appointment of Executive Directors

The Board hereby announces that in order to support the Company's continuous innovation and long-term development and to build up and cultivate a younger generation of the management team, each of Ms. Li Nana (李娜娜), Ms. Zhu Yinhua (朱銀花), Ms. Jiao Defeng (焦德鳳) and Ms. Zhu Xuanyi (朱軒宜) (collectively, the "**New Directors**"), has been appointed as an executive Director of the Company, with effect from January 13, 2026.

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

**Ms. Li Nana**, aged 38, has been serving as the Jiangsu regional manager of the Company since November 2023. She is mainly responsible for overseeing and managing the operations of the stores within her responsible regions. She joined the Group in October 2005 and served as store manager and coach in certain stores and regions of the Group over the course of 20 years, thereby accumulating extensive experience in regional management.

Ms. Li is also holding directorships and other positions at four subsidiaries of the Group.

Ms. Li obtained a junior college's diploma in business administration from Huazhong Agricultural University (華中農業大學) in June 2024 and a certificate of completion for the 2024 Executive Master of Business Administration Program from Wuhan University (武漢大學) in May 2025.

As of the date of this announcement, Ms. Li is interested in 391,000 shares of the Company (the "**Shares**") (including 60,560 Shares and 330,440 unvested award shares) which were granted under the share award scheme of the Company and are held by her within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

**Ms. Zhu Yinhua**, aged 44, has been serving as the probationary regional manager for Hubei and Chongqing of the Company since September 2025. She is mainly responsible for overseeing and managing the operations of the stores within her responsible regions. She joined the Group in March 2007 and served as store manager and coach in different stores and regions of the Group over the course of nearly 20 years, thereby accumulating extensive experience in regional management.

Ms. Zhu completed the Advanced Executive Program in Business Administration at the School of Management of Zhejiang University (浙江大學) in April 2017.

**Ms. Jiao Defeng**, aged 39, has been serving as the head of product management department II of the Company since April 2025. She is mainly responsible for the research, development and procurement of the Group's products.

Ms. Jiao joined the Group in May 2012 and has successively held positions within different divisions of the Group, including as the supervisor of the overseas human resources center from January 2015 to March 2016, the manager of Nanjing store No. 7 from January 2018 to January 2020, and performance management manager from June 2021 to June 2022. She then served as the project leader of the dessert and beverage group from June 2022 to March 2024, where she drove the development of handcrafted beverage products, introducing popular new items that were well received by the Group's customers. Ms. Jiao also led the advancement of themed store projects, successfully launching several popular themed concepts such as the themed stores that launch fresh-cut beef as featured product.

Ms. Jiao obtained a junior college's diploma in landscape engineering technology from Henan Vocational and Technical College (河南職業技術學院) in July 2010.

**Ms. Zhu Xuanyi**, aged 35, has been serving as the secretary-general of the chief executive officer secretariat since July 2023. She is mainly responsible for providing in-depth support to the chief executive officer in strategic planning, business management decision-making, and the advancement of core business operations of the Company.

Ms. Zhu joined the Group in January 2018 and has successively held positions including assistant store manager at Xi'an store No. 13, assistant to the general manager office and store manager of Shijiazhuang store No. 1. During her tenure as the store manager of Shijiazhuang store No. 1. from October 2019 to November 2021, she successfully led the team to innovate and optimize operations during the pandemic. She was then promoted to the second deputy secretary-general of the chief executive officer secretariat in December 2021. Ms. Zhu also manages certain stores of the Group, demonstrating strong business management and crisis turnaround capabilities.

Ms. Zhu obtained a bachelor's degree in accounting from Xi'an International Studies University (西安外國語大學) in July 2013.

Each of the New Directors has entered into a service contract with the Company. The initial term of their service contracts 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 Directors is entitled to a Director's fee of RMB0.6 million 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 each of their responsibilities and performance.

As of the date of this announcement, save as disclosed above, each of the New Directors has confirmed that she does not (i) hold any other position with the Company or other members of the Group; (ii) hold any directorship in any other public companies with securities of which are listed on any securities market in Hong Kong or overseas in the last three years and other major appointments and professional qualifications; (iii) have any relationship with any Directors, senior management, substantial or controlling shareholders (as defined under the Listing Rules) of the Company; and (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.

Save as disclosed above, there are no other matters that are required to be disclosed 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 Stock Exchange and the Shareholders.

Taking into account the Company's strategic direction and future development needs, the Board believes that the appointment of the New Directors will bring fresh perspectives and renewed momentum, enhance the effectiveness of the Board and support the Company in maintaining a high standard of corporate governance. The Board would like to welcome the New Directors for joining the Board.

#### **APPOINTMENT OF MEMBER OF THE NOMINATION COMMITTEE**

The Board hereby announces that Ms. Li Nana has been appointed as a member of the nomination committee of the Company (the "**Nomination Committee**"), with effect from January 13, 2026.

Following the above change, the Nomination Committee comprises five members, namely Mr. Zhang Yong (chairman), Mr. Hee Theng Fong, Mr. Qi Daqing, Ms. Li Nana and Dr. Ma Weihua.

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

Hong Kong, January 13, 2026

*As of the date of this announcement, the Board of Directors of the Company comprises Mr. Zhang Yong as the Chairman and executive Director; Mr. Zhou Zhaocheng as the vice Chairman and executive Director; Mr. Li Peng, Ms. Li Nana, Ms. Zhu Yinhua, Ms. Jiao Defeng and Ms. Zhu Xuanyi as executive Directors; and Dr. Chua Sin Bin, Mr. Hee Theng Fong, Mr. Qi Daqing, Dr. Ma Weihua, Mr. Wu Xiaoguang and Mr. Zhang Junjie as independent non-executive Directors.*