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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)

RE-DESIGNATION OF DIRECTOR AND APPOINTMENT OF VICE CHAIRMAN

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The board (the “**Board**”) of directors (the “**Directors**”) of Haidilao International Holding Ltd. (the “**Company**”, together with its subsidiaries, the “**Group**”) hereby announces that Mr. Zhou Zhaocheng (周兆呈) (“**Mr. Zhou**”) has been re-designated from the non-executive Director to an executive Director and has been appointed as the vice chairman of the Board with effect from December 13, 2023.

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

Mr. Zhou, aged 50, was appointed as the non-executive Director of the Company on December 2022, responsible for providing strategic advice and supervising the management and strategic development of our Group. He served as an executive Director of the Company from April 2020 to December 2022. Mr. Zhou was also a joint company secretary of the Company from May 2020 to December 2022 and the chief strategy officer of our Company from April 2018 to December 2022.

Prior to joining the Group, Mr. Zhou worked as a journalist at Economic and Trade Reporter from September 1994 to June 1997 and a reporter at Xinhua Daily from June 1997 to July 1998. From September 1999 to October 2015, Mr. Zhou worked as a senior news sub-editor, the associate chief sub-editor of Lianhe Zaobao and the editor of Zaobao Online in Singapore, successively. During his tenure as the editor of Zaobao Online from 2011 to 2015, Mr. Zhou was responsible not only for news management, but also for strategic planning and operational management of the internet business of Zaobao Online. From April 2009 to October 2015, Mr. Zhou also worked as the editor at Crossroads of Lianhe Zaobao. Subsequently, Mr. Zhou worked as the assistant vice president (new growth) at Lianhe Zaobao from November 2015 to December 2016 and the vice president of new markets at Singapore Press Holdings Limited from January 2017 to March 2018, where he was directly responsible for the new markets outside Singapore and the development and management of new businesses such as electronic commerce. Mr. Zhou also served as a director at CulCreative International Pte. Ltd. and ZBJ-SPH Pte. Ltd. from June 2017 to March 2018 and from July 2017 to March 2018, respectively, where he was responsible for strategic guidance of corporate management and operations. ZBJ-SPH Pte. Ltd. is a Chinese e-commerce platform jointly established by Singapore Press Holdings Limited and ZBJ.com. Mr. Zhou worked at Nanyang Centre for Public Administration of Nanyang Technological University as an adjunct assistant

professor since September 2012 and was promoted as an adjunct associated professor in October 2016, teaching the Master's programme in Media, Public Communication and Policy Practice. He has been a visiting professor at School of Journalism and Communication of Guangdong University of Foreign Studies (廣東外語外貿大學) since September 2014. He is currently the president of Jiangsu Association (Singapore) and the consultant of Peking University Alumni Association (Singapore), as well as a standing committee member of Singapore Chinese Chamber of Commerce and Industry. From January 2011 to July 2011, he was also a media fellow of the Sanford School of Public Policy at Duke University. Mr. Zhou is also the author of *Public Policy Communications Strategy in Singapore*, a monograph focusing on public policy communication.

Mr. Zhou obtained his bachelor's degree in classical literature from Nanjing Normal University (南京師範大學) in 1994, his master's degree in Chinese studies from National University of Singapore in June 2000 and his doctoral degree from Nanyang Technological University in Singapore in January 2007. In August 2020, Mr. Zhou was awarded as one of the 100 Most Creative People in Business by Fast Company, a business media brand with an editorial focus on innovation.

REASONS FOR THE RE-DESIGNATION AND THE APPOINTMENT

Mr. Zhou joined the Company as the chief strategy officer in April 2018 and has served as an executive Director and the non-executive Director, successively. He has accumulated extensive managerial and strategic planning experience, especially in the fields of corporate management, public communication and international market operation, which has brought invaluable advice and perspectives to the Board in the past. Upon the re-designation of Mr. Zhou from the non-executive Director to an executive Director and his appointment as the vice chairman of the Board (the “**Re-designation and Appointment**”), he will be primarily responsible for assisting the chairman of the Board in leading the Company in terms of strategic direction and planning, with a focus on regional layout, organizational structure updates, new format incubation, marketing strategy optimization, compliance supervision, corporate ESG and sustainable development etc., which are of great significance to the development of the Company at the current stage. Mr. Zhou's past management experience and professional advantages, as well as years of accumulated operational experience in the international market, will enable the Company to improve the management level, strengthen the synergy and expand the competitive advantage. In addition, as he has resigned as the chairman of the board, an executive director and an authorized representative of Super Hi International Holding Ltd. (特海国际控股有限公司), a company listed on the Main Board of The Stock Exchange of Hong Kong Limited (stock code: 9658), with effect from December 13, 2023, he will be able to devote more time to the daily management of our Group and the Re-designation and Appointment will not affect the independence of operation and management of the Company.

In light of the above, the Board believes that the Re-designation and Appointment will enhance the quality of the management and the business performance of the Group, and thus are in the best interests of the Company and its shareholders as a whole.

MISCELLANEOUS

In respect of the Re-designation and Appointment, Mr. Zhou has entered into a new service contract with the Company for a term of three years, commencing from the date of this announcement, and is subject to retirement by rotation and re-election in accordance with the articles of association of the Company. According to the terms of Mr. Zhou's appointment, he is entitled to an annual Director's fee of RMB1.50 million as well as discretionary performance bonus and other benefits. The remuneration of Mr. Zhou will be subject to annual review by the remuneration committee of the Board 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, Mr. Zhou is interested or deemed to be interested in 2,087,500 shares (including 1,987,500 unvested award shares which are granted under the share award scheme of the Company) of the Company under the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) (the "SFO"), representing approximately 0.04% of the total issued share capital of the Company. For further details, please refer to 2023 interim report published by the Company on September 25, 2023.

Except as disclosed above, as of the date of this announcement, Mr. Zhou has confirmed to the Board that he (i) does not hold any other position with the Company or other members of the Group; (ii) did not hold any directorship in the last three years in any other public companies with securities of which are listed on any securities market in Hong Kong or overseas or other major appointments and professional qualifications; (iii) does not have any other relationship with any Director, senior management, substantial shareholder or controlling shareholder of the Company; or (iv) did not have any other interests in the shares of the Company within the meaning of Part XV of the SFO.

Save as disclosed in this announcement, the Board is not aware of any other matters relating to the Re-designation and Appointment that need to be brought to the attention of the shareholders of the Company, nor is there any other information required to be disclosed pursuant to Rules 13.51(2)(h) to 13.51(2)(v) of The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

The Board would like to take this opportunity to express its gratitude for the valuable contributions of Mr. Zhou towards the Company during his tenure of service as a non-executive Director and warmly welcome him to his new positions as an executive Director and the vice chairman of the Board.

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

Beijing, PRC, December 13, 2023

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; Ms. June Yang Lijuan, Mr. Li Peng, Ms. Song Qing and Ms. Gao Jie 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.