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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 EXECUTIVE DIRECTOR AND CHIEF EXECUTIVE OFFICER

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. June Yang Lijuan (楊利娟) (“**Ms. Yang**”) resigned as an executive Director and the chief executive officer of the Company with effect from July 1, 2024.
- (ii) Mr. Gou Yiqun (苟軼群) (“**Mr. Gou**”) was appointed as an executive Director and the chief executive officer of the Company with effect from July 1, 2024.

### RESIGNATION OF EXECUTIVE DIRECTOR AND CHIEF EXECUTIVE DIRECTOR

The Board announces that Ms. Yang resigned as an executive Director and the chief executive officer of the Company with effect from July 1, 2024 in order to devote more attention to her other business commitment. The Company was notified that Ms. Yang will join SUPER HI INTERNATIONAL HOLDING LTD.(特海国际控股有限公司), a company that operates Haidilao restaurant business overseas and is listed on the Nasdaq (symbol: HDL) and the Stock Exchange (stock code: 9658) with effect from July 1, 2024.

Ms. Yang has confirmed that she does not have any disagreement with the Board and that there are no matters relating to her resignation which need to be brought to the attention of the shareholders of the Company (the “**Shareholders**”) or the Stock Exchange.

The Board would like to take this opportunity to express its appreciation to Ms. Yang for her valuable contributions to the Company during her tenure of office with the Board and the Company.

## **APPOINTMENT OF EXECUTIVE DIRECTOR AND CHIEF EXECUTIVE DIRECTOR**

The Board is pleased to announce that Mr. Gou has been appointed as an executive Director and the chief executive officer of the Company, with effect from July 1, 2024.

The biographical details of Mr. Gou are set out as below:

Mr. Gou Yiqun (苟軼群), aged 51, has been a pivotal member of our Group since January 2000, bringing over 24 years of industry and management experience. He has excelled in various leadership roles, significantly enhancing our financial strategies, supply chain efficiency and digital operations. His deep understanding of industry dynamics and expert navigation of complex financial landscapes have been instrumental in our strategic growth and operational excellence. Throughout his tenure with the Group, Mr. Gou has ascended through various positions including but not limited to chief financial officer, head of information technology, head of supply chain and procurement management of Haidilao, etc. contributing significantly to our operations and strategies. Prior to his appointment as the chief executive officer of the Company, Mr. Gou was our deputy general manager responsible for the investment business.

In addition, Mr. Gou has been serving as the chairman of Shuhai (Beijing) Supply Chain Management Co., Ltd. (蜀海(北京)供應鏈管理有限責任公司) (“**Shuhai**”) since February 2023. He also held the position of chairman at Shuhai previously, from July 2011 to December 2018. Mr. Gou also acted as a non-executive director at Yihai International Holding Ltd. (頤海國際控股有限公司), a company listed on the Stock Exchange (stock code: 1579), from October 2013 to March 2018, chaired its board of directors from March 2016 to November 2017, and served as a member of its remuneration committee from March 2016 to March 2018 and the chairman of its audit committee from July 2016 to November 2017.

Mr. Gou’s extensive background also includes several key positions at Sichuan Haidilao Catering Co., Ltd. ((四川海底撈餐飲股份有限公司), formerly 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)), where he served as the financial officer from December 2001 to June 2009, the chief financial officer and vice general manager from July 2009 to December 2014, and as a director from July 2009 to May 2022.

Mr. Gou completed his study in commodity business at Shaanxi Commerce College (陝西商業專科學校) in July 1993 and received an executive master of business administration degree from Renmin University of China (中國人民大學) in June 2010.

## **REASONS FOR THE CHANGE OF EXECUTIVE DIRECTOR AND CHIEF EXECUTIVE OFFICER**

During Ms. Yang’s tenure as an executive Director and the chief executive officer, she demonstrated exceptional leadership and decision-making capabilities. Despite the challenges posed by the COVID-19 pandemic, Ms. Yang led the Group to not only meet but exceed expectations with the successful and timely completion of the “Woodpecker” and “Hard Bone” plans. Under her guidance, the Group adopted systematic management practices, process-oriented operations and data-driven assessments strategies, achieving a unified and flexible response to market changes. The Group is now on a positive trajectory, well-positioned for sustainable growth, thanks in large part to Ms. Yang’s leadership, which has earned widespread recognition and appreciation across the Company, including the Board, employees, and Shareholders.

As the Company moves into its next development stage, the Group will refine the core business while advancing entrepreneurship, innovation and digitalization. Mr. Gou, one of the Group's earliest employees, will spearhead these initiatives, focusing on the stable and sustainable growth. Like Ms. Yang, Mr. Gou has witnessed the Group's evolution firsthand, gaining a deep understanding of the Group's strategic direction, business environment, management philosophy, and core values. His extensive experience in strategic decision-making, corporate management, supply chain oversight, and collaborative development positions him ideally for leading the Group's transformative efforts.

Under Mr. Gou's leadership, the Company has established two pivotal committees: the Innovation and Entrepreneurship Committee and the Digital Operations Committee. The Innovation and Entrepreneurship Committee aims to develop new innovative models and incentive mechanisms to guide the Company's future in multi-level and multi-category directions, laying the groundwork for a diversified business model and boosting innovation at all levels of the Group. Meanwhile, the Digital Operations Committee leverages digital technologies, including artificial intelligence, to enhance management efficiency and support operational models like multi-store and dual-management systems. This integration of advanced technologies is crucial in improving operational efficiency and preparing the Company for future multi-store connectivity and collaborative management. Both committees are staffed with outstanding young managerial talent selected from the front lines, reflecting the Group's commitment to nurturing future leaders and fostering talent development within the Group. These efforts underscore the Company's dedication to not only refining its core business but also advancing digitalization, entrepreneurship and innovation, ensuring that it remains at the forefront of industry evolution.

The Board is confident that Mr. Gou's comprehensive experience and in-depth industry knowledge will guide the Group towards achieving its new developmental milestones. His appointment aligns with our strategic goals and is expected to significantly benefit our daily operations and management. Under Mr. Gou's leadership, the Group will maintain its commitment to aligned interests and disciplined management, while intensifying efforts in innovation, business diversification, and technology utilization. Looking forward, the Group is poised to embrace future opportunities and challenges, aiming to enhance its leadership in the catering industry through innovative and digital advancements.

## MISCELLANEOUS

Mr. Gou has entered into a service contract with the Company for a term of three years, commencing from July 1, 2024, and is subject to retirement by rotation and re-election in accordance with the articles of association of the Company (the "**Articles**"). Mr. Gou shall hold office until the next annual general meeting of the Company and will be eligible for re-election at such meeting. According to the terms of Mr. Gou's appointment, he is entitled to an annual remuneration of RMB1.5 million as well as discretionary performance bonus and other benefits. The remuneration of Mr. Gou 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.

Save as disclosed above, as of the date of this announcement, Mr. Gou 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 or substantial shareholder or controlling shareholder of the Company; and (iv) did not have any other interests in the shares 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 in this announcement, the Board is not aware of any other matters relating to the appointment of Mr. Gou that need to be brought to the attention of the Shareholders, 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.

The Board would like to extend its warm welcome to Mr. Gou on his new appointments.

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

Beijing, PRC, June 21, 2024

*As of the date of this announcement, the Board 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.*