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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

RESIGNATION OF EXECUTIVE DIRECTOR

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. Shao Zhidong (“**Mr. Shao**”) has resigned as an executive Director and shall remain as the chief information officer of the Company with effect from August 25, 2020 because Mr. Shao will devote himself to the development of innovative technology, catering applications and related commitments due to the internal business restructuring of the Company.

Mr. Shao has confirmed to the Board that he does not have any disagreement with the Board and there are no other matters with respect to his resignation that needs to be brought to the attention of the shareholders of the Company or The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

The Board would like to take this opportunity to express its appreciation to Mr. Shao for his valuable contributions during his tenure of office with the Board.

APPOINTMENT OF EXECUTIVE DIRECTOR

The Board announces that Ms. Gao Jie (高潔) (“**Ms. Gao**”) has been appointed as an executive Director with effect from August 25, 2020 (the “**Appointment Date**”). The biographical details of Ms. Gao are as follows:

Ms. Gao Jie, aged 30, has served as the director of Super APP business department of the Company since August 2020. She has served as the general manager of Macau Haidilao Restaurant Limited (澳門海底撈餐飲一人有限公司) since May 2018 and its operation director since July 2019. She served as the assistant store manager of Hai Di Lao Hongkong Company Limited (香港海底撈有限公司) from September 2017 to April 2018. From August 2016 to September 2017, Ms. Gao served as the assistant of the general manager office of the Company. She served as a copywriter and was responsible for e-commerce operation in Beijing Wecook Technology Co. Ltd. (北京微酷客科技有限公司) from February 2016 to August 2016. Ms. Gao worked as a game designer of Beijing 4399 Information Technology Co. Ltd. (北京四三九九信息科技有限公司) from December 2014 to February 2016. Ms. Gao also worked as a Chinese teacher in the Confucius Institute of the University of Granada (格拉納達大學孔子學院) in Spain from September 2013 to August 2014.

Ms. Gao obtained her bachelor's degree in both Teaching Chinese as a Foreign Language and English from Zhengzhou University (鄭州大學) in China in July 2012, and obtained her master's degree in Chinese Language and Literature from Peking University (北京大學) in China in July 2015.

Ms. Gao has entered into a service contract with the Company. The initial term of her service contract 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 always 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. According to the service contract, Ms. Gao is entitled to a Director's fee of RMB1 million per year. Ms. Gao's remuneration will be subject to annual review by the remuneration committee (the "**Remuneration Committee**") of the Company and the Board from time to time with reference to the prevailing market level and her responsibilities and performance.

Ms. Gao 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.

As at the date of this announcement, Ms. Gao has no interest in the shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance.

Ms. Gao confirms that save as disclosed above, as of the date of this announcement, she does not (i) hold any other position in the Company or its subsidiaries nor any directorship in public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (ii) have any relationship with any Directors, senior management, substantial or controlling shareholders (as defined under the Rules Governing the Listing of Securities on the Stock Exchange (the "**Listing Rules**")) of the Company; and (iii) 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 is no other information which is discloseable 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 Ms. Gao that need to be brought to the attention of the shareholders of the Company.

The Board would like to welcome Ms. Gao for joining as a member of the Board.

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

Hong Kong, August 25, 2020

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. Shi Yonghong, Mr. Zhou Zhaocheng and Ms. Gao Jie as Executive Directors, Ms. Shu Ping as the Non-executive Director, and Dr. Chua Sin Bin, Mr. Hee Theng Fong and Mr. Qi Daqing as Independent Non-executive Directors.