Renrui Human Resources Technology Holdings Limited
人瑞人才科技控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 6919)

INSIDE INFORMATION ANNOUNCEMENT
POSITIVE PROFIT ALERT

This announcement is made by Renrui Human Resources Technology Holdings Limited (the "**Company**", together with its subsidiaries, the "**Group**") pursuant to Rule 13.09(2) of the Rules (the "**Listing Rules**") Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and the Inside Information Provisions (as defined in the Listing Rules) under Part XIVA of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

The board of directors (the "**Directors**") of the Company (the "**Board**") is pleased to inform the shareholders of the Company (the "**Shareholders**") and potential investors that following the preliminary review of the Group's unaudited consolidated management accounts for the six months ended 30 June 2025 and the management's estimate based on the information currently available to the Board, the Group expects to record interim results for the six months ended 30 June 2025 as follows:

	For the six months ended 30 June		
Results	**2025 (expected)** *RMB (million)*	**2024** *RMB (million)*	**Change (expected)**
Revenue *(Note 1)*	**2,490.0 to 2,690.0**	2,056.9	21.1% to 30.8%
Profit for the period	**26.7 to 32.7**	20.4	30.9% to 60.3%
Profit attributable to the equity holders of the Company	**36.5 to 42.5**	21.9	66.7% to 94.1%
Non-HKFRS Measures			
Adjusted profit for the period *(Note 2)*	**40.6 to 46.6**	34.6	17.3% to 34.7%
Adjusted profit attributable to the equity holders of the Company *(Note 2)*	**46.8 to 52.8**	31.2	50.0% to 69.2%

The expected increase in the Group's revenue and profit was primarily driven by the increasing demand for flexible staffing of information technology talents, which supported the continued strong momentum of our digital technology and cloud services business.

As the Group's second growth engine under its operational strategy, digital technology and cloud services have been a strategic focus in recent years. The Group has established a certain level of market recognition in the field of information technology and digital talent services, and earned trust from clients across the internet, telecommunications and automotive sectors, which lays a solid foundation for the Group's long-term and sustainable growth in revenue and profit.

The Group is still in the course of preparing and finalising the consolidated interim results for the six months ended 30 June 2025 and as such, the information contained in this announcement is only based on the Board's preliminary review of the unaudited consolidated management accounts for the six months ended 30 June 2025 and the management's estimate based on the information currently available to the Board. Hence, the information contained in this announcement has neither been audited or reviewed by the Company's auditors, nor reviewed or finalised by the audit committee of the Board and may be subject to changes. The Group's consolidated interim results for the six months ended 30 June 2025 is expected to be released by the end of August 2025 in accordance with the Listing Rules.

Shareholders and potential investors are advised to exercise caution when dealing in the shares of the Company.

Note 1: *On 30 December 2024, the Group and Neusoft Group Co., Ltd. entered into an asset purchase agreement, pursuant to which the Group conditionally agreed to sell, and Neusoft Group Co., Ltd. conditionally agreed to buy, 46.0% of the equity interests in Shanghai Sirui Information Technology Co., Ltd. ("**Shanghai Sirui**") held by the Group. On 10 March 2025, the Group and Neusoft Group Co., Ltd. entered into a supplemental agreement setting out the finalised consideration of RMB 320,698,200 and other terms and conditions supplementing the asset purchase agreement.*

*The disposal was completed on 30 May 2025 (the "**Completion Date**"). In accordance with HKFRS 5 — Non-current Assets Held for Sale and Discontinued Operations, the operating results of Shanghai Sirui before the Completion Date have been presented as discontinued operation in the Group's consolidated income statement for the six months ended 30 June 2025, and therefore the revenue of Shanghai Sirui from 1 January 2025 up to the Completion Date was not included in the Group's revenue for the six months ended 30 June 2025. The comparative figures in the consolidated income statement for the six months ended 30 June 2024 were re-presented to reflect the reclassification between continuing operations and discontinued operation of the Group accordingly. Thus, the Group's revenue for the six months ended 30 June 2024 was re-presented with revenue of Shanghai Sirui for the six months ended 30 June 2024 being excluded.*

Note 2: *Adjusted profit for the period and adjusted profit attributable to the equity holders of the Company refer to the profit for the period and profit attributable to the equity holders of the Company excluding items which do not relate to the ordinary course of business of the Group and are non-recurring in nature, including amortisation of intangible assets resulting from acquisition, net fair value gain or loss in relation to equity investments and share-based payment expenses. Adjusted profit for the period and adjusted profit attributable to the equity holders of the Company are not measures required by or presented in accordance with Hong Kong Financial Reporting Standards ("**HKFRS**"). The use of such non-HKFRS measures has limitations as an analytical tool, and should not be considered in isolation from, or as a substitute for analysis of, the Company's results of operations or financial condition as reported under HKFRS.*

By order of the Board
Renrui Human Resources Technology Holdings Limited
Zhang Jianguo
Chairman and Chief Executive Officer

The PRC, 22 July 2025

As at the date of this announcement, the Board comprises Mr. Zhang Jianguo, Mr. Zhang Feng and Ms. Zhang Jianmei as executive Directors; Ms. Wang Xinjie as non-executive Director; and Ms. Chan Mei Bo Mabel, Mr. Shen Hao and Mr. Leung Ming Shu as independent non-executive Directors.