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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)

VOLUNTARY ANNOUNCEMENT

GRANT OF SHARE AWARDS

The board (the "**Board**") of directors (the "**Directors**") of Renrui Human Resources Technology Holdings Limited (the "**Company**", together with its subsidiaries, the "**Group**") announces that on 24 July 2025 (the "**Date of Grant**"), the Company granted an aggregate of 2,000,000 ordinary shares of the Company (the "**Shares**") as award shares (the "**Award Shares**") to Ms. Zhang Jianmei and Mr. Zhang Feng (the "**Grantees**"), each being an executive Director, pursuant to the Company's post-IPO share award scheme adopted on 9 December 2024 (the "**Share Award Scheme**"), subject to acceptance by the Grantees. The Award Shares represented approximately 1.28% of the total issued Shares of the Company as at the date of this announcement.

Details of the grant of the Award Shares are as follows:

Date of Grant:	24 July 2025
Number of Award Shares granted:	1,000,000 Award Shares to Ms. Zhang Jianmei and 1,000,000 Award Shares to Mr. Zhang Feng
Closing price of the Share as stated in the daily quotations sheet of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") on the Date of Grant:	HK$4.85

Performance targets:	Nil
Purchase price:	Nil
Vesting schedule and conditions of the Award Shares:	Subject to the Grantees remaining as eligible participants under the Share Award Scheme on the following vesting dates, the Award Shares shall be vested based on the following vesting schedule: (i) one-third (1/3) of the Award Shares shall be vested on the day immediately following the expiry of a period of 12 months after the Date of Grant; (ii) another one-third (1/3) of the Award Shares shall be vested on the day immediately following the expiry of a period of 24 months after the Date of Grant; and (iii) another one-third (1/3) of the Award Shares shall be vested on the day immediately following the expiry of a period of 36 months after the Date of Grant.
Clawback mechanism	There is no additional clawback mechanism attached to the Award Shares, other than those set out in the scheme rules of the Share Award Scheme, according to which the Award Shares or any part thereof shall lapse in the event, among others, that the Grantee has failed to perform duties effectively or is involved in serious misconduct or malfeasance or otherwise caused negative impact on the business operation, financial condition or reputation of the Group.

The Award Shares will be satisfied by the existing Shares acquired by trustee (the "**Trustee**") appointed under the Share Award Scheme. The grant of Award Shares will not result in any issue of new Shares or any dilution effect on the shareholding of existing shareholders of the Company.

Subject to the scheme rules of the Share Award Scheme and the fulfilment of the vesting conditions of the Award Shares, the Board may at its absolute discretion either (i) direct and procure the Trustee to transfer the number of Award Shares to the Grantees in such manner as determined by the Board in its absolute discretion from time to time; or (ii) direct and procure the Trustee to sell the number of Award Shares on such dates and in such manner as the Board shall in its absolute discretion determine and pay the Grantees the proceeds arising from such sale based on the actual selling price of the Shares in cash in accordance with the scheme rules of the Share Award Scheme.

Since each Grantee is an executive Director and thus a connected person of the Company, the grant of Award Shares to the Grantees constitute connected transactions of the Company under Chapter 14A of the Rules Governing the Listing of Securities on the Stock Exchange (the "**Listing Rules**"). As the grant of Award Shares to the Grantees formed part of the remuneration package under each of the Grantees' service contract with the Company, such grant is exempt from the reporting, announcement and independent shareholders' approval requirements pursuant to Rule 14A.73(6) and Rule 14A.95 of the Listing Rules. In addition, since the Award Shares are to be funded solely by existing Shares purchased by the Trustee under the Share Award Scheme, the details of the grant of Award Shares are only required to be disclosed in the Company's annual report in accordance with Rule 17.12(1) of the Listing Rules.

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

The PRC, 24 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.