Tongdao Liepin Group
同道獵聘集團
(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 6100)

ANNOUNCEMENT OF INTERIM RESULTS FOR THE SIX MONTHS ENDED 30 JUNE 2026

The board of directors (the "**Board**") of Tongdao Liepin Group (the "**Company**" or "**our Company**") announces the unaudited consolidated financial results of the Company and its subsidiaries (together, "**Liepin Group**", the "**Group**", "**we**" or "**us**") for the six months ended 30 June 2026, together with comparative figures for the same period of 2025.

FINANCIAL HIGHLIGHTS OF THE GROUP

The key unaudited financial data during the six months ended 30 June 2026 was set out as follows:

- Revenue primarily generated from providing talent acquisition and other HR services to our business customers and providing talent development services to individual users was RMB989.3 million for the six months ended 30 June 2026, a 5.6% increase from RMB937.2 million for the six months ended 30 June 2025.

- Gross profit was RMB781.3 million for the six months ended 30 June 2026, a 7.4% increase from RMB727.6 million for the six months ended 30 June 2025. Gross profit margin increased to 79.0% for the six months ended 30 June 2026 from 77.6% for the six months ended 30 June 2025, representing an increase of 1.4 percentage points.

- Net profit was RMB95.7 million for the six months ended 30 June 2026, compared to RMB102.8 million for the six months ended 30 June 2025. Net profit attributable to equity shareholders of the Company was RMB88.0 million for the six months ended 30 June 2026, a 9.6% increase from RMB80.3 million for the six months ended 30 June 2025.

- Non-GAAP operating profit of the Company (excluding share-based compensation expenses and amortization of intangible assets resulting from acquisition) was RMB135.7 million for the six months ended 30 June 2026, an 8.8% increase from RMB124.7 million for the six months ended 30 June 2025.

- The Board does not recommend the payment of interim dividend for the six months ended 30 June 2026 to the shareholders of the Company (for the six months ended 30 June 2025: nil).

	For the six months ended 30 June	
	2026	2025
	(unaudited)	(unaudited)
	RMB'000	*RMB'000*
Revenue	**989,283**	937,247
Gross profit	**781,339**	727,618
Net profit	**95,709**	102,842
Net profit attributable to equity shareholders of the Company	**88,025**	80,300
Non-GAAP operating profit of the Company	**135,682**	124,655

MARKET REVIEW

The first half of 2026 marked a critical juncture at the outset of the "15th Five-Year Plan". With the coordinated implementation of various macroeconomic policies aimed at stabilizing growth and employment, the economy continued on a path of gradual recovery, with underlying resilience further strengthening. According to the National Bureau of Statistics, the overall national employment situation remained stable in the first half of the year, yet structural imbalances between labor supply and demand persisted. Against this backdrop, alongside the sustained cultivation and expansion of new quality productive forces and the continued efforts by human resources and social security authorities to promote deep synergy between industrial development and employment expansion, digital technologies represented by artificial intelligence have accelerated their role in generating employment opportunities, which has continuously driven the employment structure towards higher-end and skill-oriented transformation, emerging as a core new growth driver in offsetting structural employment pressures and consolidating the foundation for high-quality and full employment.

According to Liepin's big data, the recruitment market exhibited a K-shaped divergence in the first half of 2026. Strategic emerging industries, represented by the AI industrial chain and advanced manufacturing, continued to expand and gain momentum. In response to these structural industrial opportunities, the Company precisely targeted high-growth sectors and continuously deepened its presence in strategically important industries. During the period, the number of new job postings on the platform maintained its growth momentum, increasing by 14% year-on-year. Most primary industries achieved double-digit year-on-year growth in new job postings, with advanced manufacturing, electronics & communications and semiconductors, finance, and professional services demonstrating particularly notable growth. Among key secondary industries, aerospace equipment, artificial intelligence, smart hardware, and rail and marine equipment witnessed year-on-year growth exceeding 35% in new job postings.

Examining talent preferences across the recruitment market, AI is evolving from a standalone technical tool into a critical determinant of organizational efficiency and talent value. During the period, the number of new job postings on the Liepin platform requiring proficiency in AI tools grew substantially. AI capabilities have transitioned from a value-added differentiator to a core workplace competency, while demand has further expanded towards advanced AI Agent capabilities, giving rise to novel roles requiring both technical expertise and multidisciplinary backgrounds. As enterprise demand for talent structures transforms, AI is redefining the profile of higher-value talents.

Against the backdrop of deep AI-driven industrial transformation, enterprise demand for core professional talent suited to the evolving stages of AI development continues to expand. Concurrently, higher expectations are placed on conversion efficiency and talent matching quality within the human resources recruitment process. In response to these changes, the Company firmly adheres to the brand proposition of "AI talent on Liepin, AI recruitment with Liepin". Grounded in the industrial development orientation of the "15th Five-Year Plan", the Company is strategically focusing on emerging industrial sectors including embodied intelligence, artificial intelligence, advanced manufacturing, new energy, and new materials. Meanwhile, targeting core talent in the AI era, the Company implements full-cycle refined operations for high-value talent to solidify its competitive advantages. Leveraging its AI products and proprietary model system, the Company has built a precise and efficient intelligent talent-job matching pathway, which enables enterprises to identify higher-quality and better-matched talent through more efficient recruitment models.

BUSINESS OVERVIEW

	As of 30 June		% Year-on-year change
	2026	2025	
Individual Users			
Number of accumulative registered individual users (in millions)	**122.1**	111.4	9.6%
Number of individual paying users for the period	**46,782**	47,581	(1.7%)
Business Users and Customers			
Number of accumulative verified business users	**1,511,586**	1,434,168	5.4%
Number of business customers	**63,159**	62,916	0.4%
Number of valid job postings for the period (in millions)	**6.2**	5.8	6.0%
Headhunters			
Number of verified headhunters	**231,274**	218,170	6.0%
Number of contacts with registered individual users by our verified headhunters (in millions)	**740.3**	669.5	10.6%

Talent Acquisition Services

In the first half of 2026, the Company actively seized the opportunities of the era and continued to advance its “AI + Recruitment” strategy. Through persistent cultivation of customer value, product value, and team value, overall operating metrics reached an inflection point, achieving resilient business growth. Cash collections recorded positive growth for four consecutive quarters, driving a return to operating income growth in the first half of the year. During the period, the Company’s revenue from business users increased by 6.7% year-on-year to RMB819.7 million. With continuous functional upgrades to AI products and iterative refinement of underlying technological capabilities, the platform consistently attracted enterprises, talents, and headhunters, achieving positive user growth across all three Business, Headhunter, and Candidate (BHC) segments. As of 30 June 2026, the number of verified business users on Liepin reached 1.512 million, representing a year-on-year increase of 5.4%. Paying business customers during the period totaled approximately 63,000, representing a year-on-year increase of 0.4%. Verified headhunters amounted to approximately 231,000, representing a year-on-year increase of 6.0%. Registered job seekers reached 122.1 million, representing a year-on-year increase of 9.6%. The organic growth across the BHC tripartite ecosystem has laid a solid foundation for the Company’s sustained and healthy development.

In response to the new dynamics of the talent market in the AI era, the Company has pursued continuous innovation across multiple dimensions, including technological innovation, product upgrades, and ecosystem development. At the level of technological infrastructure, the Company has integrated industry-leading general-purpose large language models to reinforce its foundational AI capabilities, while dynamically refining its application strategy in response to evolving technological trends, costs, and implementation results. In the meantime, the Company continues to enhance the capabilities of its proprietary vertical large language model, “Tongdao Huicai”. Leveraging its forward-looking positioning in AI-powered recruitment and sustained investment in R&D, the platform has accumulated substantial industry experience and scenario-specific proprietary domain data assets. Based on end-user full-chain behavioral feedback, a closed-loop reinforcement learning system has been established to continuously drive model iteration and refinement, further enhancing matching efficiency and conversion outcomes between job seekers and corporate recruiters, thereby consolidating its technological leadership.

Comprehensive AI Product Matrix

In terms of AI products, the Company has persistently deepened its AI product deployment and iterative upgrades. The value of the BHC tripartite AI product matrix continues to be realized, with platform user experience steadily improving. During the period, the Company's aggregate cash billings from AI products maintained a rapid growth of nearly 100%.

The Company has continued to focus on Liepin Pro, with customer coverage of AI accounts (including AI Pro accounts) further increasing to nearly 100%. Following the launch of the new AI Pro account in the fourth quarter of last year, 40% of AI account customers have upgraded to the AI Pro account, and over 70% of new customers have chosen the AI Pro account product. Compared with AI accounts, AI Pro accounts exhibited significant improvements in account allocation rate, activity level, and product stickiness. The Company has continuously upgraded and iterated various AI account features throughout the entire enterprise recruitment process, driving customers to achieve comprehensive, efficient, and in-depth application of AI products. In the first half of the year, the single-session resume processing capacity of AI Resume Quick Read was expanded from 100 to 1,000 resumes, with AI automatic parsing of recruitment requirements substantially reducing resume screening time. AI Smart Invitation underwent continuous refinement of its underlying model, resulting in significant improvements in both batch invitation volume and matching accuracy. AI-Assisted Search, with its new AI professional keyword expansion feature, further helped recruiters broaden search boundaries to identify more suitable candidates. During the period, the newly launched AI Job Memory feature automatically applies HR's job requirements, captured through a single expression, across the full recruitment workflow, enabling "greater precision and a more seamless experience with continued use".

As a full-process AI-driven recruitment agent, Intended Candidate Search continues to validate its commercialization effectiveness. During the period, optimized initiation pathways and enhanced customer guidance drove a more than 70% year-on-year increase in both average daily job initiations and downloads in the first half of the year, while the monthly repeat initiation rate rose to 76%. Furthermore, the Company iterated and upgraded its end-to-end matching strategy and underlying models, resulting in substantial improvements in recommendation speed and candidate matching precision. As of the first half of 2026, delivery time for nearly 60% of orders has been reduced from two hours to one hour, further substantially shortening the sourcing cycle compared to traditional recruitment methods.

"Duomian", the core product of the Group's AI interview portfolio, integrated AI into interview scenarios. Leveraging cutting-edge technologies such as proprietary real-time intelligent dialogue, multi-modal assessment, competency modeling, and psychometrics and coupled with Liepin's accumulated domain expertise, it enables precise, quantitative assessment of multi-dimensional candidate capabilities. Through expansion towards AI-driven testing and AI-powered talent review systems, it continues to build an integrated talent evaluation solution. As a customer-facing job search companion, AI Agent Dora has persistently advanced product capability iteration and upgrades, leveraging a multi-skill orchestration technology architecture to create an integrated job search solution, which provides job seekers with a one-stop closed-loop service covering the entire process from career planning, job direction exploration, precise job matching, to resume submission, offering valuable supplementary support for job seekers. The newly launched memory module during the period has effectively extended user interaction pathways and strengthened user engagement, thereby continuously optimizing the overall end-user experience.

In the headhunting market, the first half of 2026 showed signs of recovery in headhunting demand. Leveraging the growth in overall delivery volume on the platform, the scale effects of "Duolie", the delivery and management platform for headhunters, are gradually emerging. As the core operational infrastructure for delivery teams, Duolie's embedded AI Agent, Xiao Yi, supports the full recruitment workflow for both internal and external headhunters, spanning key stages such as job understanding, automated candidate sourcing, intention communication, and interview coaching. Xiao Yi integrated the dual capabilities of general-purpose large language models and "Tongdao Huicai", our proprietary model, while drawing deeply on Liepin's accumulated industry expertise and domain-specific data. By reducing delivery costs, Xiao Yi continues to enhance the precision of job-candidate matching and operational efficiency. Through close collaboration with Xiao Yi, headhunters have steadily strengthened their role-delivery capabilities, further accelerated delivery speed, fully unlocked their professional expertise, and achieved significant year-on-year improvement in productivity.

Other Human Resources Services

Regarding subsidiary businesses, the online survey platform "Wenjuanxing" recorded rapid year-on-year growth in total revenue in the first half of the year, driven by the continued positive momentum of its advertising business. As of 30 June 2026, the platform had cumulatively issued 370 million questionnaires and collected 26 billion responses. During the period, the Company continued to upgrade its product functionalities, launching AI Report 2.0 and expanding the capabilities of its AI Assistant. These enhancements significantly improved the editing experience and further optimized overall product experience, driving a notable increase in active users in the second quarter.

In response to the mid-to-long-term market trend towards a dumbbell-shaped talent structure, the Group has proactively positioned itself in the blue-collar labor ecosystem. During the Reporting Period, the flexible staffing business underwent a comprehensive rebranding as "Xinchaoren", accompanied by a full-scale refresh of brand positioning, service capabilities, and operational systems. The Company has built a one-stop closed-loop service system encompassing talent-job matching, workforce process management, payroll processing, and fulfillment result feedback, and further expanded its business boundaries into innovative sectors including embodied intelligence, human-machine collaboration, and industrial data collection, exploring comprehensive technology-labor solutions for physical work scenarios.

Talent Development

In terms of user operations, the platform focuses on key priorities such as activity enhancement and core user activation, while continuously deepening refined operations for high-value talent in the AI era. Combined with the superior user experience delivered by AI products targeting business and individual users, the platform's ecological advantages and core competitive moats have been further consolidated. With the effective implementation of various operational strategies, as of 30 June 2026, the number of registered individual users grew substantially by 9.6% year-on-year, the recall volume of core talent for individual users recorded rapid year-on-year growth, and monthly active users (MAU) reached a record high.

In the first half of 2026, the Company's revenue from talent development services for individual users reached RMB169.1 million, representing a year-on-year increase of 0.2%. The Company's online professional qualification training segment continued to deepen its presence in the psychology field during the period, with a strategic focus on upgrading its end-to-end business system, implementing refined operational management, and actively expanding diversified channel operating models. Supported by a multi-tiered product architecture and a diversified product matrix, user conversion and renewal performance improved significantly compared with the same period last year. Looking ahead, the Company will continue to refine its product portfolio with user needs at the core, pursue deeper and more targeted refined operations for key user segments, and enhance overall operating efficiency, thereby supporting the segment's steady and sustainable development.

FUTURE OUTLOOK AND STRATEGIES

In terms of organizational management, the Company has established a flatter organizational structure and fully implemented an AI digital empowerment system. Leveraging intelligent tools to empower its teams, it has achieved intelligent management across the full operational lifecycle, continuously enhancing overall operational efficiency. Going forward, the Company will continue to cultivate a multidisciplinary talent pool with both business expertise and AI technology literacy, expand the boundaries of its business coverage, and further increase market share.

Amidst the wave of AI-driven industrial transformation, Liepin's differentiated competitive advantages have created significant strategic growth potential. On the enterprise side, as emerging industries expand and traditional enterprises accelerate digital upgrading, the Company will continue to capture structural opportunities in the recruitment market by focusing on core enterprises across the upstream and downstream value chain in strategic sectors, while exploring new hiring demand arising from the transformation of traditional enterprises. On the talent side, leveraging the platform's high-quality customer resources, the Company will pursue refined operations targeting core talent in the AI era, attracting talent through job opportunities and attracting more job postings through talent, thereby fostering a virtuous cycle of development.

Looking ahead, the Company remains confident in the significant potential and development opportunities presented by vertical large models. Leveraging its continuously expanding domain interaction data and AI application data, it will continue to broaden the capabilities and application scenarios of its AI Agents. Through vertical AI applications, the Company is committed to supporting enterprises in talent-related decision-making and providing comprehensive solutions spanning strategy, organization, and talent and establishing itself as a HR professional advisor for enterprises in the AI era, while consistently creating long-term value for customers, employees, and investors.

INTERIM RESULTS

Consolidated statement of profit or loss

for the six months ended 30 June 2026 — unaudited
(Expressed in RMB)

		Six months ended 30 June	
		2026	2025
	Note	***RMB'000***	*RMB'000*
Revenue	*3*	**989,283**	937,247
Cost of revenue		**(207,944)**	(209,629)
Gross profit		**781,339**	727,618
Other income	*4*	**46,806**	62,332
Sales and marketing expenses		**(461,667)**	(420,466)
General and administrative expenses		**(143,706)**	(135,664)
Research and development expenses		**(108,955)**	(125,672)
Profit from operations		**113,817**	108,148
Net finance cost	*5*	**(15,647)**	(5,666)
Share of results of associates		**1,054**	2,958
Profit before taxation	*5*	**99,224**	105,440
Income tax	*6*	**(3,515)**	(2,598)
Profit for the period		**95,709**	102,842
Attributable to:			
Equity shareholders of the Company		**88,025**	80,300
Non-controlling interests		**7,684**	22,542
Profit for the period		**95,709**	102,842
Earnings per share	*7*		
Basic (RMB Cent)		**19.53**	16.82
Diluted (RMB Cent)		**19.41**	16.65

Consolidated statement of profit or loss and other comprehensive income

for the six months ended 30 June 2026 — unaudited
(Expressed in RMB)

	Six months ended 30 June	
	2026	2025
	RMB'000	*RMB'000*
Profit for the period	**95,709**	102,842
Other comprehensive income for the period (after tax and reclassification adjustments):		
Item that may be reclassified subsequently to profit or loss:		
Exchange differences on translation of financial statements of overseas group entities	**(35,576)**	(5,565)
Other comprehensive income for the period	**(35,576)**	(5,565)
Total comprehensive income for the period	**60,133**	97,277
Attributable to:		
Equity shareholders of the Company	**52,449**	74,735
Non-controlling interests	**7,684**	22,542
Total comprehensive income for the period	**60,133**	97,277

Consolidated statement of financial position

at 30 June 2026 — unaudited
(Expressed in RMB)

	Note	At **30 June** **2026** ***RMB'000***	At 31 December 2025 *RMB'000*
Non-current assets			
Property, plant and equipment	*8*	**93,762**	93,541
Investment properties	*8*	**20,339**	20,854
Intangible assets		**59,832**	67,931
Goodwill		**840,177**	840,177
Interests in associate		**11,353**	10,299
Other equity assets or investments		**348,335**	209,693
Deferred tax assets		**20,799**	18,696
Other non-current assets		**283,009**	290,696
Time deposits with banks		**362,714**	250,877
		2,040,320	1,802,764
Current assets			
Trade receivables	*9*	**239,623**	223,878
Prepayments and other receivables	*10*	**136,031**	91,733
Other current assets		**581,247**	646,563
Time deposits with banks		**618,946**	627,474
Cash and cash equivalents	*11*	**640,940**	952,418
		2,216,787	2,542,066
Current liabilities			
Trade and other payables	*12*	**331,579**	379,332
Contract liabilities		**765,160**	771,941
Interest-bearing borrowings		**91,876**	65,374
Lease liabilities		**26,759**	29,808
Current taxation		**4,617**	7,345
		1,219,991	1,253,800

Consolidated statement of financial position
at 30 June 2026 — unaudited (continued)
(Expressed in RMB)

	At 30 June 2026 *RMB'000*	At 31 December 2025 *RMB'000*
Net current assets	**996,796**	1,288,266
Total assets less current liabilities	**3,037,116**	3,091,030
Non-current liabilities		
Lease liabilities	**27,259**	24,473
Deferred tax liabilities	**4,860**	5,513
	32,119	29,986
NET ASSETS	**3,004,997**	3,061,044
CAPITAL AND RESERVES		
Share capital	**334**	334
Reserves	**2,828,426**	2,886,723
Total equity attributable to equity shareholders of the Company	**2,828,760**	2,887,057
Non-controlling interests	**176,237**	173,987
TOTAL EQUITY	**3,004,997**	3,061,044

Condensed consolidated statement of cash flows
for the six months ended 30 June 2026 — unaudited
(Expressed in RMB)

	Six months ended 30 June	
	2026	2025
	RMB'000	*RMB'000*
Operating activities		
Cash used in operations	**(33,242)**	(30,093)
Tax paid	**(11,151)**	(8,306)
Net cash used in operating activities	**(44,393)**	(38,399)
Investing activities		
Proceeds from maturity of wealth management products	**397,757**	472,929
Proceeds from maturity of time deposits	**338,930**	888,723
Proceeds from maturity of fixed rate notes	**84,144**	—
Payment for the purchase of property, plant and equipment, and intangible assets	**(4,059)**	(8,106)
Payment for the purchase of equity securities	**(130,094)**	(9,607)
Payment for the purchase of wealth management products	**(413,264)**	(212,000)
Payment for the purchase of time deposits	**(477,602)**	(664,992)
Payment for the purchase of fixed rate notes	**—**	(86,254)
Other cash flows arising from investing activities	**389**	872
Net cash (used in)/generated from investing activities	**(203,799)**	381,565

Condensed consolidated statement of cash flows
for the six months ended 30 June 2026 — unaudited (continued)
(Expressed in RMB)

		Six months ended 30 June	
		2026	2025
	Note	***RMB'000***	*RMB'000*
Financing activities			
Proceeds from interest-bearing borrowings		**79,875**	77,620
Repayments of interest-bearing borrowings		**(53,374)**	(38,023)
Interest element of lease rentals paid		**(1,490)**	(1,987)
Capital element of lease rentals paid		**(17,439)**	(26,731)
Dividend paid to shareholders		**—**	(185,164)
Dividend paid to non-controlling owners		**(6,868)**	(73,480)
Payments for repurchase of shares held for the RSU scheme of the Company		**(43,188)**	—
Other cash flows applied to financing activities		**(14,685)**	(14,903)
Net cash used in financing activities		**(57,169)**	(262,668)
Net (decrease)/increase in cash and cash equivalents		**(305,361)**	80,498
Cash and cash equivalents at 1 January		**952,418**	810,235
Effect of foreign exchanges rates changes		**(6,117)**	(3,298)
Cash and cash equivalents at 30 June	*11*	**640,940**	887,435

Notes to the unaudited interim financial report
(Expressed in RMB unless otherwise indicated)

1 Basis of preparation

This interim financial report has been prepared in accordance with the applicable disclosure provisions of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, including compliance with International Accounting Standard ("**IAS**") 34, *Interim financial reporting*, issued by the International Accounting Standards Board ("**IASB**"). It was authorised for issue on 21 August 2026.

The interim financial report has been prepared in accordance with the same accounting policies adopted in the 2025 annual financial statements, except for the accounting policy changes that are expected to be reflected in the 2026 annual financial statements. Details of any changes in accounting policies are set out in note 2.

The preparation of an interim financial report in conformity with IAS 34 requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses on a year to date basis. Actual results may differ from these estimates.

This interim financial report contains condensed consolidated financial statements and selected explanatory notes. The notes include an explanation of events and transactions that are significant to an understanding of the changes in financial position and performance of the Group since the 2025 annual financial statements. The condensed consolidated interim financial statements and notes thereon do not include all of the information required for a full set of financial statements prepared in accordance with IFRSs. The interim financial report is unaudited.

The financial information relating to the financial year ended 31 December 2025 that is included in the interim financial report as comparative information does not constitute the Company's statutory annual consolidated financial statements for that financial year but is derived from those financial statements.

2 Changes in accounting policies

The IASB has issued a number of amendments to IFRS Accounting Standards that are first effective for the current accounting period. Of these, only the amendments to IFRS 9, *Financial instruments* and IFRS 7, *Financial instruments: Disclosures — Amendments to the classification and measurement of financial instruments*, are relevant to the group's financial statements. The impacts of adopting these amendments are discussed below.

The group has not applied any new standard or interpretation that is not yet effective for the current accounting period.

Amendments to IFRS 9, *Financial instruments* and IFRS 7, *Financial instruments: Disclosures — Amendments to the classification and measurement of financial instruments*

The amendments cover three main aspects:

- The amendments clarify when a financial asset or a financial liability is recognised and derecognised. They also introduce an optional exception that permits an entity to derecognise a financial liability before the settlement date when the financial liability is settled in cash using an electronic payment system, provided that specific criteria are met.

- For the assessment of whether a financial asset has contractual cash flows that are solely payments of principal and interest on the principal amount outstanding, the amendments clarify the assessment of interest and introduce an additional test for the financial assets with contingent features, for example environmental, social or governance ("**ESG**")-linked features. The amendments also clarify the difference between financial assets with non-recourse features and contractually linked instruments which may then change the applicable assessments.

- The amendments introduce new disclosures for disposals of investments in equity instruments designated at FVOCI, and for financial instruments not measured at FVPL which contain contractual terms that could change the amount of contractual cash flows based on the occurrence or non-occurrence of a contingent event that does not relate directly to changes in basic lending risks and costs.

Upon adoption of the amendments, the group has elected to apply the exception for the derecognition of certain trade payables settled in cash using qualifying electronic payment systems. Under the exception, these trade payables are derecognised when the group initiates a payment instruction through a qualifying electronic payment system and, as a result, no longer has the practical ability to withdraw, stop, or cancel the payment instruction and to access the cash to be used for settlement, and the settlement risk related to the payment system is insignificant. The group has applied this election consistently to all settlements made through the same qualifying electronic payment system.

The group has applied the amendments retrospectively. As permitted by the transition requirements, the group has not restated prior periods. The application of the exception does not have a material impact on the group's consolidated financial statements for the periods presented.

The amendments would also affect the disclosures to be included in the group's annual financial statements for the year ending 31 December 2026 in respect of investments in equity instruments designated at FVOCI and financial instruments not measured at FVPL with specified contingent features. No additional disclosure has been included in this interim financial report.

3 Revenue

Disaggregation of revenue

Disaggregation of revenue from contracts with customers by major service lines is as follows:

	Six months ended 30 June	
	2026	2025
	RMB'000	*RMB'000*
Revenue from contracts with customers within the scope of IFRS 15		
— Services to business customers	**819,735**	768,215
— Services to individual paying users	**169,084**	168,788
	988,819	937,003
Revenue from other sources		
— Rental income from investment properties	**464**	244
	989,283	937,247

The Group's customer base is diversified. There was no customer with whom transactions have exceeded 10% of the Group's revenue during the six months ended 30 June 2025 and 2026.

The Group's operations, assets and most of the customers are located in the PRC. Accordingly, no geographic information is presented.

4 Other income

	Six months ended 30 June	
	2026	2025
	RMB'000	*RMB'000*
Interest income from bank deposits	**22,694**	33,715
Investment income from wealth management products	**4,817**	4,307
Investment income from fixed rate notes	**9,633**	12,919
Government grant	**8,751**	10,879
Dividend income	**375**	158
Others	**536**	354
	46,806	62,332

5 Profit before taxation

Profit before taxation is arrived at after crediting/(charging):

	Six months ended 30 June	
	2026	2025
	RMB'000	*RMB'000*
(a) Net finance cost		
Interest on bank loans and other borrowings	**(1,216)**	(1,470)
Interest on lease liabilities	**(1,490)**	(1,987)
Foreign currency exchange loss	**(12,084)**	(1,539)
Bank charges and other finance costs	**(857)**	(670)
	(15,647)	(5,666)

	Six months ended 30 June	
	2026	2025
	RMB'000	*RMB'000*

(b) ***Other items***

Depreciation charge		
— owned property, plant and equipment and investment properties	**4,993**	8,757
— right-of-use assets	**16,282**	27,172
Amortization of intangible assets	**8,099**	9,042
Expected credit losses of trade receivables and other receivables	**17,423**	16,108
Operating lease charge	**3,691**	6,215
Auditors' remuneration — Audit service	**1,311**	1,311

6 Income tax

	Six months ended 30 June	
	2026	2025
	RMB'000	*RMB'000*
Current tax	**6,271**	4,876
Deferred taxation	**(2,756)**	(2,278)
	3,515	2,598

Note: The Group's PRC subsidiaries are subject to the PRC Corporate Income Tax Law ("**CIT Law**") and are taxed at the statutory income tax rate of 25%. The Group's subsidiaries in Hong Kong are subject to Hong Kong Profits Tax at the rate of 16.5% of the assessable profits. The Company is incorporated in the Cayman Islands as an exempted company with limited liability under the Companies Act of the Cayman Islands and accordingly, is exempted from Cayman Islands income tax. Since the Group did not fall within the scope of the Pillar Two model rules, the amendments did not have any impact to the Group.

7 Earnings per share

(a) Basic earnings per share

The calculation of basic earnings per share is based on the profit attributable to ordinary equity shareholders of the parent of RMB88,025 thousand (six months ended 30 June 2025: RMB80,300 thousand) and the weighted average number of 450,803,392 ordinary shares (2025: 477,545,039) in issue during the interim period.

(b) Diluted earnings per share

The calculation of diluted earnings per share is based on the profit attributable to ordinary equity shareholders of the parent of RMB88,025 thousand (six months ended 30 June 2025: RMB80,300 thousand) and the weighted average number of 453,568,122 ordinary shares (2025: 482,401,169).

8 Investment properties and property, plant and equipment

(a) Right-of-use assets

During the six months ended 30 June 2026, the Group entered into a number of lease agreements for offices, and therefore recognised the additions to right-of-use assets of RMB24,146 thousand.

(b) Acquisitions and disposals of owned assets

During the six months ended 30 June 2026, the Group acquired items of office equipment and others and leasehold improvements with a cost of RMB4,179 thousand (six months ended 30 June 2025: RMB7,920 thousand). Motor vehicles and others with a net book value of RMB213 thousand were disposed of during the six months ended 30 June 2026 (six months ended 30 June 2025: RMB355 thousand), resulting in a loss on disposal of RMB21 thousand (six months ended 30 June 2025: loss of RMB59 thousand).

9 Trade receivables

	At 30 June 2026 RMB'000	At 31 December 2025 RMB'000
Trade receivables — measured at amortized cost	**239,623**	223,878

Ageing analysis

As of the end of the Reporting Period, the ageing analysis of trade receivables, based on the invoice date and net of allowance for credit loss, is as follows:

	At 30 June 2026 RMB'000	At 31 December 2025 RMB'000
Within 60 days	**239,623**	223,878
61 days to 1 year	**—**	—
	239,623	223,878

10 Prepayments and other receivables

	At 30 June 2026 RMB'000	At 31 December 2025 RMB'000
Prepayments to suppliers	**81,519**	44,430
Other receivables	**54,512**	47,303
	136,031	91,733

11 Cash and cash equivalents

	At 30 June 2026 *RMB'000*	At 31 December 2025 *RMB'000*
Deposits with banks and other financial institutions	**454,268**	559,148
Time deposits with maturities within three months	**186,672**	393,270
Cash and cash equivalents	**640,940**	952,418

12 Trade and other payables

	At 30 June 2026 *RMB'000*	At 31 December 2025 *RMB'000*
Trade payables to third parties	**74,818**	79,086
Salary and welfare payable	**126,970**	202,386
Dividends payable	**80,343**	—
Other tax payables	**24,768**	41,076
Other payables	**24,680**	56,784
	331,579	379,332

Ageing analysis

As of the end of the Reporting Period, the ageing analysis of trade payables to third parties, based on the invoice date is as follows:

	At 30 June 2026 *RMB'000*	At 31 December 2025 *RMB'000*
Within 30 days	**42,551**	67,912
31 days to 1 year	**32,267**	11,174
	74,818	79,086

13 Dividends

Dividends payable to equity shareholders, approved during the interim period:

	Six months ended 30 June	
	2026	2025
	RMB'000	*RMB'000*
Final dividend in respect of the previous financial year, approved and declared during the interim period, of HK20 cents per share	**80,343**	—
Special dividend approved and paid during the interim period, of HK42 cents per share	**—**	185,164

On 27 March 2026, the board has approved and declared a final dividend (the "**Final Dividend**") in respect of the previous year in the amount of RMB89.2 million (HK20 cents per ordinary share), among which, RMB8.9 million was paid to the trust institutions, Futureshare Limited and Quest Gain Holding Limited, and the remaining RMB80.3 million was paid to the other shareholders whose names appear on the register of members of the Company at the close of business on 5 June 2026. All of the Final Dividend was paid on 2 July 2026.

FINANCIAL REVIEW

Six Months Ended 30 June 2026 Compared to Six Months Ended 30 June 2025 — unaudited

	Six months ended 30 June	
	2026	2025
	RMB'000	*RMB'000*
Revenue	**989,283**	937,247
Cost of revenue	**(207,944)**	(209,629)
Gross profit	**781,339**	727,618
Other income	**46,806**	62,332
Sales and marketing expenses	**(461,667)**	(420,466)
General and administrative expenses	**(143,706)**	(135,664)
Research and development expenses	**(108,955)**	(125,672)
Profit from operations	**113,817**	108,148
Net finance cost	**(15,647)**	(5,666)
Share of results of associates	**1,054**	2,958
Profit before taxation	**99,224**	105,440
Income tax	**(3,515)**	(2,598)
Profit for the period	**95,709**	102,842
Attributable to:		
Equity shareholders of the Company	**88,025**	80,300
Non-controlling interests	**7,684**	22,542
Profit for the period	**95,709**	102,842
Non-GAAP Profit from Operations	**135,682**	124,655

Revenue

Our revenue was RMB989.3 million for the six months ended 30 June 2026, representing a 5.6% increase from RMB937.2 million for the six months ended 30 June 2025. Revenue from talent acquisition and other HR services to our business customers, accounting for 82.9% of our revenue, was RMB819.7 million for the six months ended 30 June 2026, a 6.7% increase from RMB768.2 million for the six months ended 30 June 2025, primarily due to (i) the increase in the number of paying customers, driven by recovering hiring sentiment, the improvement of online talent service penetration and brand recognition; and (ii) the increase of average revenue per user, driven by upselling and cross-selling opportunities brought by high-quality customers' diverse demands and our well-rounded product portfolio. Revenue from talent acquisition and other HR services to our business customers mainly comprised (1) customized subscription packages that include various talent services charged at fixed rates; and (2) transaction-based talent acquisition services that charge a fixed rate based on the offered annual salary of a particular position upon completion of certain hiring milestones.

Revenue from talent development services to individual users, accounting for 17.1% of our revenue, was RMB169.1 million for the six months ended 30 June 2026, remaining stable compared to RMB168.8 million for the six months ended 30 June 2025. Revenue from talent development services to individual users primarily consisted of providing premium membership services, career coaching, CV advisory and certification training services.

Revenue from rental income from investment properties was RMB0.5 million for the six months ended 30 June 2026, and RMB0.2 million for the six months ended 30 June 2025.

The table below sets forth a breakdown of sources of our revenue for the periods indicated:

	For the six months ended 30 June			
	2026		2025	
	RMB'000	*%*	*RMB'000*	*%*
	(unaudited)		(unaudited)	
Talent acquisition and other HR services to business users	**819,735**	**82.9**	768,215	82.0
Talent development services to individual users	**169,084**	**17.1**	168,788	18.0
Rental income from investment properties	**464**	**0.0**	244	0.0
Total	**989,283**	**100.0**	937,247	100.0

Cost of Revenue

Our cost of revenue primarily comprised service and project expenses, salaries and benefits for our talent service personnel, and IT infrastructure and maintenance costs. Our cost of revenue was RMB207.9 million for the six months ended 30 June 2026, representing a 0.8% decrease from RMB209.6 million for the six months ended 30 June 2025. Amortization of intangible assets resulting from acquisition was RMB7.2 million (six months ended 30 June 2025: RMB7.9 million). The share-based compensation expenses were RMB20.0 thousand (six months ended 30 June 2025: RMB35.0 thousand).

Gross Profit and Gross Profit Margin

As a result of the foregoing, the Company's gross profit was RMB781.3 million for the six months ended 30 June 2026, representing a 7.4% increase from RMB727.6 million for the six months ended 30 June 2025. Gross profit margin increased to 79.0% for the six months ended 30 June 2026 from 77.6% for the six months ended 30 June 2025, representing a 1.4 percentage point increase, which was attributable to product mix optimization and the implementation of personnel-related cost-saving and efficiency-enhancing measures.

Sales and Marketing Expenses

Our sales and marketing expenses primarily comprise salaries and benefits (including share-based compensation expenses) for sales, sales support and marketing personnel, advertising and promotion expenses and other expenses related to our sales and marketing activities. Our sales and marketing expenses were RMB461.7 million for the six months ended 30 June 2026, an increase of 9.8% from RMB420.5 million for the six months ended 30 June 2025, which was primarily due to increased online marketing spending on our certification training business, driven by a change in customer acquisition channels. The share-based compensation expenses were RMB1.7 million (six months ended 30 June 2025: RMB1.2 million), and the amortization of intangible assets resulting from acquisition was RMB0.5 million (six months ended 30 June 2025: RMB0.5 million). Our sales and marketing expenses as a percentage of revenue increased from 44.9% for the six months ended 30 June 2025 to 46.7% for the six months ended 30 June 2026.

General and Administrative Expenses

Our general and administrative expenses primarily comprise salaries and benefits (including share-based compensation expenses) for our general and administrative personnel, office expenses (including rental expenses), and other operating expenses which include expected credit losses on trade receivables. Our general and administrative expenses were RMB143.7 million for the six months ended 30 June 2026, representing a 5.9% increase from RMB135.7 million for the six months ended 30 June 2025, which was primarily due to an increase in share-based compensation expenses to RMB10.2 million (six months ended 30 June 2025: RMB3.8 million), as the Company granted RSUs to deeply align the interests of the core team with those of shareholders. Our general and administrative expenses as a percentage of revenue remained unchanged at 14.5% (six months ended 30 June 2025: 14.5%).

R&D Expenses

Our R&D expenses primarily comprise salaries and benefits (including share-based compensation expenses) for R&D personnel and other R&D related expenses, such as office rental and depreciation of equipment used in R&D activities. Our R&D expenses were RMB109.0 million for the six months ended 30 June 2026, a 13.3% decrease from RMB125.7 million for the six months ended 30 June 2025, which was primarily due to the lower R&D personnel costs, driven by AI-empowered optimization of our R&D team structure, among which, the share-based compensation expenses were RMB2.3 million for the six months ended 30 June 2026 (the six months ended 30 June 2025: RMB3.1 million). As a percentage of revenue, our R&D expenses decreased from 13.4% for the six months ended 30 June 2025 to 11.0% for the six months ended 30 June 2026, driven by improved operating efficiency of our R&D team.

Other Income

Other income primarily comprises interest income from bank deposits, investment income from wealth management products and fixed-rate notes, and government grants. Our other income decreased by 24.9% from RMB62.3 million for the six months ended 30 June 2025 to RMB46.8 million for the six months ended 30 June 2026, primarily due to (i) the reduction in funds available for wealth management products, which thereby lowered investment income, as a result of (a) the special dividend paid to shareholders in May 2025, (b) the purchase of own shares and shares held for the RSU scheme during the second half of 2025 and early 2026, and (c) the purchase of equity securities in the first half of 2026, and (ii) the decline in interest rates.

Profit from Operations

As a result of the foregoing, our profit from operations was RMB113.8 million for the six months ended 30 June 2026, representing a 5.2% increase from RMB108.1 million for the six months ended 30 June 2025, primarily attributable to the growth in revenue.

Net Finance Cost

Net finance cost primarily consists of interest expenses on bank loans and other borrowings, interests on lease liabilities, bank charges and foreign exchange loss due to fluctuation of USD against RMB. Our net finance cost was RMB15.6 million for the six months ended 30 June 2026, compared with RMB5.7 million for the six months ended 30 June 2025, primarily as a result of the increased foreign exchange loss due to the depreciation of USD against RMB for the six months ended 30 June 2026.

Profit before Taxation

As a result of the foregoing, profit before taxation was RMB99.2 million for the six months ended 30 June 2026, representing a 5.9% decrease from RMB105.4 million for the six months ended 30 June 2025, as a result of the increased foreign exchange loss due to the depreciation of USD against RMB.

Income Tax

Income tax was RMB3.5 million for the six months ended 30 June 2026, compared to RMB2.6 million for the six months ended 30 June 2025.

Profit for the Period

As a result of the aforementioned factors, profit for the period was RMB95.7 million for the six months ended 30 June 2026, a 6.9% decrease from RMB102.8 million for the six months ended 30 June 2025, as a result of the increased foreign exchange loss due to the depreciation of USD against RMB.

Non-GAAP Financial Measures

To supplement the consolidated results of the Group prepared in accordance with the IFRS and to enable the shareholders of the Company and potential investors to make an informed assessment of the Group's performance, non-GAAP operating profit of the Company (excluding share-based compensation expenses and amortization of intangible assets resulting from acquisition) has been presented in this announcement.

These unaudited non-GAAP financial measures should be considered in addition to, not as a substitute for, measures of the Group's financial performance prepared in accordance with the IFRS. In addition, these non-GAAP financial measures may be defined differently from similar terms used by other companies and therefore may not be comparable to similar measures presented by other companies. The Company's management believes that these non-GAAP financial measures provide investors with useful supplementary information to assess the performance of the Group's core operations by excluding certain non-cash items and one-off items.

	For the six months ended 30 June	
	2026	2025
	(unaudited)	(unaudited)
	RMB'000	*RMB'000*
Profit from Operations	**113,817**	108,148
Share-based compensation expenses	**14,218**	8,100
Amortization of intangible assets resulting from acquisition	**7,647**	8,407
Non-GAAP Profit from Operations	**135,682**	124,655

LIQUIDITY AND FINANCIAL RESOURCES

We expect our liquidity requirements will be satisfied by a combination of cash generated from operating activities, investing activities and the net proceeds from the initial public offering. We currently do not have any plan for material additional external debt or equity financing. We will continue to evaluate potential financing opportunities based on our need for capital resources and market conditions.

We had cash and cash equivalents of RMB640.9 million and RMB887.4 million as of 30 June 2026 and 30 June 2025, respectively. Our cash and cash equivalents are held in RMB, HKD and USD. The following table sets forth our cash flows for the periods indicated:

	For the six months ended 30 June	
	2026	2025
	(unaudited)	(unaudited)
	RMB'000	*RMB'000*
Net cash used in operating activities	**(44,393)**	(38,399)
Net cash (used in)/generated from investing activities	**(203,799)**	381,565
Net cash used in financing activities	**(57,169)**	(262,668)
Net (decrease)/increase in cash and cash equivalents	**(305,361)**	80,498
Effect of foreign exchange rate changes	**(6,117)**	(3,298)
Cash and cash equivalents at 1 January	**952,418**	810,235
Cash and cash equivalents at 30 June	**640,940**	887,435

Net Cash Used in Operating Activities

For the six months ended 30 June 2026, net cash used in operating activities was RMB44.4 million, compared to RMB38.4 million for the six months ended 30 June 2025, primarily due to an increased net outflow from movements in working capital.

Net Cash (Used in)/Generated from Investing Activities

For the six months ended 30 June 2026, net cash used in investing activities was RMB203.8 million, compared to net cash generated from investing activities of RMB381.6 million for the six months ended 30 June 2025, primarily due to the placement of wealth management products and time deposits, and the purchase of equity securities.

Net Cash Used in Financing Activities

For the six months ended 30 June 2026, net cash used in financing activities was RMB57.2 million, compared to RMB262.7 million for the six months ended 30 June 2025, the decrease was primarily due to (i) the special dividend approved and paid in the six months ended 30 June 2025 and (ii) a timing difference relating to the 2025 final dividend, which was declared in March 2026 and paid in July 2026.

GEARING RATIO

The gearing ratio (calculated as total bank and other borrowings divided by total assets/capital) of the Company as at 30 June 2026 was 2.16% (30 June 2025: 2.24%).

The Board and the Audit Committee constantly monitor current and expected liquidity requirements to ensure that the Company maintains sufficient reserves of cash to meet its liquidity requirements in the short and long term.

INVENTORIES

Due to the nature of our business being an online platform for talent services, we have no inventories to be disclosed.

INDEBTEDNESS AND CHARGE ON ASSETS

As at 30 June 2026, the Company had nine short-term bank loans with total principal amount of RMB91.9 million, of which RMB78.0 million was secured, among which RMB20.0 million was secured by trade receivables of RMB33.2 million, with fixed interest rate from 2.50% to 3.50% p.a. which will be due within a year.

Save as disclosed above, (i) the Company had no bank loans, convertible loans and borrowings nor did the Company issue any bonds; and (ii) there was no other pledge of the Group's assets as at 30 June 2026.

CONTINGENT LIABILITIES

As of 30 June 2026, we did not have any material contingent liabilities.

FOREIGN EXCHANGE RISK

Our transactions are denominated and settled in its functional currency, RMB. Our subsidiaries and PRC operating entities primarily operate in China and are exposed to foreign exchange risk primarily through deposits at banks which give rise to cash balances that are denominated in foreign currency, i.e. a currency other than the functional currency in which our transactions denominated. The currencies giving rise to this risk are primarily USD. We have not hedged against any fluctuation in foreign currency. Our PRC subsidiaries and PRC operating entities all have RMB as their functional currency.

For the six months ended 30 June 2026, we had foreign currency exchange loss (both realized and unrealized) of RMB12.1 million (six months ended 30 June 2025: loss of RMB1.5 million), recognized as net finance cost in the consolidated statement of profit or loss and other comprehensive income. The foreign currency exchange loss for the six months ended 30 June 2026 was mainly attributable to the depreciation of USD against RMB.

CREDIT RISK

Our credit risk is mainly attributable to bank deposits, trade and other receivables. Management has a credit policy in place and the exposures to these risks are monitored on an ongoing basis.

Bank deposits are placed with reputable banks and financial institutions.

In respect of trade receivables, individual credit evaluations are performed on all customers requiring credit over a certain amount. These evaluations focus on the customer's past history of making payments when due and current ability to pay, and to take into account information specific to the customers as well as pertaining to the economic environment in which the customer operates. The Group does not normally obtain collateral from customers.

Our exposure to credit risk is influenced mainly by the individual characteristics of each customer rather than the industry or country in which the customers operate and hence significant concentrations of credit risk primarily arise when we have significant exposure to individual customers. We did not have significant concentration of debtors as of 30 June 2026.

LIQUIDITY RISK

Individual operating entities within the Group are responsible for their own management, including the short-term investment of cash surpluses and the raising of loans to cover expected cash demands, subject to approval by the parent company's board when the borrowings exceed certain predetermined levels of authority. Our policy is to regularly monitor liquidity requirements and compliance with lending covenants, to ensure that the operating entities maintain sufficient reserves of cash and realizable marketable securities and adequate committed lines of funding from major financial institutions to meet their liquidity requirements in the short and long terms.

SIGNIFICANT INVESTMENTS HELD

Saved as disclosed above and the investments in its subsidiaries, there was no significant investment held by the Group as at 30 June 2026.

MATERIAL ACQUISITIONS AND DISPOSALS

The Group did not have any material acquisitions or disposal of subsidiaries or associated companies during the six months ended 30 June 2026.

USE OF PROCEEDS FROM INITIAL PUBLIC OFFERING

The net proceeds from the initial public offering of the Company were approximately HKD2,804.6 million. HKD2,742.0 million out of the net proceeds have been utilized as of 30 June 2026 in the manner consistent with that disclosed in the Prospectus dated 19 June 2018 under the section headed "Future Plans and Use of Proceeds". As at 30 June 2026, the unutilized net proceeds was in the amount of approximately HKD62.6 million.

FUTURE PLANS FOR MATERIAL INVESTMENTS AND CAPITAL ASSETS

Save as disclosed in this announcement, as of 30 June 2026, the Group did not have other plans for material investments and capital assets.

CORPORATE GOVERNANCE AND OTHER INFORMATION

Compliance with the Corporate Governance Code

The Company has adopted the principles and code provisions as set out in the Corporate Governance Code (the "**CG Code**") contained in Appendix C1 to the Listing Rules as the basis of the Company's corporate governance practices and has complied with the code provisions as set out in the CG Code during the six months ended 30 June 2026 except for the following deviation from the Code Provision C.2.1 of the CG Code.

We do not have a separate chairman and chief executive officer and Mr. Dai Kebin currently performs these two roles. While this constitutes a deviation from the Code Provision C.2.1 of the CG Code, our Board believes that this structure will not impair the balance of power and authority between our Board and the management of our Company, given that: (i) decision to be made by our Board requires approval by at least a majority of our Directors and that our Board comprises three independent non-executive Directors out of five Directors, and therefore we believe there is sufficient check and balance in our Board; (ii) Mr. Dai Kebin and the other Directors are aware of and undertake to fulfill their fiduciary duties as Directors, which require, among other things, that they act for the benefit and in the best interests of our Company and will make decisions for our Group accordingly; and (iii) the balance of power and authority is ensured by the operations of our Board which comprises experienced and high caliber individuals who meet regularly to discuss issues affecting the operations of our Company. Moreover, the overall strategic and other key business, financial and operational policies of our Group are made collectively after thorough discussion at both our Board and senior management levels. Finally, as Mr. Dai Kebin is our principal founder, our Board believes that vesting the roles of both chairman and chief executive officer in the same person has the benefit of ensuring consistent leadership within our Group and enables more effective and efficient overall strategic planning for and communication within our Group. Our Board will continue to review the effectiveness of the corporate governance structure of our Group in order to assess whether separation of the roles of chairman and chief executive officer is necessary.

Purchase, Sale or Redemption of Listed Securities

During the six months ended 30 June 2026 and up to the date of this announcement, neither the Company nor any of its subsidiaries has purchased, sold or redeemed any of the Company's listed securities (or sale of treasury shares, if any).

As at 30 June 2026, 9,578,600 of the shares of the Company are held as treasury shares by the Company. Subject to compliance with the Listing Rules, the Company may consider using the treasury shares for funding its share incentive schemes, future resales, transfers or cancellation.

Audit Committee

The Audit Committee currently has three members (all are independent non-executive Directors), being Mr. Zhang Ximeng, Mr. Ye Yaming and Ms. Fan Xinpeng, with terms of reference in compliance with the Listing Rules.

The Audit Committee has considered and reviewed the accounting principles and practices adopted by the Group and has discussed matters in relation to internal control and risk management systems and financial reporting with the management, including the review of the unaudited consolidated interim financial results of the Group for the six months ended 30 June 2026. The Audit Committee has reviewed and considered that the interim financial results for the six months ended 30 June 2026 are in compliance with the relevant accounting standards, rules and regulations and appropriate disclosures have been duly made.

Model Code for Securities Transactions by Directors of Listed Issuers

The Company has adopted the Model Code for Securities Transactions by Directors of Listed Issuers (the "**Model Code**") as set out in Appendix C3 to the Listing Rules as its own code of conduct regarding directors' securities transactions. Specific enquiries have been made to all the Directors and the Directors have confirmed that they have complied with the Model Code during the six months ended 30 June 2026.

The Company's employees, who are likely to be in possession of unpublished inside information of the Company, are also subject to the Model Code.

EVENTS AFTER THE END OF THE REPORTING PERIOD

On 6 July 2026, 10 July 2026 and 31 July 2026, the Company through its certain subsidiaries subscribed the structured deposit products of Xiamen International Bank Co., Ltd (廈門國際銀行股份有限公司), Bank of Changsha Co., Ltd. (長沙銀行股份有限公司) and Bank of Hangzhou Co., Ltd. (杭州銀行股份有限公司) constituting discloseable transactions of the Company under Chapter 14 of the Listing Rules. For details, please refer to the announcements of the Company dated 10 July 2026 and 31 July 2026.

Saved as disclosed in this announcement, from 1 July 2026 up to the date of this announcement, there are no other significant events occurred after the Reporting Period that may affect the Group.

INTERIM DIVIDEND

The Board does not recommend the payment of interim dividend for the six months ended 30 June 2026 to the shareholders of the Company (six months ended 30 June 2025: nil).

PUBLICATION OF INTERIM RESULTS ANNOUNCEMENT AND INTERIM REPORT

This interim results announcement is published on the websites of Hong Kong Stock Exchange (www.hkexnews.hk) and the Company (ir.liepin.com).

The interim report of the Company for the six months ended 30 June 2026 containing all the information required by Appendix D2 of the Listing Rules will be published on the above websites by the end of September 2026.

APPRECIATION

The Board would like to express its sincere gratitude to the shareholders, management team, employees, business partners and customers of the Group for their support and contribution to the Group.

DEFINITIONS

In this interim results announcement, unless the context otherwise requires, the following terms shall have the meanings set out below. These terms and their definitions may not correspond to any industry standard definitions, and may not be directly comparable to similarly titled terms adopted by other companies operating in the same industries as our Company.

"AI"	artificial intelligence
"Audit Committee"	the audit committee of our Company
"Board"	the board of directors of our Company
"Business customers"	verified business users that have existing contracts with us as of a given date, excluding business customers with trial subscription
"Company", "our Company", or "the Company"	Tongdao Liepin Group (stock code: 6100), an exempted company with limited liability incorporated under the laws of the Cayman Islands on 30 January 2018, the shares of which are listed on the Main Board of the Hong Kong Stock Exchange
"Director(s)"	the director(s) of our Company
"HK$" or "HKD"	Hong Kong dollars, the lawful currency of Hong Kong

"Hong Kong Stock Exchange"	The Stock Exchange of Hong Kong Limited
"HR"	Human Resources
"IAS"	International Accounting Standards
"IASB"	International Accounting Standards Board
"IFRS"	International Financial Reporting Standards, amendments and interpretations, as issued by the IASB
"Individual paying users"	the individual users who purchased the standard products of talent development services from the Group during the Reporting Period
"Individual users"	the individual users that have completed all required registration and verification procedures for our talent development services to the Group's satisfaction
"Job postings"	active and open positions posted by our verified business users and verified headhunters on our online platform, excluding those that have been removed upon the completion of the hiring process or due for more than 90 days
"Liepin Group", "our Group", "the Group", "we", "us" or "our"	the Company and its subsidiaries from time to time
"Listing Rules"	The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited
"PRC"	the People's Republic of China
"Prospectus"	the prospectus of the Company, dated 19 June 2018, in relation to its global offering
"R&D"	research and development
"Registered individual users"	the individual users that have completed all required registration and verification procedures to the Company's satisfaction, which include both individual paying users and individual non-paying users as of a given date

"Reporting Period"	the six months ended 30 June 2026
"RMB"	Renminbi, the lawful currency of PRC
"SaaS"	software-as-a-solution, which refers to the Company's talent services delivery model where the Company hosts a range of proprietary software solutions and provides them to the Company's registered individual users, verified business users and verified headhunters over the internet
"Talent services"	talent acquisition services, other HR services, and professional career services provided to business users and individual users, as the case may be
"US$" or "USD"	United States dollars, the lawful currency of the United States of America
"Verified business users"	all business users that have completed all required registration and verification procedures to the Company's satisfaction, which include both business customers and non-paying business users who do not have active contracts with the Company as of a given date
"Verified headhunters"	the headhunters that have completed all required registration and verification procedures to the Company's satisfaction

By Order of the Board
Tongdao Liepin Group
Dai Kebin
Chairman

PRC, 21 August 2026

As at the date of this announcement, the executive directors of the Company are Mr. DAI Kebin and Mr. TIAN Ge; and the independent non-executive directors of the Company are Mr. YE Yaming, Mr. ZHANG Ximeng and Ms. FAN Xinpeng.