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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)**

### **GRANT OF SHARE OPTIONS**

This announcement is made pursuant to Rule 17.06A of the Rules (the “**Listing Rules**”) Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

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 17 June 2022 (the “**Date of Grant**”), the Company granted an aggregate of 11,350,000 share options (the “**Options**”) to 204 eligible participants (the “**Grantees**”), comprising 199 employees of the Group and five Directors, pursuant to the Company’s post-IPO share option scheme adopted on 26 November 2019 (the “**Share Option Scheme**”), subject to acceptance by the Grantees. The Options shall entitle the Grantees to subscribe for a maximum of 11,350,000 ordinary shares of the Company (each of which a “**Share**”) in accordance with the terms and conditions of the Share Option Scheme and the relevant grant, representing approximately 7.24% of the issued share capital of the Company as at the date of this announcement.

In line with the Company’s repositioning and strategic upgrade starting from the second half of 2021 as disclosed in the Company’s annual report published on 28 April 2022, the Board has set new goals and key performance indicators for departments and teams within the Group. The grant of the Options aims to improve morale and motivate the employees of the Group to optimise their performance and efficiency for the benefit of the Group according to the new business strategy. In addition, given the vesting of certain Options are conditional upon the fulfilment of performance targets attached thereto, which

are determined in accordance with the set goals and key performance indicators based on the position and department of the relevant Grantees, the grant of the Options is expected to facilitate the achievement of such goals and key performance indicators.

Details of the grant of the Options are as follows:

<b>Date of Grant:</b>	17 June 2022
<b>Exercise price of the Options granted:</b>	HK\$5.99 per Share, which is the highest of: <ul style="list-style-type: none"><li>(i) the nominal value of US\$0.00005 per Share;</li><li>(ii) the closing price of HK\$5.99 per Share as stated in the Stock Exchange’s daily quotations sheet on the Date of Grant; and</li><li>(iii) the average closing price of HK\$5.886 per Share as stated in the Stock Exchange’s daily quotations sheets for the five business days immediately preceding the Date of Grant.</li></ul>
<b>Total number of Options granted:</b>	11,350,000, among which 11,150,000 Options were granted to the employees of the Group, and 200,000 Options were granted to the Directors (each Share Option shall entitle the relevant Grantee to subscribe for one Share)
<b>Closing price of the Share as stated in the Stock Exchange’s daily quotations sheet on the Date of Grant:</b>	HK\$5.99
<b>Validity period of the Options:</b>	Commencing from the Date of Grant to 16 June 2032 (both days inclusive) and the Options shall lapse at the expiry of the validity period.

**Performance targets:**

The exercise of the Options by certain employees of the Group is conditional upon the fulfilment of certain performance targets relating to the Group's financial and business performance for the year ending 31 December 2022, depending on the position and department of the Grantees (the "**Performance Targets**"). The Performance Targets have been determined by the Board and are specified in the respective offer letters issued to the Grantees.

No performance targets were attached to the Options granted to the Directors.

**Vesting schedule and conditions of the Options:**

For Options granted to the Directors, subject to their remaining as eligible participants under the Share Option Scheme on the vesting date, all of the Options shall be vested on the day immediately following the expiry of a period of 12 months after the Date of Grant.

For Options granted to the employees of the Group, subject to their remaining as eligible participants under the Share Option Scheme on the following vesting dates and conditional upon the fulfilment of the Performance Targets (if applicable), the Options shall be vested based on the following vesting schedule:

- (i) one-third (1/3) of the Options 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 Options 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 Options shall be vested on the day immediately following the expiry of a period of 36 months after the Date of Grant.

Among the 11,350,000 Options granted, 200,000 Options were granted to five Directors, the details of which are as follows:

<b>Name of Grantee</b>	<b>Position held in the Company</b>	<b>Number of Options granted</b>
Chen Rui	Non-executive Director	40,000
Chow Siu Lui	Non-executive Director	40,000
Chan Mei Bo Mabel	Independent non-executive Director	40,000
Shen Hao	Independent non-executive Director	40,000
Leung Ming Shu	Independent non-executive Director	<u>40,000</u>
		<u>200,000</u>

In accordance with Rule 17.04(1) of the Listing Rules, the grant of the Options to each of the above Directors has been approved by the Board, including the independent non-executive Directors (with each of the above Directors having abstained from voting on the grant of the Options in which he/she is the Grantee).

Save as disclosed above, none of the Grantees is a Director, chief executive or substantial shareholder of the Company or any of their respective associates under the Listing Rules.

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

The PRC, 17 June 2022

*As at the date of this announcement, the Board comprises Mr. Zhang Jianguo, Mr. Zhang Feng and Ms. Zhang Jianmei as executive Directors; Mr. Chen Rui and Mr. Chow Siu Lui as non-executive Directors; and Ms. Chan Mei Bo Mabel, Mr. Shen Hao and Mr. Leung Ming Shu as independent non-executive Directors.*