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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)

### 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 year ended 31 December 2023 and the management’s estimate based on the information currently available to the Board, the Group expects to record annual results for the year ended 31 December 2023 as follows:

Results	For the year ended 31 December		Change (expected)
	2023 (expected) RMB (million)	2022 RMB (million)	
Revenue	4,400.0 to 4,600.0	3,638.2	20.9% to 26.4%
Profit for the year	60.0 to 70.0	6.9	769.6% to 914.5%
Profit/(loss) attributable to the equity holders of the Company	35.0 to 45.0	(7.3)	N/A
<b>Non-HKFRS Measures</b>			
Adjusted profit for the year <i>(Note 1)</i>	95.0 to 110.0	24.0	295.8% to 358.3%
Adjusted profit attributable to the equity holders of the Company <i>(Note 1)</i>	58.0 to 73.0	5.7	917.5% to 1,180.7%

The expected increase in the Group's revenue and profit was primarily attributable to strong growth in the Group's digital talent services featuring a relatively high profit margin due to rising staffing demand for experienced digital talents across industries, benefiting from the ongoing industrial digitalization in China.

The Group is committed to its development plan and places strong emphasis on key strategic areas, particularly the information technology and digital talent services market. By capitalizing on its scale, efficiency, and capabilities, the Group aims to achieve sustainable long-term growth. The Board is positive in the long-term growth potential of the Group.

The Group is still in the course of preparing and finalising the consolidated annual results for the year ended 31 December 2023 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 year ended 31 December 2023 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 annual results for the year ended 31 December 2023 is expected to be released by the end of March 2024 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: Adjusted profit for the year and adjusted profit attributable to the equity holders of the Company refer to the profit for the year 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, impairment of goodwill, net fair value gain or loss in relation to equity investments and share-based payment expenses. Adjusted profit for the year 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, 5 February 2024

*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 as non-executive Director; and Ms. Chan Mei Bo Mabel, Mr. Shen Hao and Mr. Leung Ming Shu as independent non-executive Directors.*