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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)**

### **ANNOUNCEMENT CHANGE IN JOINT COMPANY SECRETARY AND CHIEF FINANCIAL OFFICER**

The Board announces that with effect from 13 December 2024:

1. Ms. Chen Chen has resigned as a joint company secretary, a vice president and the chief financial officer of the Company; and
2. Mr. Li Wenjia, has been appointed as a joint company secretary, a vice president and the chief financial officer of the Company.

#### **RESIGNATION OF MS. CHEN CHEN (“MS. CHEN”)**

The board of directors (the “**Board**”) of Renrui Human Resources Technology Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) hereby announces that with effect from 13 December 2024, Ms. Chen has resigned from her roles at the Company as a joint company secretary, a vice president and the chief financial officer of the Company, due to her intention to spend more time to her personal development. Ms. Chen has confirmed to the Board that she has no disagreement with the Board and the Company, and there is no other matter in relation to her resignation that needs to be brought to the attention of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) and the shareholders of the Company.

## **APPOINTMENT OF MR. LI WENJIA (“MR. LI”) AS JOINT COMPANY SECRETARY**

Mr. Li has been appointed as a joint company secretary of the Company with effect from 13 December 2024.

Mr. Li is very familiar with the Company’s operation and business. Mr. Li joined the Group in January 2015. He served as a vice president and the chief financial officer of the Group and a member of the senior management of the Company, primarily responsible for overseeing the finance management and regulatory compliance of the Group, and managing investor relationships of the Group. Pursuant to a waiver letter issued by the Stock Exchange to the sole sponsor to the Company dated 29 November 2019 granting the Company, among other things, a conditional waiver from strict compliance with the requirements under Rules 3.28 and 8.17 of the Rules Governing the Listing of Securities on the Stock Exchange (the “**Listing Rules**”) for an initial period of three years from the date of listing (the “**Listing**”) of the shares of the Company on the Main Board of the Stock Exchange (i.e. 13 December 2019) (the “**Listing Date**”), Mr. Li acted as a joint company secretary of the Company from the Listing Date to 12 December 2022. After resignation from his roles as a joint company secretary, a vice president and the chief financial officer of the Company on 12 December 2022, Mr. Li continued to serve as a consultant of the Group from 13 December 2022 to 12 December 2023. Please refer to the announcement of the Company dated 12 December 2022 for more details. Mr. Li left the Group since 12 December 2023.

During his tenure with the Group, Mr. Li worked very closely with the Board and had a close working relationship with the management of the Company. Mr. Li was responsible for, deeply involved and participated in the Company’s initial public offering preparation and application as well as trainings on the Listing Rules and corporate governance for senior management. Since the Listing, Mr. Li handled various corporate governance and compliance matters of the Group and was responsible for and deeply involved in various significant transactions conducted by the Group, including but not limited to the discloseable acquisitions disclosed in the Company’s announcement dated 15 September 2021 and the major acquisition disclosed in the Company’s announcement dated 8 March 2022. Mr. Li was also actively involved in various corporate decisions and actions of the Company, including but not limited to preparing and/or reviewing the Company’s announcements in respect of continuing connected transactions, grant of share options and inside information, as well as interim report, annual report and environmental, social and governance report.

Mr. Li had over 15 years of experience in the auditing and financing sector. Mr. Li worked at PricewaterhouseCoopers Zhong Tian (普華永道中天會計師事務所) from January 2011 to December 2014, where he was responsible for handling the auditing projects for renowned Chinese state-owned enterprises, China A-Share companies and multinational corporations. He worked at Shanghai Mazha'er Certified Public Accountants' Firm (上海瑪澤會計師事務所) from February 2008 to January 2011, where he was responsible for handling the auditing projects for French corporations investing in China. He worked at Shanghai Certified Public Accountants (上海上會會計師事務所) from September 2007 to January 2008, where he was responsible for handling the auditing projects for China A-Share companies. Mr. Li received a bachelor degree, majoring in econometrics, and business management from Shanghai University of Finance and Economics (上海財經大學) in July 2007. He became a PRC certified public accountant in September 2010, a PRC registered tax agent in August 2011 and a PRC certified public valuer in November 2011.

According to Rule 8.17 of the Listing Rules, a listed issuer must appoint a company secretary who satisfies Rule 3.28 of the Listing Rules. Rule 3.28 of the Listing Rules requires that a listed issuer must appoint as its company secretary an individual who, by virtue of his/her academic or professional qualifications or relevant experience, is, in the opinion of the Stock Exchange, capable of discharging the functions of company secretary.

Mr. Li currently does not necessarily possess the qualifications required under Rule 3.28 of the Listing Rules. However, the Company believes that it would be in the interests of the Company and corporate governance of the Group to appoint Mr. Li as a joint company secretary of the Company for the following reasons:

- (i) the principal business activities of the Group are based in the PRC and Mr. Li will primarily work at the Company's Shanghai office, being one of the main offices of the Group; while Ms. Siu Pui Wah ("**Ms. Siu**"), the other joint company secretary of the Company, is primarily stationed in Hong Kong;
- (ii) given Mr. Li will primarily work in the Shanghai office of the Company and, as the chief financial officer of the Group and a member of the senior management of the Company, he is expected to interact with the directors and senior management of the Company in the PRC on a frequent basis, his appointment would also greatly facilitate communications with members of the Board and the senior management of the Group ordinarily located in the PRC, and ensure effective and efficient actions will be taken by the Group for the purposes of complying with the applicable Hong Kong requirements;

- (iii) Mr. Li, as the chief financial officer of the Group and a member of the senior management of the Company, is expected to be familiar with the day-to-day operation of the Group and to be involved in overseeing regulatory and compliance issues of the Company. Through his previous appointment as a joint company secretary of the Company, he possesses practical experience in performing functions of a joint company secretary, including but not limited to the application of and compliance with the Listing Rules and other relevant laws and regulations. Mr. Li also has extensive management experience in strategic research and planning, investor relations, and investment activities, corporate governance, as well as a sound understanding of the Group's internal operations through his previous positions in the Group; therefore it would be fitting to appoint a member of the senior management who has a strong and comprehensive understanding of the Group to fulfil this role; and
- (iv) the key roles to be played by Mr. Li and Ms. Siu will be complementary to each other. While Ms. Siu will be focusing on day-to-day compliance work, and preparing the initial drafts of documents subject to the provisions of the Listing Rules, articles of association of the Company and other relevant laws and regulations, Mr. Li will provide insight from a business and operational perspective and help review and cross check the documents prepared by Ms. Siu to ensure they comply with the Listing Rules and also reflect the Group's business intention. Mr. Li will work closely with Ms. Siu on all compliance-related issues in the day-to-day operations of the Company to jointly discharge their duties and responsibilities as joint company secretaries.

Ms. Siu was appointed as one of the joint company secretaries of the Company with effect from the Listing Date. Ms. Siu is a director and head of accounting and corporate services of Trident Corporate Services (Asia) Limited, a global professional services provider. She has been working in Trident Corporate Services (Asia) Limited for over 20 years and possesses experiences in providing accounting, taxation and corporate secretarial services to listed companies as well as multinational, private and offshore companies. Ms. Siu is a certified public accountant and has been a member of the Hong Kong Institute of Certified Public Accountants since 2003.

Ms. Siu will continue to act as a joint company secretary of the Company and provide assistance to Mr. Li in discharging his duties and responsibilities as a joint company secretary of the Company. Mr. Li will also be assisted and advised by the Hong Kong legal adviser of the Company on matters concerning the Company's ongoing compliance with the Listing Rules and the applicable Hong Kong laws and regulations. Mr. Li has undertaken that he will take no less than 15 hours of relevant professional training in each of the financial year required under Rule 3.29 of the Listing Rules.

By reason of the above, the Company has applied for, and the Stock Exchange has granted, a waiver from strict compliance with the requirements as set out in Rules 3.28 and 8.17 of the Listing Rules for a three-year period from the date of appointment of Mr. Li as a joint company secretary of the Company (the “**Waiver Period**”), subject to the following conditions:

- (i) Mr. Li must be assisted by Ms. Siu as a joint company secretary during the Waiver Period;
- (ii) the waiver could be revoked if there are material breaches of the Listing Rules by the Company; and
- (iii) the Company will publish this announcement disclosing the reasons, details and conditions of the waiver, and the qualification and experience of both Mr. Li and Ms. Siu.

Before the end of the Waiver Period, the Company must demonstrate and seek confirmation from the Stock Exchange that Mr. Li, having had the benefit of Ms. Siu’s assistance during the Waiver Period, has attained the relevant experience and is capable of discharging the functions of a company secretary under Rule 3.28 of the Listing Rules such that a further waiver will not be necessary.

## **APPOINTMENT OF MR. LI AS CHIEF FINANCIAL OFFICER**

Mr. Li has also been appointed as the chief financial officer of the Company with effect from 13 December 2024. He will be responsible for overseeing the finance management and regulatory compliance of the Group, and managing investor relationships of the Group. In line with the Group’s long-term strategy of promoting business strategic upgrade and focusing on strategic investments and mergers and acquisitions to further expand into high-value industries, Mr. Li is well-positioned to implement the Group’s strategy given his sophisticated knowledge and experience in the finance industry. Following the appointment of Mr. Li as the chief financial officer, the Group will continue striving to create sustainable growth curve and generate robust returns for shareholders of the Company.

The Board would like to take this opportunity to express its gratitude to Ms. Chen for her valuable contributions to the Company during her tenure and extend its warm welcome to Mr. Li for joining the Company.

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

The PRC, 13 December 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.*