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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 AMENDMENTS TO THE DIVIDEND POLICY

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 Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”) and the Inside Information Provisions (as defined under 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 announce that it has approved certain amendments to the Company’s dividend policy (the “**Revised Dividend Policy**”) with effect from 29 August 2025.

According to the Revised Dividend Policy, the Board may recommend a payment of dividend after taking into account factors such as the actual and expected results of operations, cash flow and financial position, general business conditions and business strategies, expected working capital requirements and future expansion plans, legal, regulatory and other contractual restrictions of the Company, and other factors the Board deems to be appropriate. Any declaration and payment of future dividends under the Revised Dividend Policy are subject to the Board’s satisfaction that the same would be in the best interests of the Group and the shareholders of the Company (the “**Shareholders**”) as a whole.

Subject to the other provisions of the Revised Dividend Policy and as a general guideline, in the absence of special circumstances, the Board intends to recommend and/or propose interim and/or final dividend in an aggregate amount of not less than 30% of the Group's annual consolidated net profit attributable to the owners of the Company.

The declaration of dividends is subject to any restrictions under the Companies Laws of the Cayman Islands, the Articles of Association of the Company and any applicable laws and regulations. The declaration of dividend is also subject to the discretion of Board and any declaration of final dividend for the year will be subject to the approval of the Shareholders. The Revised Dividend Policy shall in no way constitute a legally binding commitment by the Company in respect of its future dividend and/or in no way obligate the Company to declare a dividend at any time or from time to time.

The Board will review the Revised Dividend Policy from time to time and may exercise at its sole and absolute discretion to update, amend or modify the Revised Dividend Policy at any time as it sees fit and necessary.

Shareholders and potential investors of the Company are advised to exercise caution when dealing in the shares of the Company.

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

The PRC, 29 August 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.