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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 2025 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 2025 as follows:

Results	For the year ended 31 December		Change (expected)
	2025 (expected)	2024	
	RMB (million)	RMB (million)	
Revenue ^(Note 1)	5,300.0 to 5,700.0	4,529.0	17.0% to 25.9%
Profit/(Loss) for the year	74.1 to 84.1	(58.2)	N/A
Profit/(Loss) attributable to the equity holders of the Company	80.6 to 90.6	(71.0)	N/A

Results	For the year ended 31 December 2025 (expected) <i>RMB (million)</i>		2024 <i>RMB (million)</i>	Change (expected)
Non-HKFRS Measures				
Adjusted profit for the year <i>(Note 2)</i>	94.9 to 104.9		114.4	-17.0% to -8.3%
Adjusted profit attributable to the equity holders of the Company <i>(Note 2)</i>	96.2 to 106.2		87.9	9.4% to 20.8%

The expected increase in the Group's revenue was primarily attributable to the increased number of flexible staffing employees across the Group's IT and middle-back-office roles, leading to the continued growth of revenue generated from digital technology and cloud services and general service outsourcing.

As the Group's second growth driver under its operational strategy, digital technology and cloud services has been a strategic focus in recent years. Increased demand for digital technology and cloud services from clients across the internet, telecommunications and automotive sectors has driven growth in the number of the Group's flexible staffing employees for IT talents. Regarding the placement of seconded staff for general service outsourcing, the Group has consistently focused on driving client demand for flexible staffing employees across operation, human resources and administrative functions, and other middle-back-office roles with higher service value and longer service term. The rising demand for flexible staffing in middle-back-office positions has driven growth in the number of flexible staffing employees under the Group's general service outsourcing business.

The Group expects to record the profit for the year of approximately RMB74.1 million to RMB84.1 million for the year ended 31 December 2025, and a profit attributable to the equity holders of the Company of approximately RMB80.6 million to RMB90.6 million, achieving a turnaround from loss to profit as compared to the year ended 31 December 2024, which was primarily attributable to (i) an impairment provision on the goodwill arising from the acquisition of Shanghai Sirui Information Technology Co., Ltd. (上海思芮信息科技有限公司) (“**Shanghai Sirui**”) being recorded in the financial statements for the year ended 31 December 2024, while no such impairment provision is expected to be recognized in the financial statements for the year ended 31 December 2025; and (ii) an increase in the Group’s profit for the year ended 31 December 2025 in line with the increase in the Group’s revenue for the year ended 31 December 2025.

The Group is still in the course of preparing and finalising the consolidated annual results for the year ended 31 December 2025 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 2025 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 2025 is expected to be released by the end of March 2026 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: Following the completion of the disposal of 46.0% of the equity interests in Shanghai Sirui held by the Group on 30 May 2025 (the “**Completion Date**”), in accordance with HKFRS 5 — Noncurrent Assets Held for Sale and Discontinued Operations, the operating results of Shanghai Sirui before the Completion Date have been presented as discontinued operation in the Group’s consolidated income statement for the year ended 31 December 2025, and therefore the revenue of Shanghai Sirui from 1 January 2025 up to the Completion Date was not included in the Group’s consolidated income statement for the year ended 31 December 2025. The comparative figures in the consolidated income statement for the year ended 31 December 2024 were also re-presented with revenue of Shanghai Sirui for the year ended 31 December 2024 being excluded.*

Note 2: 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, 7 January 2026

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.