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
PROFIT WARNING

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 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**") wishes 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 2024 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 2024 as follows:

	For the year ended 31 December		
Results	**2024 (expected)** *RMB (million)*	**2023** *RMB (million)*	**Change (expected)**
Revenue	**5,280.0 to 5,680.0**	4,472.2	18.1% to 27.0%
(Loss)/profit for the year	**(54.9) to (64.9)**	67.8	NA
(Loss)/profit attributable to the equity holders of the Company	**(66.4) to (76.4)**	41.0	NA
Non-HKFRS Measures			
Adjusted profit for the year *(Note 1)*	**107.4 to 117.4**	105.1	2.2% to 11.7%
Adjusted profit attributable to the equity holders of the Company *(Note 1)*	**82.7 to 92.7**	68.2	21.3% to 35.9%

The expected increase in the Group's revenue for the year ended 31 December 2024 as compared to the Group's revenue for the year ended 31 December 2023 was mainly attributable to the growth in the number of comprehensive flexible employees in 2024, and as at 31 December 2024, the increase in the number of information technology and digital talents achieved a year-on-year growth rate of more than 20%, and the number of general service outsourcing employees achieved a year-on-year growth rate of more than 10%.

However, based on the recent operating results and cash flows of Shanghai Sirui Information Technology Co., Ltd. (上海思芮信息科技有限公司) ("**Shanghai Sirui**"), a non-wholly owned subsidiary of the Company, Shanghai Sirui's financial performance and business growth is unable to meet the Group's expectation. Therefore, after giving due consideration to the recent operating condition and financial performance of Shanghai Sirui and taking into account the future market outlook, the Group expects to record an impairment provision of approximately RMB130.9 million against the goodwill arising from the acquisition of Shanghai Sirui in the Company's financial statements for the year ended 31 December 2024 (the "**Expected Impairment Provision**").

In light of the above, it is expected that the Group will record a loss for the year of approximately RMB54.9 million to RMB64.9 million and a loss attributable to the equity holders of the Company of approximately RMB66.4 million to RMB76.4 million for the year ended 31 December 2024. Without taking into account the Expected Impairment Provision, the Company expects to record a positive profit for the year and a positive profit attributable to the equity holders of the Company for the year ended 31 December 2024 with increase as compared to that for the year ended 31 December 2023, respectively, which is primarily attributable to the strong organic growth in the profit of the Group's business. The Company would like to note that the Expected Impairment Provision is an accounting item which is non-cash in nature, and therefore the Group does not expect the Expected Impairment Provision to have a material adverse effect on the Company's current and future operations and cash flows.

The Group is still in the course of preparing and finalising the consolidated annual results for the year ended 31 December 2024 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 2024 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 2024 is expected to be released by the end of March 2025 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, 10 March 2025

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.