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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)**

### **GRANT OF SHARE OPTIONS**

This announcement is made pursuant to Rule 17.06A of the Rules (the “**Listing Rules**”) Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

The board (the “**Board**”) of directors (the “**Directors**”) of Renrui Human Resources Technology Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) announces that on 29 October 2020, the Company granted share options (the “**Options**”) to three executive Directors (the “**Grantees**”) under the Company’s post-IPO share option scheme adopted on 26 November 2019 (the “**Share Option Scheme**”), subject to acceptance by the Grantees. The Options shall entitle the Grantees to subscribe for a maximum of 390,000 shares of nominal value of US\$0.00005 each (the “**Shares**”) in the share capital of the Company, subject to the fulfilment of certain performance targets as set out below. Details of the grant of Options are set out below:

Date of grant (the “**Date of Grant**”) : 29 October 2020

Exercise price of the Options granted : HK\$30 per Share, which is higher than:  
(i) the nominal value of US\$0.00005 per Share;

(ii) the closing price of HK\$22.20 per Share as stated in the Stock Exchange's daily quotation sheets on the Date of Grant; and

(iii) the average closing price of HK\$21.89 per Share as stated in the Stock Exchange's daily quotation sheets for the five business days immediately preceding the Date of Grant

Number of Options granted	:	390,000
Maximum number of Shares to be issued upon exercise of the Options granted in full	:	390,000
Validity period of the Options	:	10 years from the Date of Grant and the Options shall lapse at the expiry of the validity period
Vesting period and conditions of the Options	:	The Options shall be vested (i) on the day immediately following the expiry of a period of 18 months after the Date of Grant, and (ii) upon the fulfilment of the performance targets for the year ending 31 December 2021 as set out below

All Options were granted to the executive Directors, the details of which are set out below:

<b>Name of Grantee</b>	<b>Positions held in and relationship with the Company</b>	<b>Maximum number of Shares to be issued upon exercise of the Option in full</b>
Zhang Jianguo	Executive Director, Chairman, Chief Executive Officer and controlling shareholder	150,000
Zhang Feng	Executive Director, Chief Operating Officer and controlling shareholder	120,000
Zhang Jianmei	Executive Director, Vice-President, General Manager of the IT flexible staffing department and controlling shareholder	120,000
		390,000

The vesting of the Options is conditional upon the fulfilment of the following performance targets:

**Adjusted net profit of the Group for the year ending 31 December 2021 (Note)**

	<b>Number of Options to be vested</b>		
	<b>Zhang Jianguo</b>	<b>Zhang Feng</b>	<b>Zhang Jianmei</b>
Less than RMB250 million	Nil	Nil	Nil
RMB250 million or above and less than RMB260 million	100,000	70,000	70,000
RMB260 million or above	150,000	120,000	120,000

*Note: Adjusted net profit refers to the net profit for the year excluding share-based payment expenses.*

In accordance with Rule 17.04(1) of the Listing Rules, the grant of the Options to each of the above Directors has been approved by the independent non-executive Directors.

Save as disclosed above, none of the Grantees is a Director, chief executive or substantial shareholder of the Company or any of their respective associates (as defined under the Listing Rules).

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

The PRC, 29 October 2020

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