HRnetGroup Limited

Condensed Financial Statements
For the six months ended 30 June 2026

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A. Performance Summary and Outlook

1H 2026 Financial Results
Stronger Core Operating Performance and Progressive Dividends

Operating Performance

The Group delivered stronger core operating performance. At constant currency, operating profit before tax[1] rose 10.0% to S$20.2m, driven by 2.4% higher gross profit and 0.8% cost reduction.

Dividend and Yield

The Directors propose an interim dividend of 2.2 cents per share, a 10% increase over the previous period and a 103% payout of NPAT, reflecting confidence in the Group's cash generation and financial position.

The trailing 12-month dividend of 4.4 cents represents a 5.9% yield[2].

Key Financial Highlights

- Revenue was broadly stable at S$292.2m;
- Gross profit rose 1.5% to S$62.1m.
- Gross profit margin improved to 21.3%, from 20.7%.
- Operating expenses ("SG&A") declined 1.9% to S$42.0m.
- NPAT was S$21.1m, reflecting lower other income.

Business Mix

The Group operates three segments: Flexible Staffing ("FS"), Professional Recruitment ("PR") and Recurring HR Services ("RS").

1. Flexible Staffing

FS contributed 89.9% of Group revenue and 53.2% of Group gross profit.
Revenue declined 1.2% to S$262.6m, while gross profit grew 3.7% to S$33.0m:

- Average number of contractors grew 6.9% to 17,253, led by Indonesia, Taiwan and Singapore.
- GP growth was led by Greater China and Indonesia.
- Gross profit margin improved to 12.6% (2025: 12.0%).

[1] Gross profit less operating expenses
[2] Based on closing price on 30 June 2026

2. Professional Recruitment

PR contributed 9.5% of Group revenue and 44.5% of Group gross profit.
Revenue and gross profit remained stable at S$27.6m, with a gross profit margin of 99.9%.

- Placements rose 2.8% to 2,311 (2025: 2,249), mostly at the rank and file.
- Notable GP growth in Singapore, Hong Kong S.A.R., Malaysia, Indonesia, South Korea and Thailand.

3. Recurring HR Services

RS comprises recurring, technology-enabled business models: Octomate (HR SaaS), YesPay! (payroll outsourcing) and Doudou (Employer of Record services). Whilst its contribution remains insignificant, it is a path of diversification beyond traditional FS and PR. RS is scalable as we:

- ramp up usage by increasing user numbers and expanding module adoption
- onboard our regional client base of more than 3,000 mostly multinational companies.

Other Income

Other income fell by S$10.3m to S$5.4m mainly due to:

- S$4.4m adverse swing in fair value revaluation of other financial assets and other assets, from a S$2.9m gain to a S$1.5m loss.
- S$4.1m lower Progressive Wage Credit Scheme ("PWCS") support from the Singapore government, mainly due to the absence of the S$3.0m deferred PWCS relating to prior years that was received in 2025.
- S$1.3m lower interest income.

Operating Expenses

Cost control remained tight. Operating expenses fell by S$0.8m to S$42.0m.

Financial Position and Cash Flow

The Group maintained a strong balance sheet, with total equity of S$411.5m and cash and cash equivalents of S$223.8m as at 30 June 2026.

1. Cash decreased by S$39.2m during 1H2026. The principal cash flow movements were:

   - Operating activities' net inflow of S$18.1m;

   - less: Investing activities' net outflow of S$33.8m, driven by S$33.4m net investments in T-bills and CLNs[3] and S$2.3m net purchases of gold, partially offset by S$2.6m proceeds from disposals of marketable securities; and

[3] T-bills are short term Singapore Government Securities (SGS) issued by the Monetary Authority of Singapore (MAS). Credit Linked Notes (CLN) are DBS issued notes with T-bills as credit underlying.

- less: Financing activities' net outflow of S$23.7m, mainly from S$23.1m dividend payments and S$2.4m lease repayments, partially offset by S$1.7m from the sale of treasury shares.

  The cash moat of S$332.1m includes S$223.8m cash and cash equivalents, S$96.0m of CLNs/T-bills and gold holdings of S$12.3m. The planned capital allocation is between FS contractor payrolls, M&A and investments, dividend payouts and share buyback.

2. Trade receivables increased by S$4.3m to S$98.2m. Debtor days rose slightly from 59 to 61 days.

3. Other assets, comprising gold holdings, increased by S$2.7m to S$12.3m.

4. Other financial assets (current) increased by S$29.3m to S$102.9m, mainly increase in CLNs and T-bills by S$33.2m, offset by S$2.3m of marketable securities disposals.

5. Other non-current assets of S$0.1m relates to downpayment for a S$2.3m property acquisition in Kuala Lumpur for internal expansion use upon vacant possession in 2027.

6. Other financial assets (non-current) declined by S$3.0m to S$23.5m due to fair value losses of S$2.4m on Staffline and S$0.7m on Bamboos.

7. Other payables and accruals declined by S$2.4m to S$54.6m, mainly due to reduction in advanced billings.

Industry Trends, Competitive Conditions and Outlook

Recruitment Market Conditions

The industry remains under cyclical pressure, with several listed peers reporting limited growth, losses or restructuring. Market examples: Hays has sold six European businesses and is reviewing options for Greater China, Malaysia and Singapore; Robert Walters remained loss-making through 2025 and 1H2026; and Japanese players are also consolidating, with TechnoPro and Outsourcing Inc. taken private by private equity.

The Group will continue to pivot tactically between PR and FS. We follow client talent needs. We flexibly shift resources to capture growth where demand is stronger, whether by market, sector or service line.

Evolving Trends

Beyond traditional recruitment, technology-enabled platforms with recurring revenue streams are evolving. Market examples: Deel shows the scale possible in EOR through acquisitions and capital raising. Workday shows the size of the HR SaaS and payroll software market. ADP also illustrates the payroll outsourcing opportunity. These are the spaces our RS is targeting through our Doudou in EOR, Octomate in HR SaaS and YesPay! in payroll outsourcing.

We will use M&A and strategic investments to accelerate RS. Priority will be on bolt-on acquisitions that add capability, clients and recurring revenue.

Succession and Expansion

After 34 years of organisation building, we are entering the next phase of operational leadership renewal. We are building the next generation of leaders, supported by 43 Business Leader Co-Owners and 20 high-potential Co-Owners in incubation. Singapore, Taipei, Shanghai and Jakarta each have more than 100 people. The rest of the markets have possibilities of scaling up to build critical mass, deepen client coverage, improve operating leverage and unlock growth.

B. Condensed consolidated statement of profit or loss and other comprehensive income

	Note	Six months ended 30 June			
		2026	2025	Change	
		S$'000	S$'000	S$'000	%
Revenue	3	292,176	295,545	(3,369)	(1.1)
Sub-contractor expenses		(230,038)	(234,326)	4,288	(1.8)
Gross profit ("GP")	3	62,138	61,219	919	1.5
Selling, general, administrative and other expenses ("SG&A"):					
Other employee benefit expenses		(33,671)	(33,214)	(457)	1.4
Facilities and depreciation expenses		(4,924)	(4,899)	(25)	0.5
Selling expenses		(1,566)	(1,712)	146	(8.5)
Other expenses		(1,539)	(2,588)	1,049	(40.5)
Finance costs		(327)	(429)	102	(23.8)
		(42,027)	(42,842)	815	(1.9)
Operating profit before income tax		20,111	18,377	1,734	9.4
Other income		5,445	15,779	(10,334)	(65.5)
Profit before income tax	4	25,556	34,156	(8,600)	(25.2)
Income tax expense	5	(4,441)	(5,122)	681	(13.3)
Profit for the period ("NPAT")		21,115	29,034	(7,919)	(27.3)
Other comprehensive (loss) gain:					
Items that will not be reclassified subsequently to profit or loss					
Net fair value (loss) gain on investments in equity instruments designated at FVTOCI		(3,055)	7,437	(10,492)	n.m.
Items that may be reclassified subsequently to profit or loss					
Exchange differences on translation of foreign operations		(186)	274	(460)	n.m.
Other comprehensive (loss) gain for the period, net of tax		(3,241)	7,711	(10,952)	n.m.
Total comprehensive income for the period		17,874	36,745	(18,871)	(51.4)
Profit attributable to:					
Owners of the Company ("PATMI")		19,782	28,015	(8,233)	(29.4)
Non-controlling interests		1,333	1,019	314	30.8
		21,115	29,034	(7,919)	(27.3)
Total comprehensive income attributable to:					
Owners of the Company		16,541	35,903	(19,362)	(53.9)
Non-controlling interests		1,333	842	491	58.3
		17,874	36,745	(18,871)	(51.4)
Basic earnings per share (cents)		2.00	2.86		
Diluted earnings per share (cents)		2.00	2.86		

C. Condensed statements of financial position

	Note	Group		Company	
		30 June 2026	31 December 2025	30 June 2026	31 December 2025
		S$'000	S$'000	S$'000	S$'000
ASSETS					
Current assets					
Cash and cash equivalents		223,783	262,944	66,677	74,698
Trade receivables		98,210	93,872	-	-
Other receivables and prepayments		7,046	6,183	71,386	84,996
Other assets		12,309	9,655	12,309	9,655
Other financial assets	10	102,928	73,658	43,333	43,895
Total current assets		444,276	446,312	193,705	213,244
Non-current assets					
Pledged deposits		980	989	-	-
Property, plant and equipment	8	5,275	5,670	-	-
Right-of-use assets		12,013	13,767	-	-
Other intangible assets		1,399	1,455	-	-
Other non-current assets		122	-	-	-
Goodwill		6,350	6,350	-	-
Subsidiaries		-	-	48,428	48,428
Other financial assets	10	23,485	26,502	21,885	24,901
Deferred tax assets		2,892	2,739	-	-
Total non-current assets		52,516	57,472	70,313	73,329
Total assets		496,792	503,784	264,018	286,573
LIABILITIES AND EQUITY					
Current liabilities					
Trade payables		9,320	9,348	-	-
Other payables and accruals		54,630	57,035	66,237	64,993
Leases liabilities		5,080	4,710	-	-
Income tax payable		8,155	8,303	271	318
Total current liabilities		77,185	79,396	66,508	65,311
Non-current liabilities					
Deferred tax liabilities		112	306	-	-
Leases liabilities		7,966	10,003	-	-
Total non-current liabilities		8,078	10,309	-	-
Capital, reserves and non-controlling interests					
Share capital	9	260,605	260,605	260,605	260,605
Treasury shares	9	(14,404)	(16,136)	(14,404)	(16,136)
Equity reserve		(49,119)	(48,840)	(479)	(542)
Investments revaluation reserve		(48,029)	(44,974)	(48,029)	(44,974)
Translation reserve		(6,128)	(5,942)	-	-
Retained earnings		255,383	257,403	(183)	22,309
Equity attributable to owners of the Company		398,308	402,116	197,510	221,262
Non-controlling interests		13,221	11,963	-	-
Total equity		411,529	414,079	197,510	221,262
Total liabilities and equity		496,792	503,784	264,018	286,573

D. Condensed statements of changes in equity

Group	Note	Share capital S$'000	Treasury shares S$'000	Equity reserve S$'000	Investments revaluation reserve S$'000	Translation reserve S$'000	Retained earnings S$'000	Equity attributable to owners of the Company S$'000	Non-controlling interests S$'000	Total equity S$'000
2026										
Balance as at 1 January 2026		260,605	(16,136)	(48,840)	(44,974)	(5,942)	257,403	402,116	11,963	414,079
Total comprehensive income (loss) for the period										
Profit for the period		-	-	-	-	-	19,782	19,782	1,333	21,115
Other comprehensive loss for the period		-	-	-	(3,055)	(186)	-	(3,241)	-	(3,241)
Total		-	-	-	(3,055)	(186)	19,782	16,541	1,333	17,874
Transactions with owners, recognised directly in equity										
Dividends	6	-	-	-	-	-	(21,797)	(21,797)	-	(21,797)
Dividends paid to non-controlling shareholders		-	-	-	-	-	-	-	(669)	(669)
Sale of treasury shares	9	-	1,616	63	-	-	-	1,679	-	1,679
Treasury shares reissued pursuant to share-based payment expenses	9	-	116	-	-	-	(5)	111	-	111
Transactions with non-controlling shareholders		-	-	(319)	-	-	-	(319)	319	-
Change in ownership interests in subsidiaries		-	-	(23)	-	-	-	(23)	275	252
Total		-	1,732	(279)	-	-	(21,802)	(20,349)	(75)	(20,424)
Balance as at 30 June 2026		260,605	(14,404)	(49,119)	(48,029)	(6,128)	255,383	398,308	13,221	411,529

D. Condensed statements of changes in equity (cont'd)

Group	Note	Share capital S$'000	Treasury shares S$'000	Equity reserve S$'000	Investments revaluation reserve S$'000	Translation reserve S$'000	Retained earnings S$'000	Equity attributable to owners of the Company S$'000	Non-controlling interests S$'000	Total equity S$'000
2025										
Balance as at 1 January 2025		260,605	(22,690)	(46,821)	(51,448)	(4,806)	243,999	378,839	15,339	394,178
Total comprehensive income (loss) for the period										
Profit for the period		-	-	-	-		28,015	28,015	1,019	29,034
Other comprehensive income (loss) for the period		-	-	-	7,437	451	-	7,888	(177)	7,711
Total		-	-	-	7,437	451	28,015	35,903	842	36,745
Transactions with owners, recognised directly in equity										
Dividends	6	-	-	-	-	-	(20,852)	(20,852)	-	(21,120)
Dividends paid to non-controlling shareholders		-	-	-	-	-	-	-	(268)	-
Purchase of treasury shares	9	-	(879)	-	-	-	-	(879)	-	(879)
Treasury shares reissued pursuant to share-based payment expenses	9	-	114	-	-	-	(2)	112	-	112
Capital contribution by non-controlling shareholders		-	-	-	-	-	-	-	195	195
Change in ownership interests in subsidiaries		-	-	513	-	-	-	513	(3,144)	(2,631)
Total		-	(765)	513	-	-	(20,854)	(21,106)	(3,217)	(24,323)
Balance as at 30 June 2025		260,605	(23,455)	(46,308)	(44,011)	(4,355)	251,160	393,636	12,964	406,600

D. Condensed statements of changes in equity (cont'd)

Company	Note	Share capital	Treasury Shares	Equity reserve	Investments revaluation reserve	Retained earnings	Total equity
		S$'000	S$'000	S$'000	S$'000	S$'000	S$'000
2026							
Balance as at 1 January 2026		260,605	(16,136)	(542)	(44,974)	22,309	221,262
Total comprehensive loss for the period							
Loss for the period		-	-	-	-	(690)	(690)
Other comprehensive loss for the period		-	-	-	(3,055)	-	(3,055)
Total		-	-	-	(3,055)	(690)	(3,745)
Transactions with owners, recognised directly in equity							
Dividends	6	-	-	-	-	(21,797)	(21,797)
Sale of treasury shares	9	-	1,616	63	-	-	1,679
Treasury shares reissued pursuant to share-based payment expenses	9	-	116	-	-	(5)	111
Total		-	1,732	63	-	(21,802)	(20,007)
Balance as at 30 June 2026		260,605	(14,404)	(479)	(48,029)	(183)	197,510

D. Condensed statements of changes in equity (cont'd)

Company	Note	Share capital S$'000	Treasury shares S$'000	Equity reserve S$'000	Investments revaluation reserve S$'000	Retained earnings S$'000	Total equity S$'000
2025							
Balance as at 1 January 2025		260,605	(22,690)	(437)	(51,448)	20,912	206,942
Total comprehensive income for the period							
Profit for the period		-	-	-	-	4,718	4,718
Other comprehensive income for the period		-	-	-	7,437	-	7,437
Total		-	-	-	7,437	4,718	12,155
Transactions with owners, recognised directly in equity							
Dividends	6	-	-	-	-	(20,852)	(20,852)
Purchase of treasury shares	9	-	(879)	-	-	-	(879)
Treasury shares reissued pursuant to share-based payment expenses	9	-	114	-	-	(2)	112
Total		-	(765)	-	-	(20,854)	(21,619)
Balance as at 30 June 2025		260,605	(23,455)	(437)	(44,011)	4,776	197,478

E. Condensed consolidated statement of cash flows

	Note	Six months ended 30 June 2026	2025
		S$'000	S$'000
Operating activities			
Profit before income tax		25,556	34,156
Adjustments for:			
Depreciation of plant and equipment		638	478
Depreciation of right-of-use assets		2,509	2,588
Amortisation of intangible assets		360	299
Gain on lease modification		-	(1)
Interest income		(1,872)	(3,183)
Finance costs		327	429
Dividend income		(90)	(347)
Share based payments		111	112
Gain on disposal of investments		(298)	(507)
Net fair value loss (gain) on financial assets mandatorily measured at FVTPL		702	(1,864)
Net fair value loss (gain) on other assets		750	(1,016)
(Write back) Allowance for doubtful receivables		(78)	267
Operating cash flows before movements in working capital		28,615	31,411
Trade receivables		(4,258)	(1,992)
Other receivables and prepayments		(905)	245
Trade payables		(45)	111
Other payables and accruals		(1,881)	(27)
Cash generated from operations		21,526	29,748
Interest received		1,810	3,366
Interest paid		(327)	(429)
Income tax paid		(4,894)	(5,401)
Net cash from operating activities		18,115	27,284
Investing activities			
Dividends received		78	338
Purchase of plant and equipment and intangible assets		(722)	(810)
Purchase of financial assets mandatorily measured at FVTPL		(2,985)	(45,095)
Purchase of financial assets mandatorily measured at amortised costs		(87,095)	(68,766)
Purchase of other asset		(3,404)	(1,910)
Proceeds from disposal of investments		60,368	89,559
Net cash used in investing activities		(33,760)	(26,684)
Financing activities			
Dividends paid to non-controlling shareholders		(1,331)	(1,021)
Dividends paid	6	(21,797)	(20,852)
Net withdrawal of pledged deposits		8	111
Purchase of treasury shares	9	-	(879)
Proceeds from sale of treasury shares		1,679	-
Capital contributions by non-controlling shareholders in subsidiaries		-	155
Change in ownership interests in subsidiaries		195	(1,339)
Repayment of lease liabilities		(2,432)	(2,464)
Net cash used in financing activities		(23,678)	(26,289)
Net decrease in cash and cash equivalents		(39,323)	(25,689)
Cash and cash equivalents at beginning of the period		262,944	258,398
Effect of foreign exchange rate changes		162	(115)
Cash and cash equivalents at end of the period		223,783	232,594

F. Notes to the condensed consolidated financial statements for the period ended 30 June 2026

1. General

HRnetGroup Limited (the "Company") (Registration No.201625854G) is incorporated in Singapore with its principal place of business and registered office at 391A Orchard Road, #23-03 Ngee Ann City Tower A, Singapore 238873. The Company is listed on the mainboard of the Singapore Exchange Securities Trading Limited ("SGX-ST"). These condensed consolidated financial statements as at and for the six months ended 30 June comprise the Company and its subsidiaries (collectively, the "Group").

The principal activity of the Company is that of investment holding.

The principal activities of the Group are providing services on:
(a) Flexible Staffing; and
(b) Professional Recruitment.

2. Basis of preparation

The condensed financial statements have been prepared in accordance with SFRS(I) 1-34 *Interim Financial Reporting* and should be read in conjunction with the annual consolidated financial statements of the Group and statement of financial position and statement of changes in equity of the Company for the year ended 31 December 2025.

The same accounting policies, presentation and methods of computation have been followed in these condensed financial statements as were applied in the preparation of the Group's financial statements for the year ended 31 December 2025. The accounting policies adopted are consistent with those of the previous financial year which were prepared in accordance with SFRS(I)s, except for the adoption of new and amended standards which have no material effect on the condensed financial statements of the Group.

2.1. Use of judgements and estimates

In preparing the condensed consolidated financial statements, management has made judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities, income and expense. Actual results may differ from these estimates.

The significant judgements made by management in applying the Group's accounting policies and the key sources of estimation uncertainty were the same as those that applied to the consolidated financial statements as at and for the year ended 31 December 2025.

3. Segment and revenue information

For purposes of resource allocation and assessment of segment performance, the Group’s chief operating decision makers have focused on the business operating units which in turn are segregated based on the type of services supplied. This forms the basis of identifying the segments of the Group under SFRS(I) 8 Operating segments as follows:

(a) Flexible staffing;
(b) Professional recruitment; and
(c) Recurring HR Services.

The accounting policies of the reportable segments are the same as the Group’s accounting policies applied to the consolidated financial statements as at and for the year ended 31 December 2025. Segment profit represents the profit earned by each segment without allocation of other income, other employee benefit expenses, facilities and depreciation expenses, selling expenses, other expenses and finance costs. This is the measure reported to the chief operating decision makers for the purposes of resource allocation and assessment of segment performance.

Information regarding the operations of each reportable segment is included below.

Business and geographical segment of the Group’s revenue, gross profit and results, and geographical segment assets for the six months ended 30 June

The following is an analysis of the Group's revenue and results by reportable segments for the six months ended 30 June:

Group	2026 S$’000				2025 S$’000			
	Singapore	North Asia*	Rest of Asia#	Total	Singapore	North Asia*	Rest of Asia#	Total
Revenue								
Flexible Staffing	169,506	75,621	17,475	262,602	179,564	71,920	14,295	265,779
Professional Recruitment	8,352	17,091	2,204	27,647	7,742	18,332	1,659	27,733
Recurring HR Services	1,219	684	24	1,927	1,078	881	74	2,033
	179,077	93,396	19,703	292,176	188,384	91,133	16,028	295,545
Gross Profit								
Flexible Staffing	22,834	8,798	1,400	33,032	23,005	7,572	1,263	31,840
Professional Recruitment	8,352	17,074	2,204	27,630	7,717	18,261	1,659	27,637
Recurring HR Services	1,129	331	16	1,476	1,008	665	69	1,742
	32,315	26,203	3,620	62,138	31,730	26,498	2,991	61,219
Other income				5,445				15,779
Other employee benefit expenses				(33,671)				(33,214)
Facilities and depreciation expenses				(4,924)				(4,899)
Selling expenses				(1,566)				(1,712)
Other expenses				(1,539)				(2,588)
Finance costs				(327)				(429)
Profit before income tax				25,556				34,156
Total assets	389,111	92,335	15,346	496,792	388,408	95,250	14,375	498,033

* North Asia comprises People’s Republic of China, Taiwan, Hong Kong S.A.R., Japan and South Korea.
\# Rest of Asia comprises Malaysia, Thailand, Indonesia and Vietnam.

Revenue reported above represents revenue generated from external customers. There were no inter-segment sales.

For the purposes of monitoring segment performance and allocating resources between segments, the chief operating decision makers monitor the tangible, intangible and financial assets attributable to each segment.

Liabilities are not allocated as they are not monitored by the chief operating decision makers for the purposes of resource allocation and assessment of segment performance.

4. Profit before income tax

4.1 Significant items for the six months ended

	Group	
	2026	2025
	S$'000	S$'000
Interest income	1,872	3,183
Government grants and subsidies[1]	4,594	8,703
Dividend income	90	347
Foreign exchange loss	(191)	(1,044)
Gain on disposal of investments	298	507
Net fair value (loss) gain on financial assets mandatorily measured at FVTPL[2]	(702)	1,864
Net fair value (loss) gain on other assets	(750)	1,016
Write back (Allowance) for doubtful receivables	78	(267)
Amortisation of intangible assets	(360)	(299)
Depreciation of plant and equipment	(638)	(478)
Depreciation of right-of-use assets	(2,509)	(2,588)
Finance costs	(327)	(429)

(1) Relates to Progressive Wage Credit Scheme, Senior Employment Credit, Enabling Employment Credit and CPF Transition Offset given by the Singapore government, and grants, subsidies and reliefs from the various governments of geographies that the Group operates in.

(2) FVTPL refers to fair value through profit or loss.

4.2 Related party transactions

There are no significant related party transactions during the six months ended 30 June 2026.

Compensation of directors and key management personnel

The remuneration of directors and other members of key management during the six months ended 30 June was as follows:

	Group	
	2026	2025
	S$'000	S$'000
Short-term benefits	1,301	1,271
Post-retirement benefits	51	52
Share-based payments	111	112
	1,463	1,435

5. Taxation

The Group calculates the period income tax expense using the tax rate that would be applicable to the expected total annual earnings. The major components of income tax expense in the condensed consolidated statement of profit or loss for the period ended 30 June are:

	Group	
	2026	2025
	S$'000	S$'000
Current tax	4,851	5,792
Overprovision of current tax in prior year	(126)	(86)
Deferred tax	(298)	(633)
Withholding tax	14	49
	4,441	5,122

6. Dividends

	Group	
	2026	2025
	S$'000	S$'000
Ordinary dividends paid		
Final dividends of 2.20 cents (2025: 2.13 cents) tax exempt (one-tier) per share paid in respect of prior financial year	21,797	20,852

7. Net asset value

	Group		Company	
	30 June 2026	31 December 2025	30 June 2026	31 December 2025
	S$	S$	S$	S$
Net asset value per ordinary share	0.4017	0.4065	0.1992	0.2237

8. Plant and equipment

During the six months ended 30 June 2026, the Group acquired assets amounting to S$413,000 (30 June 2025: S$558,000).

9. Share capital and treasury shares

Share capital

	Group and Company			
	Number of shares		Issued and paid up	
	30 June 2026	31 December 2025	30 June 2026	31 December 2025
	’000	’000	S$’000	S$’000
Issued and paid up	1,011,407	1,011,407	260,605	260,605

Treasury shares

	Group and Company			
	Number of treasury shares		Amount	
	30 June 2026	31 December 2025	30 June 2026	31 December 2025
	’000	’000	S$’000	S$’000
At 1 January	22,308	31,324	16,136	22,690
Treasury shares purchased	-	1,275	-	891
Treasury shares reissued pursuant to share-based payment expenses	(160)	(294)	(116)	(213)
Sale of treasury shares	(2,235)	(9,997)	(1,616)	(7,232)
At 30 June and 31 December	19,913	22,308	14,404	16,136

Save as disclosed, the Company did not have any outstanding convertibles and subsidiary holdings as at 30 June 2026 and 31 December 2025.

Number of shares held as treasury shares against total number of issued shares excluding treasury shares

	Group and Company	
	Number of shares	
	30 June 2026	31 December 2025
Issued shares	1,011,406,872	1,011,406,872
Treasury shares	(19,912,606)	(22,308,091)
Issued shares excluding treasury shares	991,494,266	989,098,781
Treasury shares as a percentage of issued shares excluding treasury shares (%)	2.0083	2.2554

10. Fair value of financial instrument

This note provides information about how the Group and Company determines fair value of various financial assets and financial liabilities.

Fair value of the Group and Company's financial assets that are measured at fair value on a recurring basis

Some of the Group and Company's financial assets and financial liabilities are measured at fair value at the end of each reporting period.

The following table gives information about how the fair values of these financial assets and financial liabilities are determined (in particular, the valuation technique(s) and inputs used).

Financial assets / Financial liabilities	Group		Company		Fair value hierarchy	Valuation technique(s) and input(s)	Significant unobservable input(s)	Relationship of unobservable inputs to fair value
	Fair value as at (S$'000)							
	30 June 2026	31 December 2025	30 June 2026	31 December 2025				
Financial assets mandatorily measured at fair value through profit or loss								
1) Quoted equity securities	6,967	9,899	6,967	9,899	Level 1	Quoted bid prices in an active market.	N.A.	N.A.
2) Quoted debt securities	6,031	5,993	6,031	5,993	Level 1	Quoted bid prices in an active market.	N.A.	N.A.
3) Unquoted equity securities	1,601	1,601	-	-	Level 2	Unquoted bid prices in markets that are not active.	N.A.	N.A.
4) Unquoted debt securities	6,967	31,056	6,967	31,056	Level 2	Unquoted bid prices in markets that are not active.	N.A.	N.A.
5) Commodity-linked financial assets	-	1,040	-	1,040	Level 1	Quoted bid prices in an active market.	N.A.	N.A.
Financial assets designated at fair value through other comprehensive income								
6) Quoted equity securities	15,853	18,908	15,853	18,908	Level 1	Quoted bid prices in an active market.	N.A.	N.A.

There were no transfers between Level 1, 2 and 3 in the period. The carrying amounts of cash and cash equivalents, trade and other receivables and payables approximate their respective fair values due to the relatively short-term maturity of these financial instruments.

11. Subsequent events

There are no known subsequent events which have led to adjustments to this set of condensed financial statements.

G. Other Information Required by Listing Rule Appendix 7.2

1. Review

The condensed consolidated statement of financial position of HRnetGroup and its subsidiaries as at 30 June 2026 and the related condensed consolidated profit or loss and other comprehensive income, condensed consolidated statement of changes in equity and condensed consolidated statement of cash flows for the six-month period then ended and certain explanatory notes have not been audited or reviewed.

2. Dividend

a. Current Financial Period Reported on

On 12 August 2026, the directors declared a one-tier tax exempt interim dividend for the financial year ending 31 December 2026 of 2.2 cents per share to be paid out of registered shareholders.

b. Corresponding Period of the Immediate Preceding Financial Year

Any dividend recommended for the corresponding period of the immediately preceding financial year? No

c. Date payable

30 September 2026.

d. Books Closure Date

23 September 2026.

3. Interested person transactions

The Group has not obtained a general mandate from shareholders of the Company for Interested Person Transactions.

4. Use of IPO Proceeds

Pursuant to the Company's IPO, the Company received gross proceeds from the IPO of approximately S$174.1 million.

The utilisation of the gross proceeds from the Company's initial public offering as of 30 June 2026 is set out as below:

	Amount utilised
	S$ million
Purchase of equity instrument designated at FVTOCI	64.0
Purchase of financial assets mandatorily measured at FVTPL	39.3
Acquisition and investment in subsidiaries	10.1
Start-up of subsidiaries*	12.6
Acquisition of non-controlling interests in subsidiaries	11.4
IPO related expenses	9.1
	146.5

* Includes S$1.3m relating to the share capital of a subsidiary incorporated in Indonesia that acquired an office for business expansion.

5. Confirmation that the issuer has procured undertaking from all its directors and executive officers (in the format set out in Appendix 7.7) under Rule 720(1)

The Company has received undertaking from all its directors and executive officers in the format as set out in Appendix 7.7 under Rule 720(1) of the Listing Manual of the SGX-ST.

<u>Confirmation by the Board</u>

On behalf of the Board of Directors of the Company, we, the undersigned, hereby confirm to the best of our knowledge that nothing has come to the attention of the Board of Directors of the Company which may render the financial statements for the six-month period ended 30 June 2026 to be false or misleading in any material aspect.

On behalf of the Board of Directors

Sim Yong Siang
Founding Chairman

Adeline Sim Wei Ling
Chief Corporate Officer and Executive Director

Singapore
12 August 2026