HRNETGROUP LIMITED

(Incorporated in the Republic of Singapore)
(Company Registration No. 201625854G)

HRNETGROUP POWERS ON WITH 2 MORE NEW CO-OWNERS

The Board of Directors of HRnetGroup Limited (the "Group") is pleased to announce the admission of Adeline Sim and Nigel Thong as Co-Owners of the Group's business units.

As part of the Group's leadership renewal, Adeline has been entrusted leadership of the SEAOK businesses, which comprise 9 of the Group's business units across South East Asia and South Korea. She does so in addition to her existing Group responsibilities as Executive Director and Chief Corporate Officer of the Group. Nigel is a Business Leader at HRnetOne Malaysia.



Adeline Sim[1]
Co-Owner, SEAOK
Executive Director & Chief Corporate Officer, HRnetGroup

Adeline graduated with a Bachelor of Laws (LLB) (Honours) from the National University of Singapore in 2003 and was admitted to the Singapore Bar in 2004 and as a Solicitor of the Supreme Court of England and Wales in 2006. Prior to joining HRnetGroup, she practised as an advocate and solicitor at Drew & Napier LLC, specialising first in dispute resolution, and subsequently capital markets.

Adeline joined HRnetGroup in 2009 as Legal Counsel, and progressed through legal and corporate leadership roles, including Group Legal Counsel and Chief Legal Officer. She has served on the Board since 2017 and is currently Executive Director and Chief Corporate Officer.

Since 2024, Adeline has had full responsibility for the Group's SEAOK businesses, working with local leaders, including Nigel, to build teams, deepen client relationships and develop new growth opportunities across South East Asia and South Korea.

Beyond the Group, Adeline is Deputy Honorary Secretary of the Singapore National Employers Federation. She is also a member of the Singapore Business Federation Human Capital Action Committee and the Tripartite Workgroups on Human Capital Capability Building and Employment Act Review.

[1] *Adeline Sim is the daughter of Sim Yong Siang, Founding Chairman*

Nigel graduated with a Bachelor's degree in Chemical Engineering from the University of Adelaide, Australia. He began his recruitment career with Hays in Malaysia, where he rose through the ranks to become Manager.

Nigel joined HRnetOne Malaysia in February 2025 and has since made a significant contribution, steadily building the team and business from the ground up. Under his leadership, HRnetOne Malaysia has developed a strong Financial Services practice.

He has deep expertise in Insurance across Malaysia and the region, with a track record of placing more than 170 senior professionals across Life Insurance, Family Takaful and General Insurance, from executive to C-suite levels. He also serves clients across Banking, Asset Management and Investment Banking.



Nigel Thong
Business Leader,
HRnetOne Malaysia

"Malaysia is one of the region's most promising growth markets. The economy is expected to expand by 4.2% to 5.2%[2] *in 2027, supported by sustained domestic demand, favourable labour market conditions and firm investment activity. Continued investment in technology, advanced manufacturing, semiconductors and data centres will create deeper demand for specialist and leadership talent. We see significant potential to grow with our clients as they expand in Malaysia. Nigel's market expertise and entrepreneurial drive, together with Adeline's regional leadership, position us well to capture these opportunities*[3]*. Their admission as Co-owners reinforces our long-term commitment to Malaysia and the region."*

— Sim Yong Siang, Founding Chairman

BY ORDER OF THE BOARD
Sim Yong Siang
Founding Chairman

17 November 2026

[2] *Source: Ministry of Finance Malaysia, Economic Outlook 2027, Malaysia: Key Data and Forecast, released 9 October 2026.*