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

Proposed Transfer of Treasury Shares to Certain Employees and an Executive Director as part of Remuneration Package

The Board of Directors of HRnetGroup Limited (the "**Company**" and together with its subsidiaries, the "**Group**") is pleased to announce that (i) certain employees of the Group ("**Employees**"); and (ii) Kang Ah Eng ("**Jennifer**"), will be issued shares of the Company which are held in treasury (each a "**Share**") at an issue price of S$0.70 per Share ("**Price**").

The transfer of the Shares to the Employees out of treasury will be effected under the general mandate obtained from Shareholders at the Company's Annual General Meeting held on 21 April 2026 ("**AGM**"). The Shares to be transferred to the Employees are intended to form part of the remuneration package of the Employees, as part payment of their remuneration in lieu of cash.

The names of the Employees and the number of Shares to be transferred to the Employees respectively are as follows:

Name of Employee	Number of Shares
ASAKO YOSHII	22,803
CHAN WING CHI MAGEN	9,429
CHEN YU SHENG SAM	5,167
CHEN ZHI HUI TONY	5,893
CHOW TZE YING KATHERINE	10,607
KAREN KOH	7,071
KIM SUNWOO (SUNNY)	6,449
LEE CHUNG JOHN	17,403
LIN WEN HUI NINA	20,884
OOI YEE TONG	5,179
PENG CHAO CATHERINE	5,657
TAN JUNWEI	14,286
TONG SI HUI (ZOEY)	26,326
TSAI CHIA FANG BLISS	7,143
WU WAN JU TARA	5,801
Total	**170,098**

The Employees are business and functional leads who play a key role in driving and supporting the success of the Group. The transfer of the Shares to the Employees will allow the Employees to participate in the equity of the Company.

As set out in the Minutes of the Annual General Meeting of the Company held on 21 April 2026 and announced by the Company on 14 May 2026, at the AGM Ordinary Resolution 9 was passed to approve, *inter alia*, the allotment and issue of ordinary shares of the Company out of treasury to Jennifer, an Executive Director of the Company, in satisfaction, in whole or in part, of the remuneration payable to her for the financial year ending 31 December 2026 (the "**2026 Executive Directors' Remuneration**") at her choice, and that, pursuant to Rule 804 of the Singapore Exchange Securities Trading Limited Mainboard Rules, authority be and is hereby given to the Directors to allot and issue such number of ordinary shares as may be determined by the Board for this purpose, at an issue price to be determined by the Board in accordance with the Mainboard Rules, and to apply the value of such shares towards satisfaction of the 2026 Executive Directors' Remuneration. Pursuant to Ordinary Resolution 9, Jennifer has elected to receive and will be issued 71,429 Shares which are held in treasury in satisfaction, in part, of her 2026 Executive Directors' Remuneration. As such, the transfer of 71,429 Shares to Jennifer will be, in part, payment of her 2026 Executive Directors' Remuneration in lieu of cash.

The transfer of the Shares to the Employees and to Jennifer will be subject to the receipt of approval of the Singapore Exchange Securities Trading Limited (the "**SGX-ST**") in accordance with the Mainboard Rules of the SGX-ST.

The transfer of the Shares will effectively be a placement of the Shares to the Employees and Jennifer for the purposes of Part IV of Chapter 8 of the Mainboard Rules of the SGX-ST, and (in the case of the Employees) treated as paid for by the cash remuneration that such employees would have otherwise received and (in the case of Jennifer) is in satisfaction, in part of her 2026 Executive Directors' Remuneration.

The total consideration value for the placement is S$169,068.90, derived based on a price of S$0.70 per Share, representing a discount of 3.4749% to S$0.7252, being the volume-weighted average price for trades done on the SGX-ST on 28 August 2026, being the preceding market day prior to the date of this announcement. The aggregate issue price of the Shares to be transferred to the Employees is S$119,068.60, and the issue price of the Shares to be transferred to Jennifer is S$50,000.30.

As at the date of this announcement, the Company has 991,608,646 issued ordinary shares. Based on the foregoing, the aggregate number of 241,527 Shares to be transferred to the Employees and Jennifer would represent approximately 0.02436% of the total number of issued shares of the Company as at the date of this announcement and approximately 0.02435% of the total number of issued shares comprised in the enlarged share capital of the Company immediately after the transfer of the Shares. The aggregate number of 170,098 Shares to be transferred to the Employees would represent approximately 0.01715% of the total number of issued shares of the Company as at the date of this announcement and approximately 0.01715% of the total number of issued shares comprised in the enlarged share capital of the Company immediately after the transfer of the Shares. The 71,429 Shares to be transferred to Jennifer would represent approximately 0.00720% of the total number of issued shares of the Company as at the date of this announcement and approximately 0.00720% of the total number of issued shares comprised in the enlarged share capital of the Company immediately after the transfer of the Shares.

The transfer of the Shares will not result in a change of controlling interest in the Company. The Employees are also not related to any Directors or substantial shareholders of the Company and do not fall within the category of persons listed in Rule 812(1) of the Mainboard Rules of the SGX-ST. The transfer of the Shares to the Employees and Jennifer are not "interested person transactions" under Chapter 9 of the Mainboard Rules of the SGX-ST.

The Company did not appoint any placement agent for the purposes of the transfer of Shares.

The transfer of the Shares is not expected to give rise to any material financial impact on the Group for the current financial year.

By Order of the Board
Sim Yong Siang
Founding Chairman

29 August 2026