

AllwaysHRnet Expands into Shijiazhuang, Hebei Beijing-Tianjin-Hebei Semiconductor Cluster

The Board of Directors of HRnetGroup Limited (the “Company”, together with its subsidiaries, the “Group”) is pleased to announce the establishment of 沃和乐人才服务（上海）有限责任公司河北分公司 (“AllwaysHRnet Hebei”) in Shijiazhuang (石家庄), Hebei Province, People’s Republic of China.

Background

AllwaysHRnet (Shanghai) Limited (“AllwaysHRnet”) was established in February 2024. It is a joint venture with the Group. The Group holds a 51% interest. The remaining 49% is held by four Co-Owners — Rita Wang, Roger Tang, Sarah Sun and Vivi Yin.

Its roots trace back a further 15 years. The Co-Owners’ prior firm focused exclusively on semiconductor recruitment. Upon formation of the joint venture, all businesses, contracts, databases and intellectual properties were transferred into AllwaysHRnet.

AllwaysHRnet serves clients across the full semiconductor value chain. This spans IC design, equipment, materials, fabs, and assembly and testing. It has a talent pool of over 500,000 professionals. It is connected to over 2,300 semiconductor companies across China.

Shijiazhuang

The Beijing-Tianjin-Hebei (京津冀) region is a national semiconductor priority zone. AllwaysHRnet Hebei is established to serve this growing cluster. It builds on the existing Shanghai base. Two strategic advantages underpin this expansion.

First, geographic reach. Shijiazhuang sits at the centre of the Beijing-Tianjin-Hebei corridor. It enables efficient coverage of Beijing, Tianjin and Hebei from one hub. The Co-Owners have longstanding relationships across this cluster. They are well placed to deepen client engagement in North China.

Second, operating efficiency. Labour and operating costs in Shijiazhuang are significantly lower. They are lower than in first-tier cities such as Beijing and Shanghai. This enables delivery of high-quality semiconductor talent services at a more competitive cost base.

This expansion deepens the Group’s North Asia presence. North Asia contributed 43% of Group gross profit in FY2025. The semiconductor and technology sector remains a key growth driver.

The above is not expected to have a material financial impact on the Group.

By Order of the Board
Sim Yong Siang
Founding Chairman
20 April 2026