

Share Buyback Programme

The Board of Directors of HRnetGroup Limited (the **Company** and together with its subsidiaries, the **Group**) is pleased to announce the establishment of a S\$30 million Share Buyback Programme (the **Programme**) pursuant to the share purchase mandate (the **Mandate**) granted by the Company's shareholders (the **Shareholders**) at the Annual General Meeting of the Company held on 28 April 2022.

The Programme allows the Company to purchase its shares when such shares may be undervalued due to market conditions. Shares repurchased under the Programme will be held as treasury shares which could be used for employee share plans and also as possible currency for merger and acquisition (M&A) activities. As the Group embarks on acquisitions, using shares as acquisition currency would help align the interests of co-owners of acquired businesses with that of the Group.

The Programme will be effected in accordance with the terms of the Mandate. The Company intends to purchase up to S\$30 million of Shares of the Company (**Shares**) via market purchases. The maximum number of Shares which may be purchased by the Company under the Programme is 100,377,338 (amounting to 10% of its issued shares). Depending on the prices at which Shares are purchased, the Programme could take more than a year to be completed.

Relevant announcement will be made in accordance with the Listing Manual of the Singapore Exchange Securities Trading Limited if and when a buyback is made.

The above transactions do not have a material impact on the Group.

By Order of the Board

Sim Yong Siang
Founding Chairman
13 June 2022

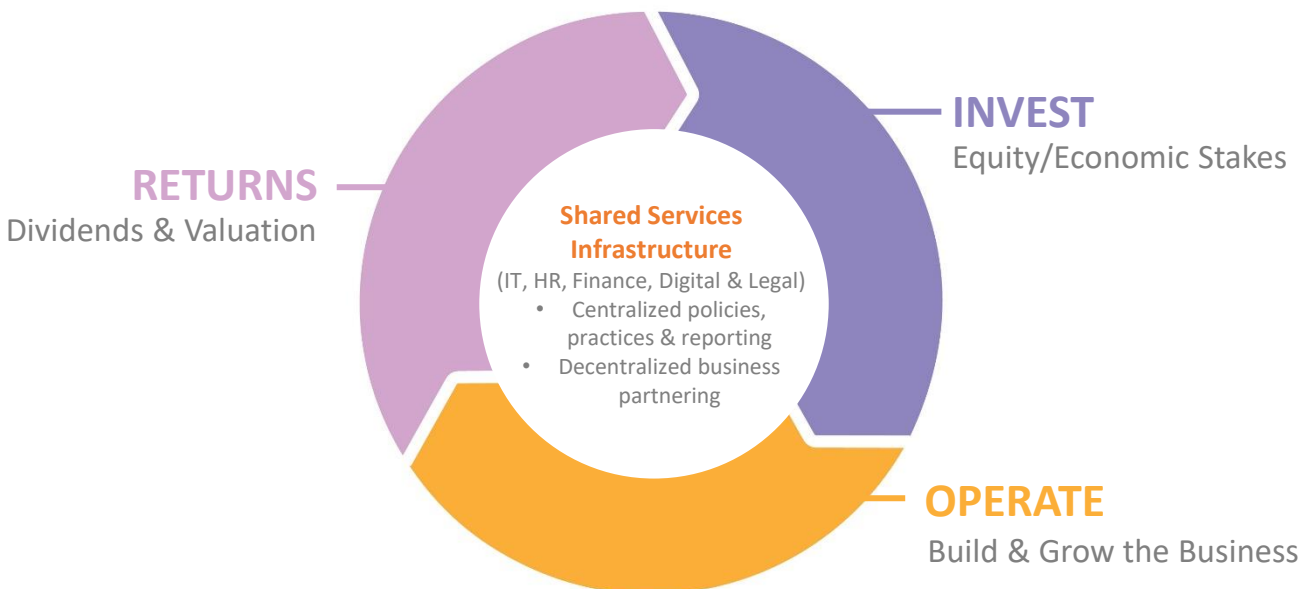
37 BUSINESS LEADER CO-OWNERS

They are building blocks of our DNA that has helped propel growth across **14 Asian growth cities, 40 offices and 32 Business Units over the last 30 years.**

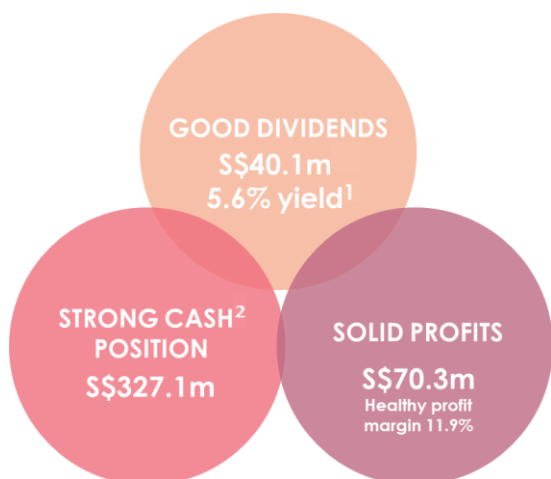
Powered by passion and purpose, our organic Business Units thrive in local terrains through a variety of brands and specializations, **helping local and global organizations find better talents, and helping talents find better jobs.**

The Group has successfully achieved inorganic growth by welcoming new brands and businesses, including Rimbun in Indonesia and REForce in China where the Business Leader Co-owners continue their entrepreneurship journey with us, resulting in a CAGR of 47% in net profits and ROI of 41% from the acquired businesses over the last 3 years.

Between our 2017 IPO and now, we had a **net increase of 15 Business Leader Co-owners from 22 to now 37**, powering the business which saw **9 new Business Units established**. As the Group continues to scale new heights and create greater shareholder value, we expect more Business Leaders Co-owners to come onboard.

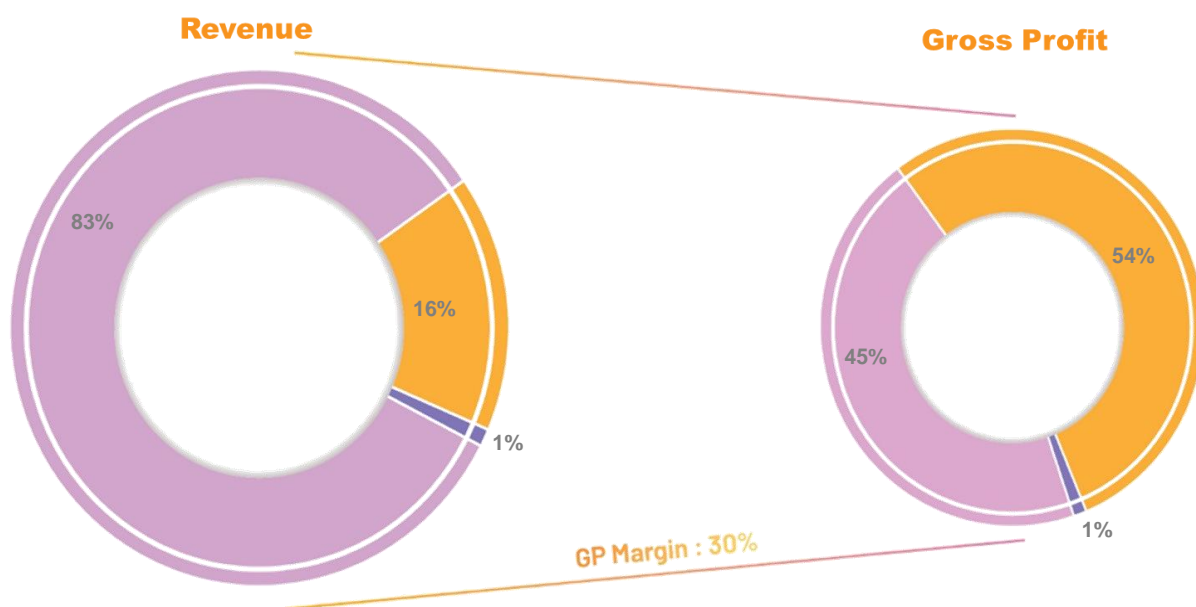


ROBUST FUNDAMENTALS



TOP LINES	EFFICIENCY	PROFITABILITY
REVENUE S\$590.5m (2020: S\$433.0m) (2019: S\$423.1m)	PROFIT MARGIN (NPAT/REVENUE) 11.9% (2020: 11.5%) (2019: 13.2%)	Underlying NPAT³ S\$69.8m (2020: S\$50.9m) (2019: S\$54.2m)
GROSS PROFIT S\$174.9m (2020: S\$129.3m) (2019: S\$145.6m)	EBITDA/GP 53.2% (2020: 51.8%) (2019: 48.8%)	PATMI S\$65.5m (2020: S\$46.9m) (2019: S\$51.6m)

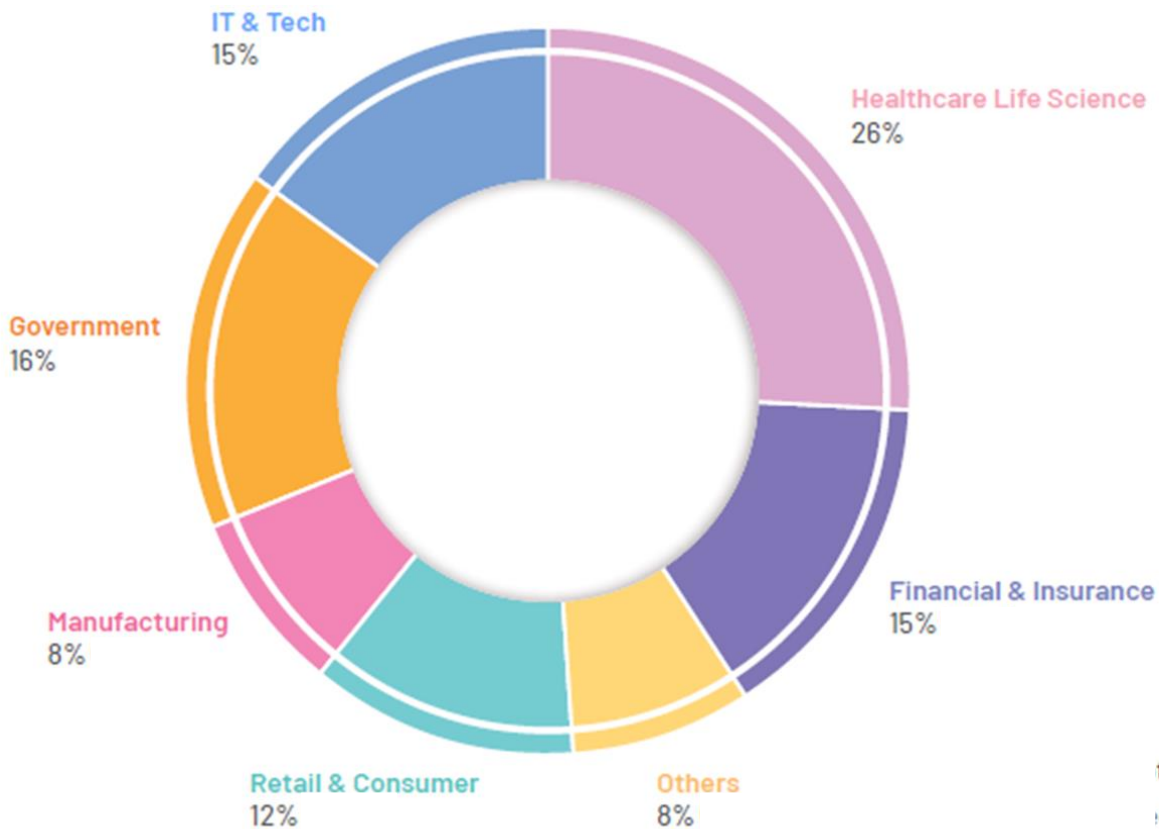
TWIN GROWTH ENGINES



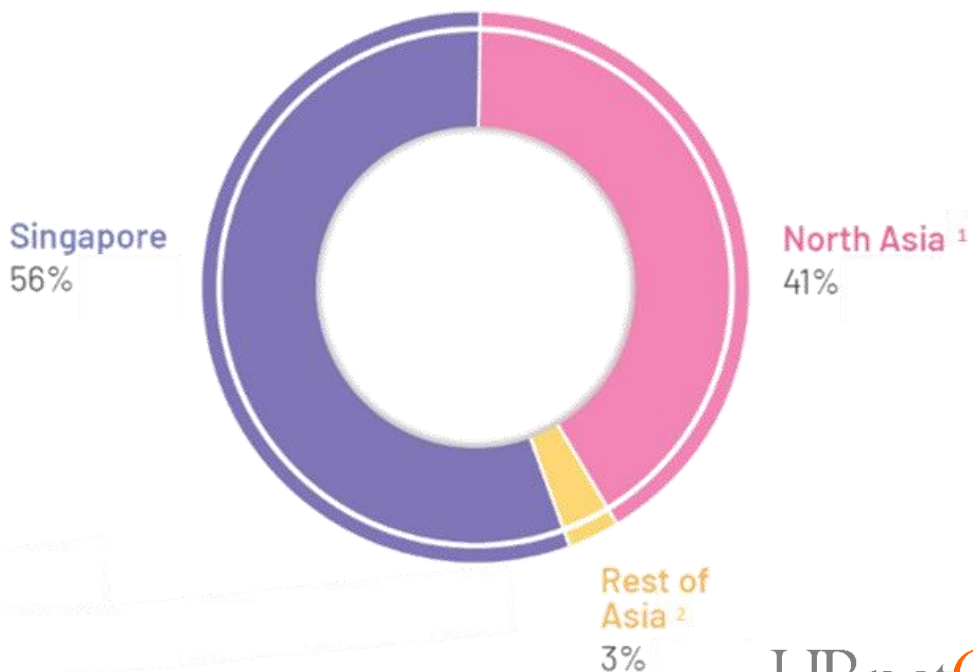
- Flexible Staffing (19,280 Contractors. GP : Revenue – Sub-contractor expense = 16% Margin.)
- Professional Recruitment (7,794 Placements. GP : 99% Margin.)
- Others

1. Based on 2021 daily-average share prices.
 2. Refers to cash and cash equivalents.
 3. Based on "Underlying NPAT" which excluded net fair value gain/(loss) on revaluation of financial assets.

DIVERSIFIED SECTOR REVENUE



REGIONAL GROSS PROFIT



1. North Asia : Beijing, Shanghai, Shenzhen, Guangzhou, Suzhou, Taipei, Hong Kong, Tokyo and Seoul.
2. Rest of Asia : Kuala Lumpur, Jakarta and Bangkok.