

HRnetGroup

2023 AGM



DISCLAIMER

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It should also be noted that this presentation or any statement herein is not allowed to make copy or transfer without our written consent in prior.

SCAN TO WATCH OUR AGM



OR VISIT

tinyurl.com/hrnetgroupagm

13
BRANDS

33
BUSINESS
UNITS

15
ASIAN
CITIES



37 BUSINESS LEADER CO-OWNERS

HRnetOne



ADRIAN CHIA
Shanghai



ANGELA KWAK
Seoul



ASAKO YOSHII
Tokyo



BLISS TSAI
Guangzhou



CATHERINE YEOW
Thailand & Singapore



Frances Li
Shenzhen

PeopleSearch



LORENCZ TAY
Singapore/Shanghai/
Hong Kong SAR /Taipei/Tokyo



JARED NG
Hong Kong SAR



KUNG SHIH CHAN
Shanghai



PING CHEN
Taipei



STEVEN LIM
Taipei



LEE MEI CHIN
Kuala Lumpur

PeopleFirst



KAREN KOH
Hong Kong SAR



MADELINE WAN
Greater China & Japan



MAVERICK TAN
Guangzhou &
Shenzhen



MIRANDA CHIN
Taipei



RUBBY LIM
Jakarta

RecruitFirst



AVIEL SIM
Hong Kong SAR



ANNIE ZHANG
Shanghai



BENNY ZHANG
Taipei



DEBBY LIM
Jakarta



JACELYN CHUA
Singapore



KATHERINE CHOW
Hong Kong SAR

REFORCE
RECRUITMENT EXPERT FORCE



RITA DONG
Shanghai



BEN PENG
Shanghai



FIONA FENG
Beijing



GLORIA JIANG
Shanghai



JOYCE LI
Shanghai



KELVIN RIMBUN
Jakarta



LEE CHUNG
Taipei



MOK JING RU
Kuala Lumpur



VIRGIN SHEN
Shanghai



VIRGINIA ZHANG
Guangzhou



WILL YAN
Beijing

octomate



ZOEY TONG
Singapore

RECRUIT
EXPRESS



VICKI ONG
Taipei



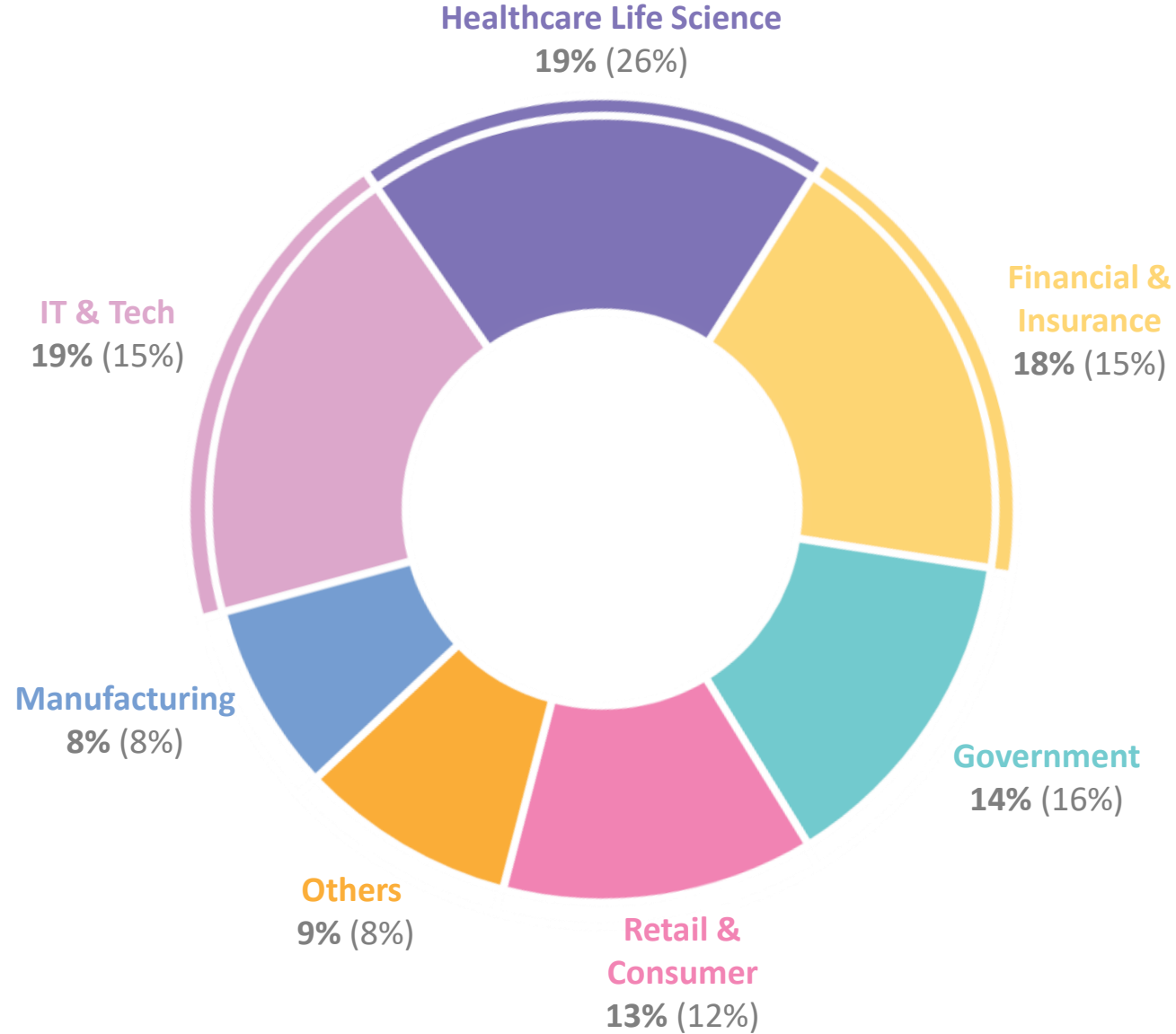
KHIM GOH
Kuala Lumpur

OUR PRODUCTIVE PEOPLE



¹ PHC: Productive Heartcount (Sales employees that generate GP ≥ 3x payroll cost)

2022 SECTOR DYNAMICS

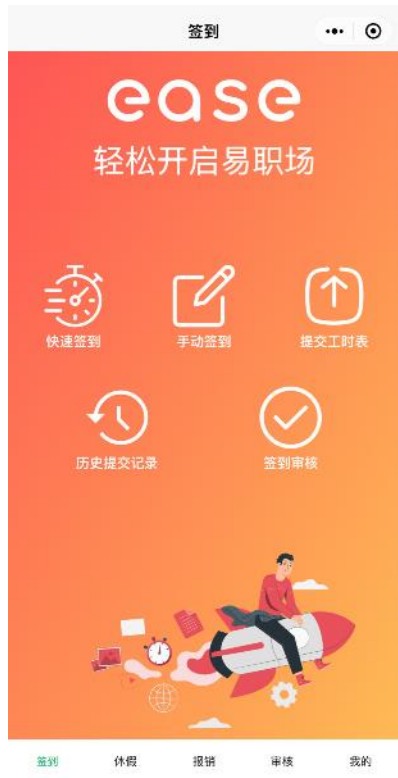


OUR SPECIALISATIONS

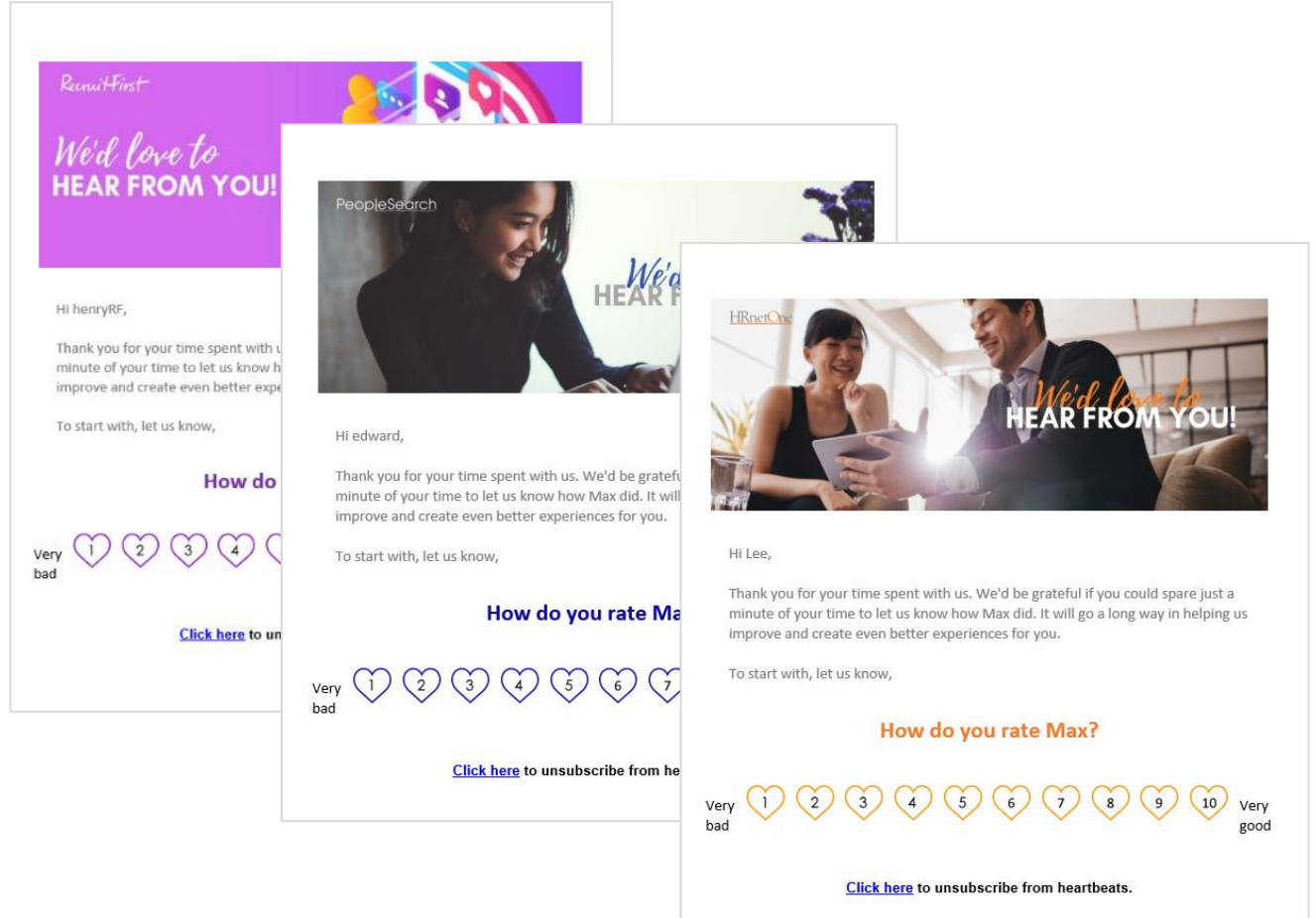
- Asian Conglomerates
- Automotive
- Chemicals
- Consumer
- Family Offices
- Finance
- Food & Beverage
- Government
- Healthcare
- Human Resource
- Industrial
- Life Science
- Property & Construction
- Retail
- Semi-Conductor
- Software Development
- Sourcing
- Technology

*2021 figures in brackets.

EASE Mini app on Wechat



Intervention in real time via HeaRbeats



WORKFORCE MANAGEMENT SOLUTION



DIGITAL HR
Anytime, Anywhere
 Workers get access to an intuitive mobile application to clock in or out, submit leave and claims on the go.



SECURED BLOCKCHAIN TECHNOLOGY
 All work transactions are stored securely on a blockchain, and can be retrieved and checked real-time.



INSTANT PAYMENTS 24/7
 Companies have the option for their workers to access their e-wallet and cash out instantly upon work completion.

OUR COMPREHENSIVE SUITE OF SOLUTIONS



HR



CLAIMS



LEAVE



ANNOUNCEMENTS



ROSTER



TIMESHEETS



TRAINING



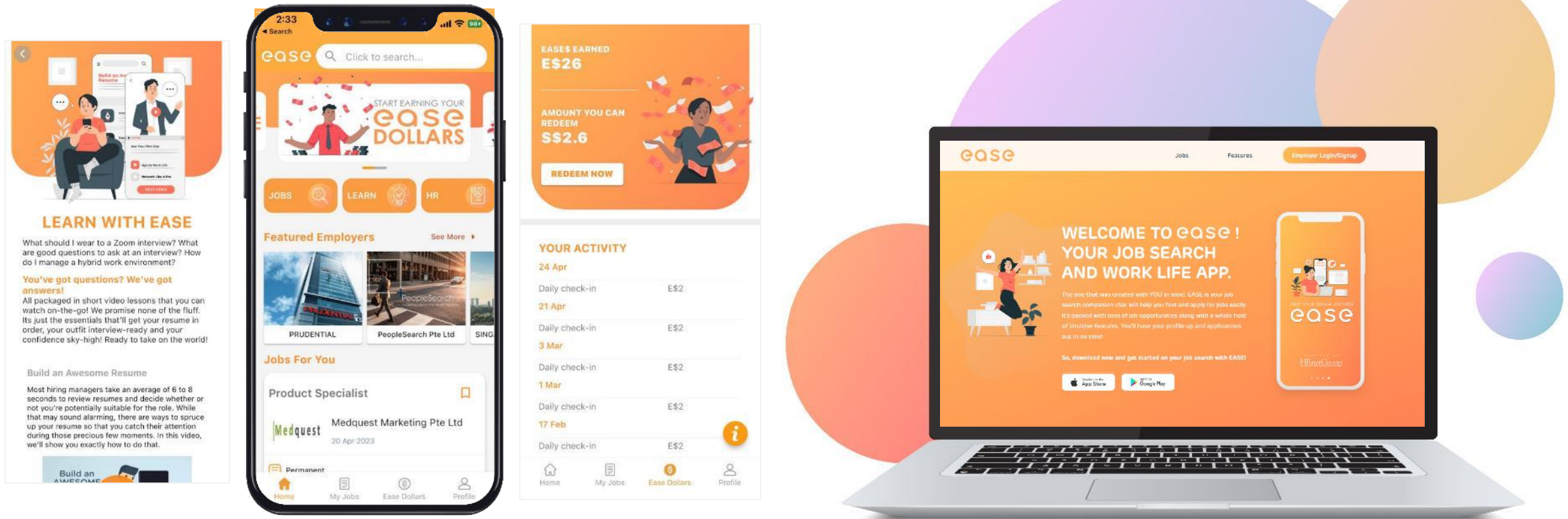
PAYROLL



OTHERS

MEET EASE

AN INTEGRATED JOB SEARCH AND EMPLOYEE MANAGEMENT PLATFORM

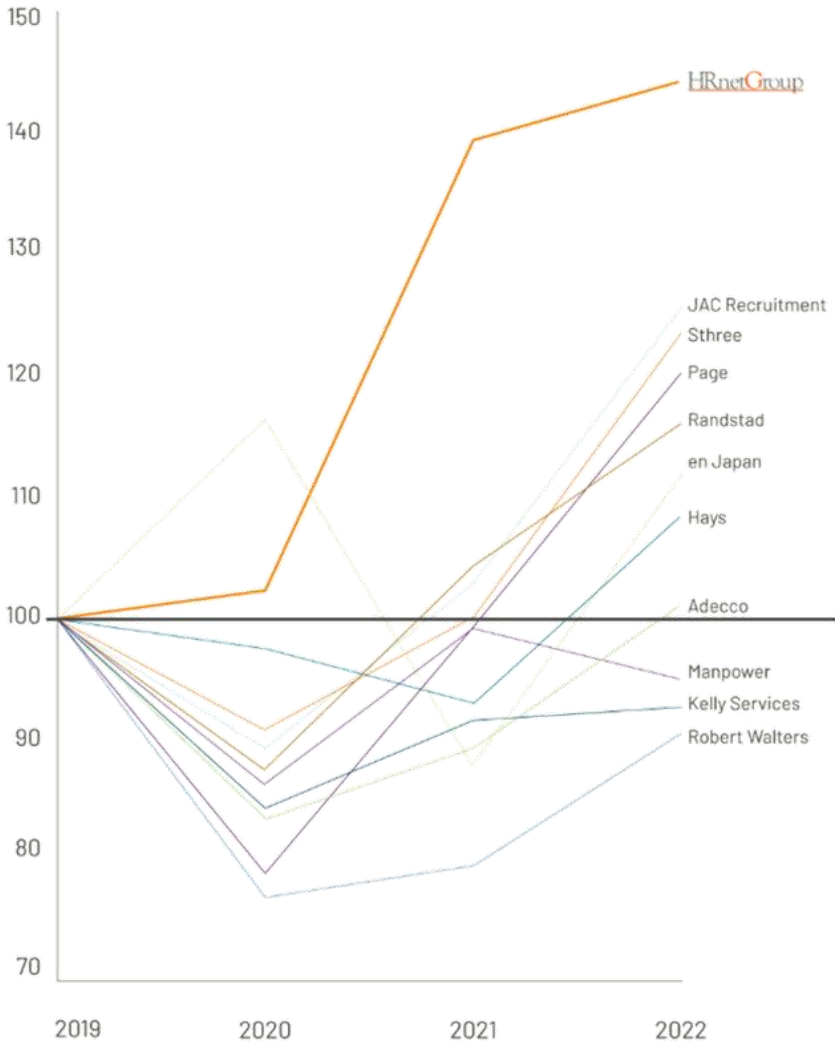


2022 Financial Highlights & Outlook

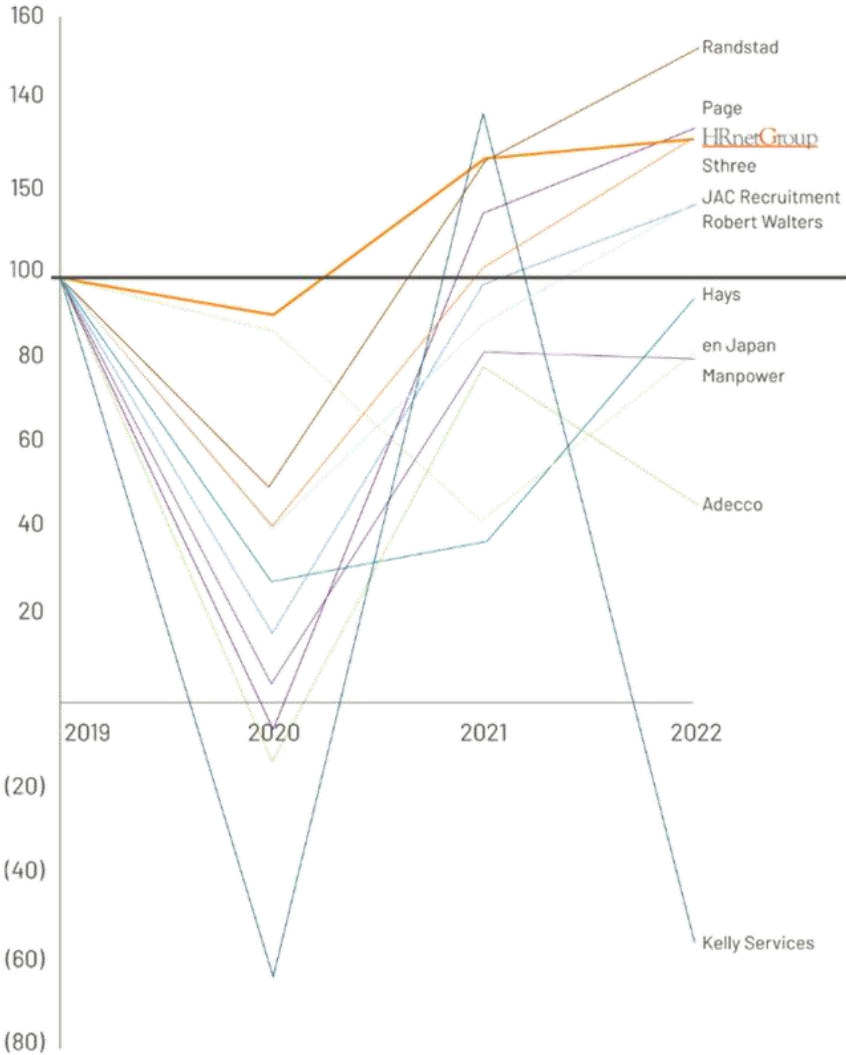


PROGRESSIVE PERFORMANCE AMIDST VOLATILITY & TURBULENCE

REVENUE (2019 REBASED TO 100)

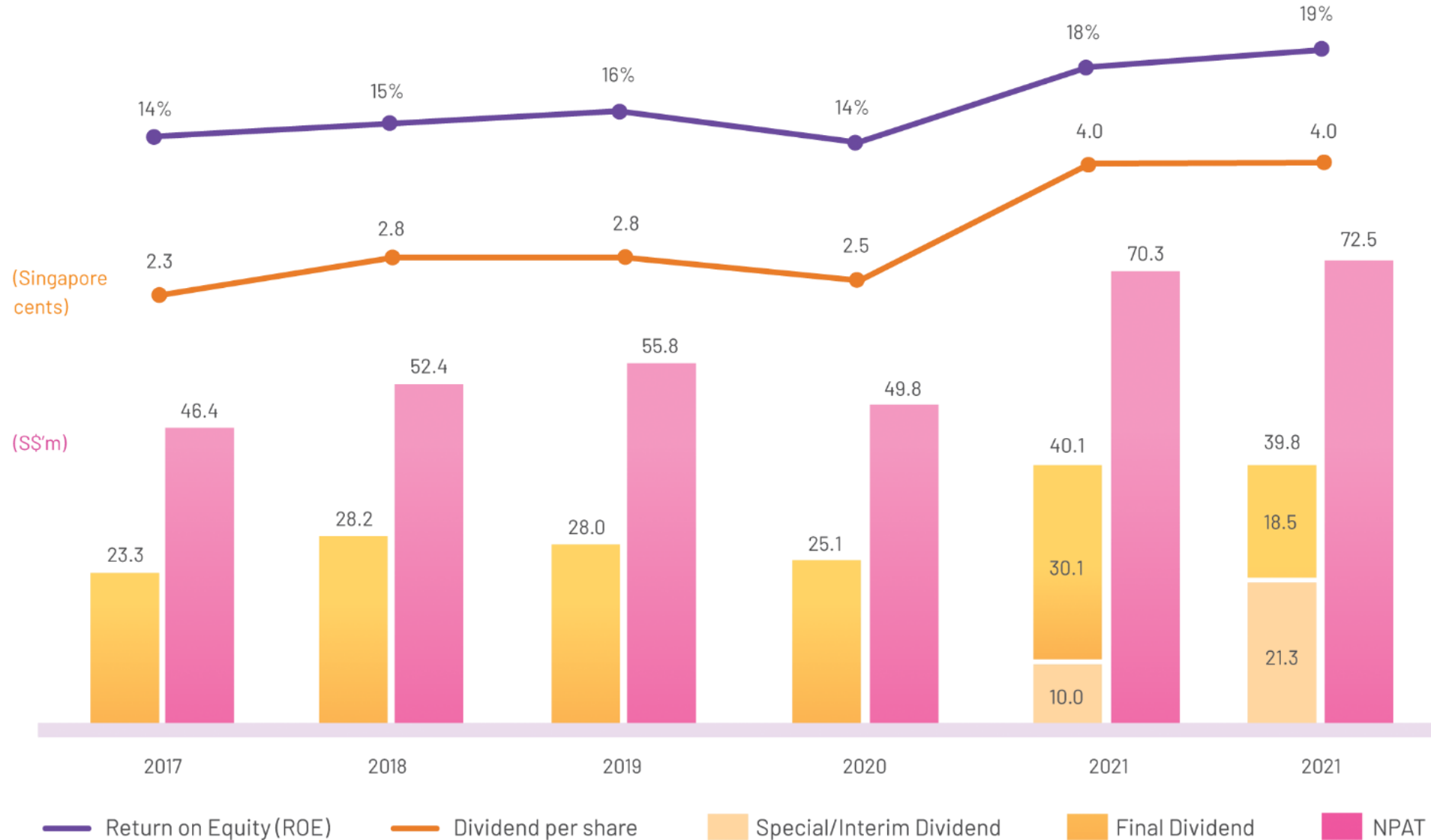


PATMI (2019 REBASED TO 100)



(Source: Company filings)

2022 HAPPY SHAREHOLDER RETURNS



*Final Dividend subject to shareholders' approval at forthcoming AGM on 26 April 2023



FLEXIBLE STAFFING

- Volume x Financing game
- Rode on gig economy & Contingent workforce trend
- Barriers to entry: Cash, scale, technology



PROFESSIONAL RECRUITMENT

- Quality x Pricing game
- Ride on wage inflation
- Barriers to scale: System, process, discipline

PROPELLED BY:

Tight labour markets

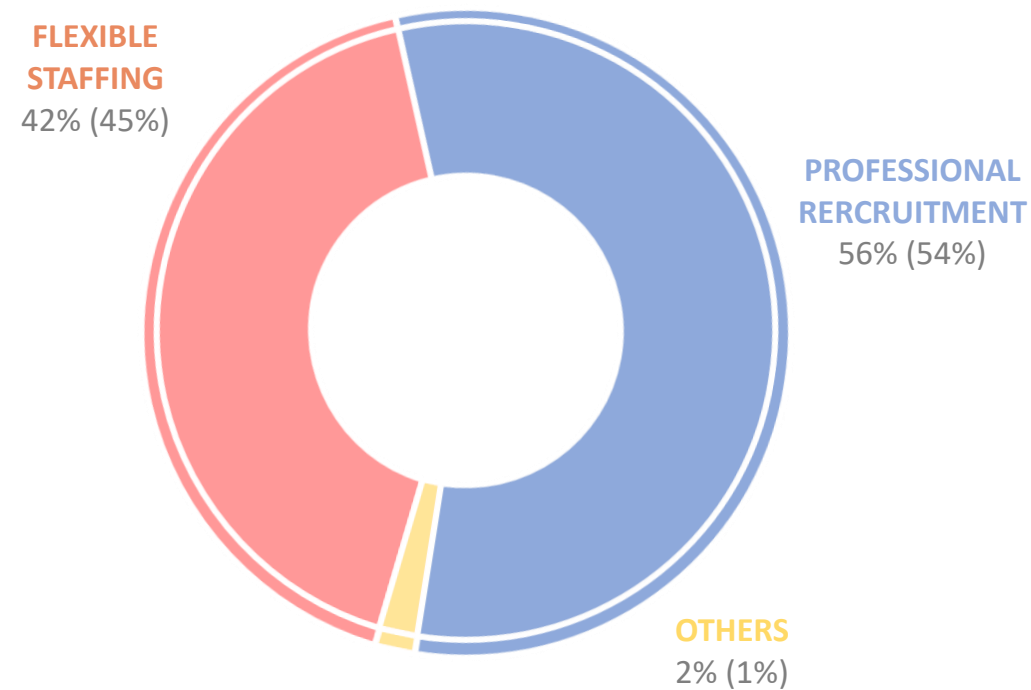
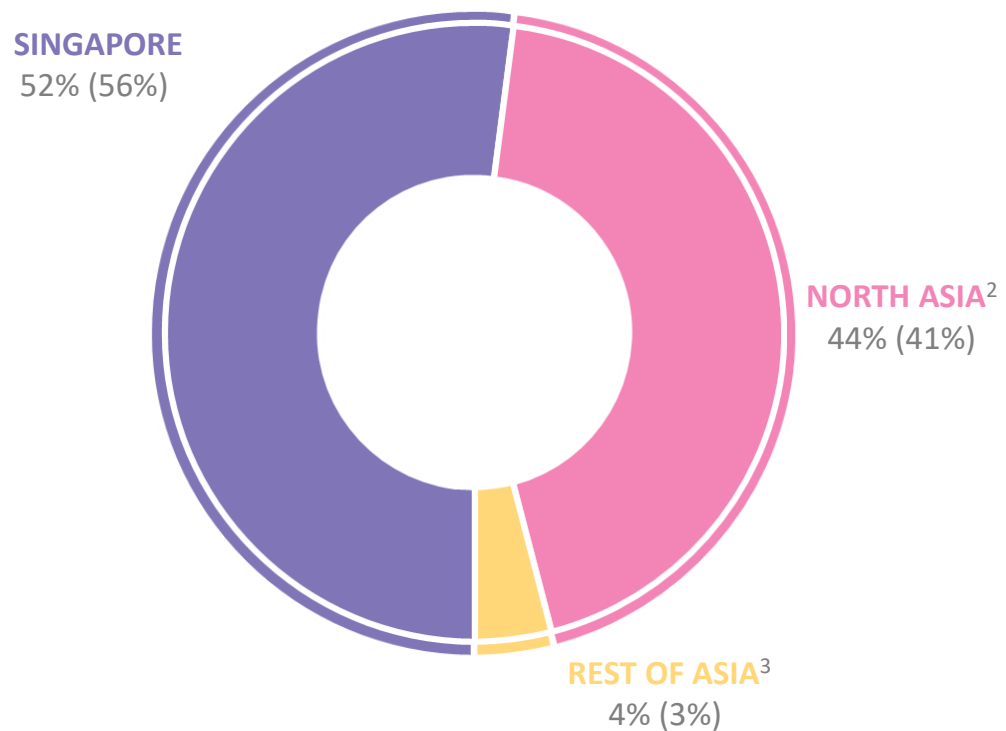
Regulatory Requirements

Need for

- Diversity, Equity & Inclusion (DEI)
- Industry talent experts to make fact-based decisions

2022 GEOGRAPHY & BUSINESS MIX

GROSS PROFIT

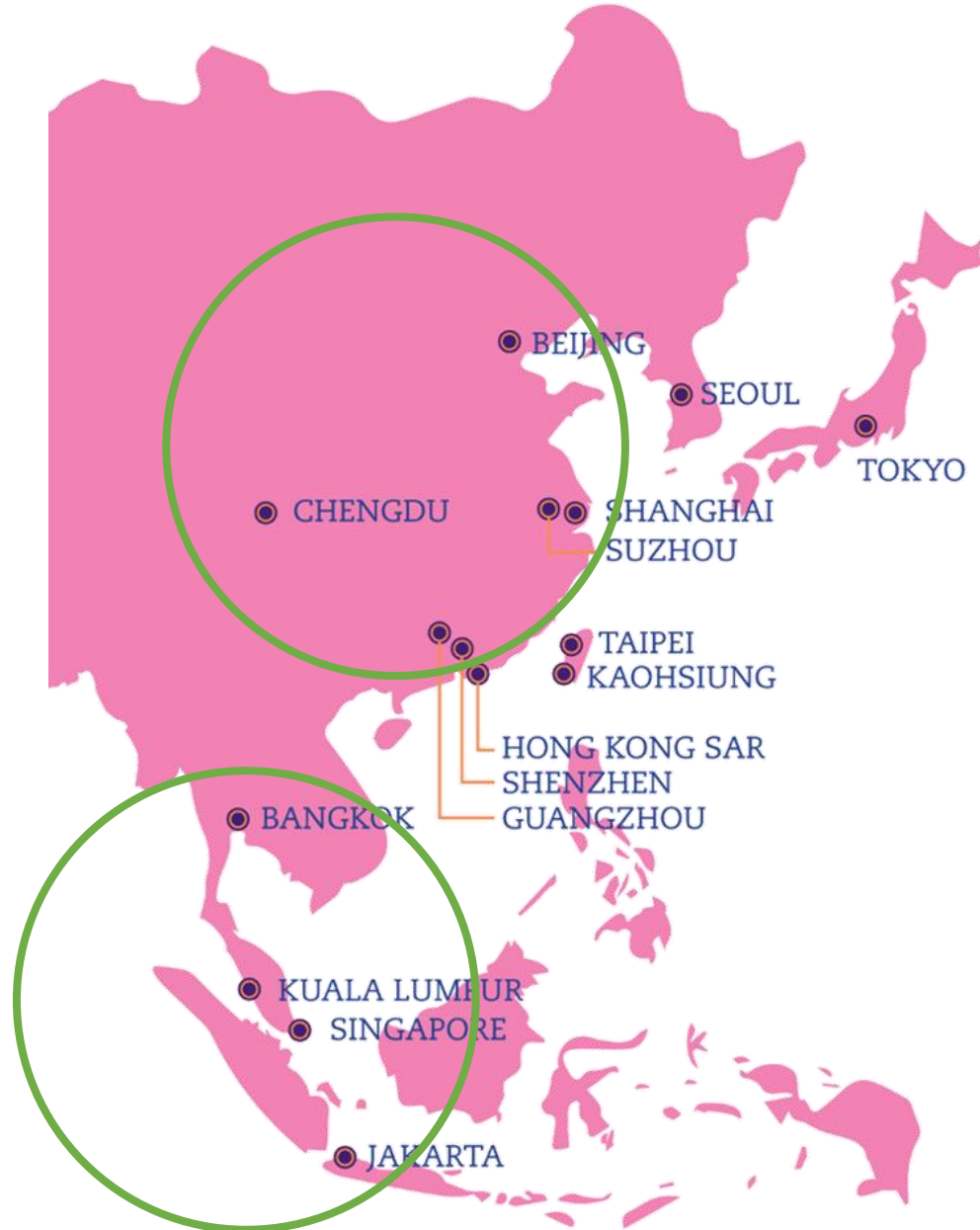


¹ 2021 figures in brackets.

² North Asia : Beijing, Shanghai, Shenzhen, Guangzhou, Suzhou, Chengdu, Taipei, Kaohsiung, Hong Kong, Tokyo and Seoul.

³ Rest of Asia : Kuala Lumpur, Jakarta and Bangkok.

LOOKING FORWARD



<p>SINGAPORE HRnetOne PeopleSearch Recruit Express Recruit Legal RecruitFirst SearchAsia YesPay! ★ Octomate</p>	<p>TAIPEI HRnetOne PeopleSearch Recruit Express RecruitFirst SearchAsia</p> <p>TOKYO HRnetOne PeopleSearch</p>	<p>BEIJING HRnetOne REForce</p> <p>SEOUL HRnetOne ★ RecruitFirst</p> <p>GUANGZHOU HRnetOne REForce</p>
<p>KUALA LUMPUR HRnetOne PeopleSearch Recruit Express Recruit Legal RecruitFirst SearchAsia</p>	<p>SHANGHAI HRnetOne PeopleSearch RecruitFirst REForce ★ RecruitFast</p> <p>JAKARTA HRnetRimbun RecruitFirst</p>	<p>SUZHOU REForce</p> <p>SHENZHEN HRnetOne</p> <p>CHENGDU ★ REForce</p> <p>KAOHSIUNG ★ RecruitFirst</p>
<p>HONG KONG SAR HRnetOne PeopleSearch Recruit Express RecruitFirst Recruit Legal SearchAsia Center Point Personnel</p>	<p>BANGKOK HRnetOne</p>	

★ Denote business units set up in 2022 & 2023

GROWING OUR FOOTPRINT



KEY INVESTMENT PROPOSITIONS



STRONG FINANCIALS 2022

- Revenue S\$611.8m ▲3.6%
- Gross Profit S\$174.2m ▼ 0.4%
- Underlying NPAT S\$78.1m ▲ 18.6%. Profit S\$72.5m ▲ 3.1%
- Cash/CLN/T-Bills S\$310.5m, zero borrowings



SHAREHOLDER RETURNS

- ROE¹ 18% (2021), 19% (2022)
- S\$61.5m in dividends paid in 2022; S\$18.5m payable in May 2023
- Dividend Yield 5.1%²



SCALEABLE FOR REPEATED SUCCESS

- 1,194 people, 33 Business Units, 40 offices, 15 Asian cities
- Full spectrum of 13 brands with product & service differentiation
- Systems, processes, digital infrastructure to replicate success



CONTINUED GROWTH

- Organic growth through Co-Ownership model with 37 business leaders holding stakes in Business Units they operate
- M&A profit accretive & successful in integration

¹PATMI / NAV

²S\$0.04 total dividend per share / S\$0.785 closing share price on 30 December 2022

THANK YOU

HRnetGroup

