

Octomate ISO/IEC 27001 and ISO/IEC 27018 Certifications

The Board of Directors of HRnetGroup Limited (the **Company**, and together with its subsidiaries, the **Group**) is pleased to announce that Octomate by HRnet (**Octomate**), the Group's HRtech brand that provides one-stop SaaS-based workforce management solution for enterprises, has been awarded the joint standards' **ISO/IEC 27001:2022**¹ and **ISO/IEC 27018:2025**² certifications.

The ISO/IEC 27001 certification is an internationally recognized standard for information security management systems, while ISO/IEC 27018 is a code of practice that focuses on the protection of personally identifiable information in public cloud environments. The certifications were awarded following an independent audit conducted by an accredited certification body and cover Octomate's core HR technology platforms, systems, and processes.

As Octomate's services involve the processing of sensitive personal and employee data on cloud platforms, the certifications provide customers with independent validation of Octomate's commitment to internationally recognized standards of information security and personal data protection.



¹ ISO stands for International Organization for Standardization; and it develops standards for nearly all fields except electrical/electronic.

² IEC stands for International Electrotechnical Commission; and it focuses specifically on electrical, electronic, and related technologies.

The above certifications are not expected to materially impact the Group's financial position for FY2026.

By Order of the Board
Adeline Sim
Executive Director & Chief Corporate Officer
21 January 2026