

Octomate Contract Win Outward Bound Singapore

The Board of Directors of HRnetGroup Limited (the **Company**, together with its subsidiaries, the **Group**) is pleased to announce that its HRtech brand, Octomate, has been awarded a project by Outward Bound Singapore (**OBS**) to implement its workforce management system to streamline OBS's operations.

A renowned outdoor education institution under the National Youth Council, OBS develops resilience and leadership in youth and corporate clients through challenging programmes on Pulau Ubin. Every year, OBS trains on the order of ~20,000 participants and has received multiple accolades — including the “Innovative Programming Award” for its Overseas Youth Programme, and the “Excellence for Singapore Award” for being a world-class experiential learning organization.



Octomate has been awarded the project to optimize workforce management for OBS's 250 staff members by centralizing two critical functions: roster scheduling and leave planning. The solution will provide OBS with the following key capabilities:

- Intelligently assign instructors to work events based on certified skills and availability.
- Streamline the management of complex work rotations and leave requests.
- Proactively identify and flag potential scheduling conflicts.
- Offer a mobile-responsive interface for real-time schedule access and updates in the field.

Adeline Sim, Executive Director and Chief Corporate Officer, commented, "We are thrilled to partner with Outward Bound Singapore to streamline their critical operations. By automating their scheduling and leave management, we are freeing up their dedicated staff to focus on what they do best: shaping the next generation of leaders through impactful outdoor education. This solution will bring much-needed efficiency to their complex planning environment."

The above contract win is not expected to materially impact the Group's financial position for FY2026.

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