



Human Resource Network White Paper English edition

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1. Project Outline

HRN is an annex-type human resources platform for matching cross-border human resources with companies that want to hire them. With HRN's decentralized talent platform, user transactions are recorded on the blockchain, making labor-management agreements transparent and ensuring the credibility of talent skills.

This technology distributes job opportunities and simplifies the global recruitment and employment process. Job seekers' skills and employment contracts between labor and management are stored on the blockchain for immutability and transparency. Transactions performed on a decentralized Human Resources platform are done through smart contracts, simplifying complex transactions.

Transactions on the platform use HRN tokens as the settlement currency, and even if global personnel are hired, wages can be sent at low cost without the need to make international payments through financial institutions.

The HRN token is an utility token and is used as a trading vehicle for all transactions conducted within the HRN platform. Employees of employment contracts entered into within the HRN platform will be paid using HRN tokens. Employment contracts are also made through smart contracts on the HRN platform. The HRN platform aims to bring transparency to the employment model that arises during international employment contracts.

Through the HRN project, we aim to bring transparency to cross-border labor-management contracts and to ensure proper employment transactions for both workers and employers.

2. Uncertainties existing when signing employment contracts.

Currently, workers working in foreign countries are often exploited by multiple intermediaries for improper placement fees before actually being employed by companies in the host country.

This is due to the difficulty of applying for an employment test directly to the employer when the worker takes the employment test across the border, and there is the structure that allows an intermediary to handle the transaction between the worker and the employer company.

Some intermediaries even charge workers unlawful brokerage fees and even make them pay through loans. When a worker tries to work in another country across different countries, a large amount of expenses such as travel expenses and initial living expenses are required, so intermediaries often lend such expenses to the worker as a loan to bind them in an unlawful contract.

The workers who had to takeout a loan would often have to endure working in a poor working environment workplaces in order to pay off the loan and this has become one of the reasons of the workers running away and committing crime.

These challenges surrounding foreign workers are occurring in developed Asian countries.

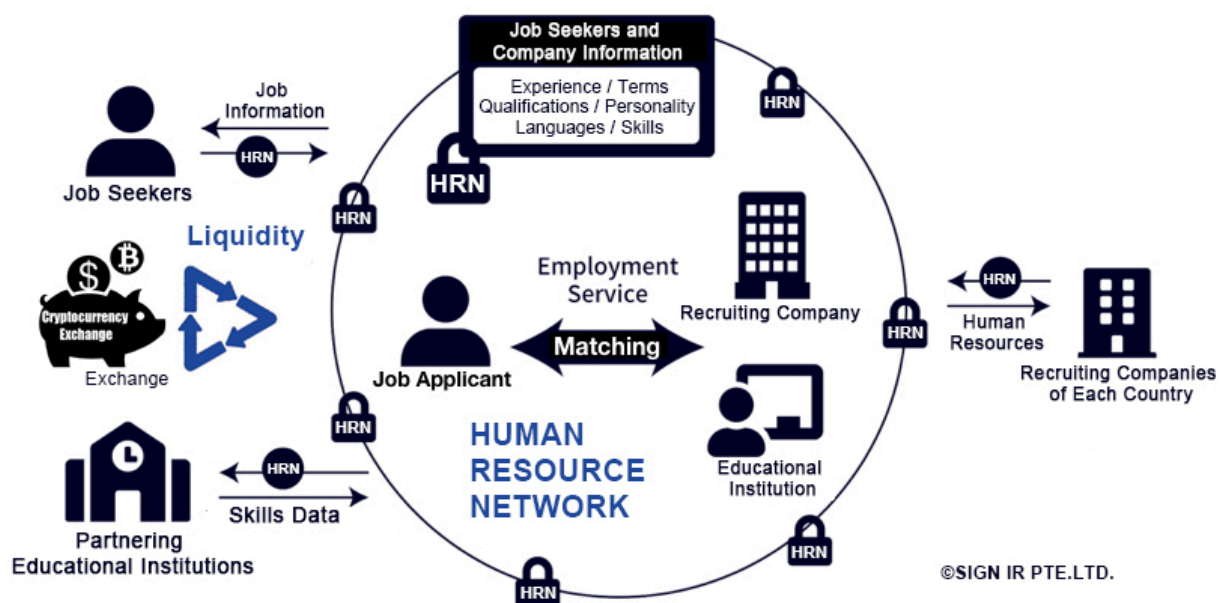
3. About HRN platform

1) What HRN Platform will solve.

The HRN Platform brings transparency to the foreign Human Resources industry by recording job seeker information, job information and job seeker skill information on the blockchain. In addition, by completing the employment transaction for foreign human resources on the HRN Platform, we will eliminate intermediaries that exploit exorbitant intermediary fees and contribute to the healthy development of the foreign human resources industry.

2) HRN Platform outline

The HRN Platform records the experience, qualifications, language skills, and technical skills of job seekers assuming foreign workers and the recruitment conditions of recruiting companies on the blockchain platform. We will also provide language skills and etiquette training curriculums that recruiting companies require at affiliated educational institutions, and record curriculum attendance status of job seekers on the blockchain. The HRN Platform builds a large-scale database of foreign workers and matches job seekers with recruiting companies across borders.



3) Benefits of using the HRN Platform

The HRN Platform aims to bring transparency to the Human Resources industry by applying blockchain technology. The main stakeholders of this HRN platform, the Job Seekers, Recruiting Companies and Educational Institutions have the following merits when participating in the HRN platform.

○ **Job Seekers**

- Transparency in recruitment fees.
- Abolishing improper placement fees.
- To be able to attend language, technical and cultural training of the employer's country at a low cost.
- By recording the employment contract with the employer on the blockchain, the risk of tampering with the employment contract can be eliminated.

○ **Recruiting Companies**

- By accessing a large-scale Human Resources database on the HRN platform, it will be possible to hire human resources at any time when necessary without intermediary brokers etc.
- By recording the skills of job seekers on the blockchain, it becomes possible to eliminate the possibility of false declaration of skills of job seekers.
- Being able to hire personnel at an appropriate and cheaper fee than existing brokers.

○ **Educational Institutions**

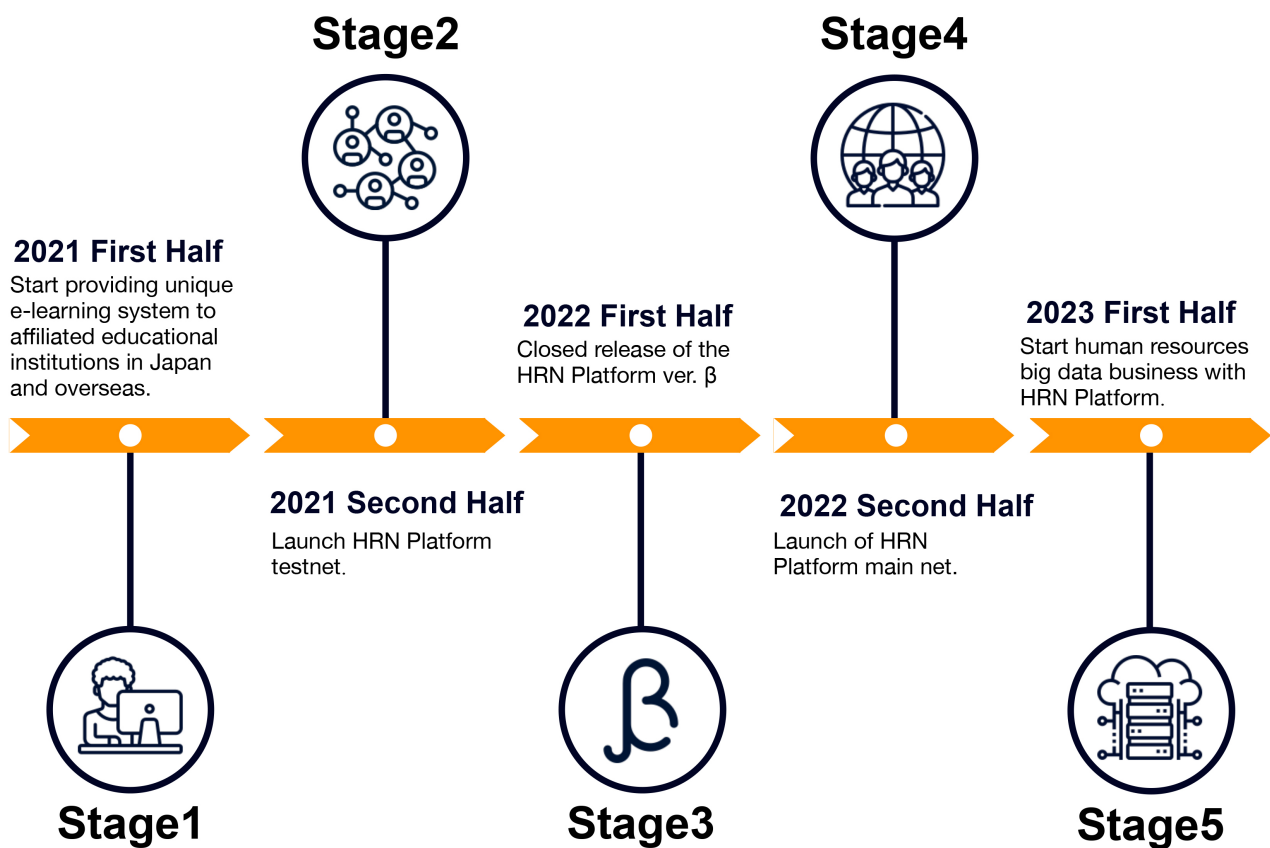
- By linking with the HRN platform, it will be possible to efficiently secure students.
- Ability to approach candidates across borders.

4) Road Map

The HRN Platform will carry out business development according to the roadmap below.

In the first half of 2021, we will start providing our own E-learning system to educational institutions that are partners of the HRN Platform. In the second half of 2021, we will also start the HRN Platform test net with the participation of educational institutions that provide E-learning systems.

We plan to release the closed beta version of the HRN Platform in the first half of 2022, and start providing the HRN platform main net in the second half of 2022.



4. Regarding HRN token

1) Overview

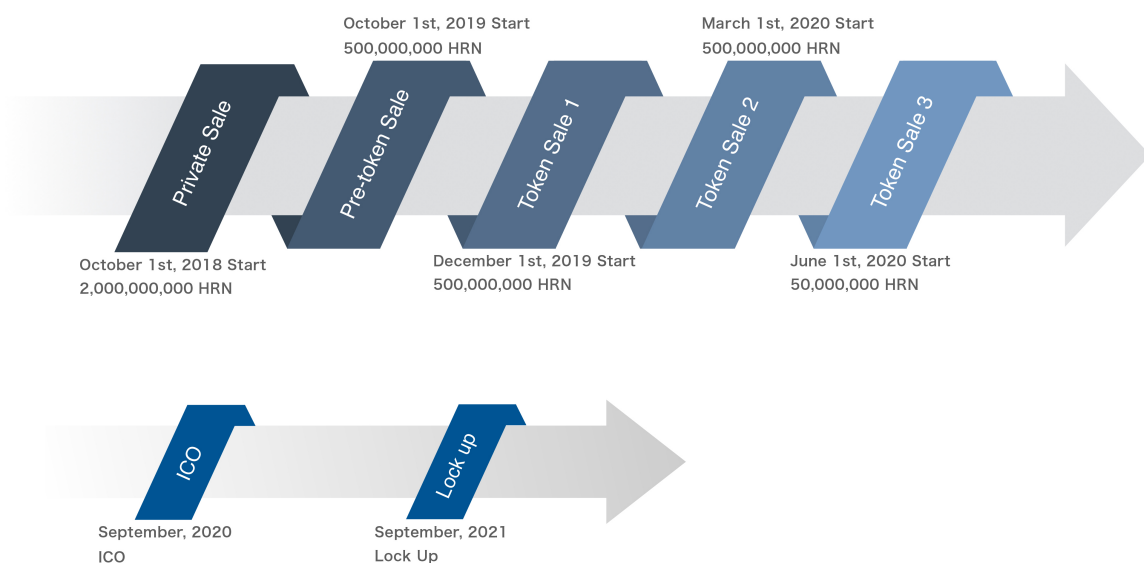
- Token name: HRN
- Platform : ERC223 (Ethereum based)
- Category : Utility Token
- Uses : Payment method on the platform.
- Total HRN tokens issued: 8,000,000,000 HRN
- Total HRN tokens sold: 4,000,000,000 HRN
- Minimum Goal : 1,000,000,000 HRN
- Maximum Goal : 4,000,000,000 HRN

2) Purpose of use

The HRN token can be used as a payment method on the HRN Platform. The HRN Platform plays a role in connecting Job Seekers, Recruiting Companies in each country and Educational Institutions and Stakeholders of these HRN Platform use the HRN token as a payment method within the HRN Platform. By doing so, we will promote transparency of the environment surrounding the Human Resources industry and significantly reduce overseas remittance costs between stakeholders. By using the HRN token as a payment method on the HRN Platform, it will contribute to the healthy development of the Human Resources industry.

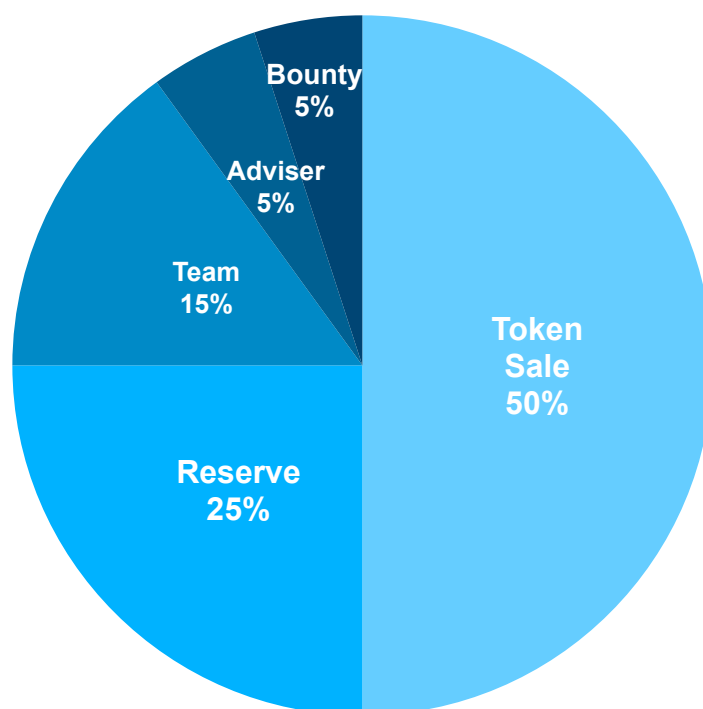
3) Token sale

We will sell HRN tokens to finance the development and management of the HRN platform. The token sale schedule is as follows. In addition, the token sale schedule may change without notice. Please contact SIGN IR PTE.LTD for the latest schedule.



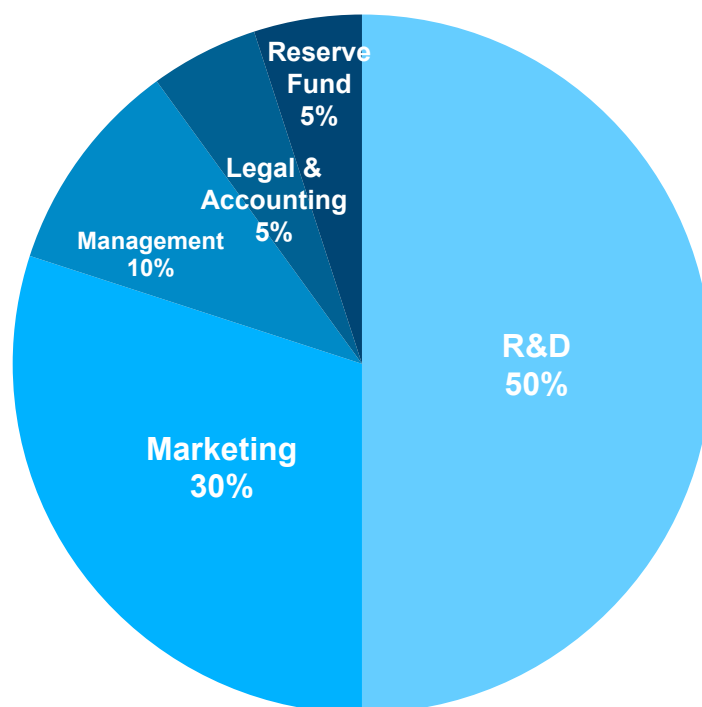
4) Allocation of tokens

The issued HRN tokens will be distributed as follows.



5) Use of funding

The funds raised through the token sale will be distributed and used as follows.



Team Members

B.H.Lee

CEO of SIGN IR PTE.LTD (Singapore)

He has been active in TV program production and event planning and production around the world, mainly in Southeast Asia. Having his own network of language schools and vocational training schools in Southeast Asia, he has put efforts in solving many of the issues the human resources business industry has in each country. Through his own professional experiences, he saw the necessity to develop and introduce excellent human resources across borders and launched the HRN project.

Technical Cooperation

Nash Tech Limited.

Founded in the year 2000, NashTech, a group company of Harvey Nash Group, which was founded in 1988, has more than 2000 system engineers in Vietnam's development department. The development department in Vietnam provides digital advisory & consulting, software solutions, BPO, and infrastructure services to companies in over 45 countries around the world.

Advisor

Takaya Nieda

CEO of CEC Co., Ltd. (Japan)

CEC Co., Ltd. was established in September 2014 and Japan Casino Academy was established in April of 2015. With the enactment of the casino bill, the number of people who are interested in casino schools has increased, and it is now being deployed all over Japan, from Hokkaido to Kyushu.

In cooperation with the HRN project, CEC Co., Ltd. aims to expand the human resources education business related to casinos.

Advisor

Marius Aseron

CEO of MF3 HOLDINGS Inc. (Philippines)

MF3 HOLDINGS Inc. was established in the year, 2010.

Through various M & A's they have multiple companies under their wings, and we are engaged in a wide range of businesses from security business to energy business. Together with the HRN project, they will support the penetration of the HRN platform to the Human Resources industry throughout Southeast Asia.

Advisor**Pham Minh Thang****CEO of Thoi Dai Moi Inc. (Vietnam)**

Thoi Dai Moi is based in Da Nang, central Vietnam, and provides vocational training and Japanese language education to send trained Vietnamese to Japan. They have sent out many workers from Vietnam and are proud of the track record of receiving high praise from Japanese companies. They will continue to cooperate with the HRN project to increase the education curriculum and provide high-quality human resources education.

6. Disclaimer regarding limitation of liability

SIGN IR PTE.LTD and the HRN Platform team (generally including shareholders, managers, affiliates, etc.) will provide a detailed description of the platform and team that the HRN Platform is planning to those interested in the HRN Platform.

The tokens issued by SIGN IR PTE.LTD and the HRN platform team are not financial instruments such as specified securities and legal currencies (dollar, pound, euro, Japanese yen, etc.).

Therefore, it does not guarantee a specific value.

The current ICO and token laws are flexible, but laws or regulations may change, such as restrictions on token ownership and transactions, taxation, or ICO bans.

In that case, SIGN IR PTE.LTD and the HRN Platform Team or HRN Platform will not be liable for any kind of damages, such as unexpected damages, losses, liabilities caused by changes in laws and regulations.

Please note that token holders cannot buy or sell HRN tokens before the ICO without the permission of SIGN IR PTE.LTD. Buying or selling of HRN tokens without the permission of SIGN IR PTE.LTD your HRN tokens may become invalid.

Tokens may be impacted by unforeseen circumstances, such as the success of business plans, price movements, other market movements such as foreign exchange and stock markets, natural disasters, wars and regulatory changes.

SIGN IR PTE.LTD and the HRN Platform team will not be held responsible even if the value of the token may be exhausted due to circumstances such as, the business plan not proceeding according to plan or poor or lack of management.

Please note that the tokens owned by token holders may be illegally transmitted due to the leakage of account information due to cyber attacks. SIGN IR PTE.LTD and the HRN Platform Team does not warrant any information as to the time of the writing of this White Paper, or as yet to be determined in the future.

SIGN IR PTE. LTD and the HRN Platform Team does not represent or warrant the accuracy or liability of any professional, legal, accounting, financial or technical aspects of this White Paper.

All actions and consequences of the decisions of the token holders and potential token holders are the judgment and responsibility of the token holders and potential token holders.

As such, SIGN IR PTE.LTD and the HRN Platform Team is not responsible for any type of damage, such as unexpected damage, loss, or liability that may be caused by this White Paper.