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hiremii

Quarterly Activities
Report Q4 2025

for the quarter ended 30 June 2025

Q4 2025

Hiremii Limited
ABN 48 642 994 214

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Perth, WA 6000

Hiremii Talent Community Accelerating AI Solution Commercialisation

Hiremii Limited (ASX:HMI) ("**Hiremii**" or "**the Company**") is a recruitment services business that is rolling out a novel, proprietary AI technology for candidate sourcing and selection. The technology offering is complemented by an established traditional recruitment subsidiary focused on resources and energy professionals, Inverse Group.

The Company is pleased to report on its activities to accompany the Appendix 4C cashflow statement for the Quarter ended 30 June 2025 ("Q4 FY25", "Reporting Period", "Quarter").

Note - these results are unaudited. All figures A\$ unless otherwise stated.

FY25 Highlights

- Revenue of \$7.5m for the Quarter, up 4.4% quarter-on-quarter ("Q-o-Q") from Q3 FY25 revenue of \$7.2m.
- Gross Profit of \$0.663m, 5.2% up Q-o-Q on Q3 FY25 gross profit of \$0.630m.
- Positive cash from operating activities of \$554,000 for the Quarter and near break-even for FY25.
- Cash on hand on 30 June 2025 of \$0.758m, with unused working capital funding facilities of \$1.5m.
- Commercial traction is growing through product validation with SME and enterprise customers.
- Hiremii's domain-trained knowledge graph AI outperforms candidate-role matching accuracy when compared to LLM-based solutions.
- Launch of Hiremii Talent Community and enhanced job board integration positions the platform for accelerating commercial adoption.

Commenting on the achievements over the quarter, Managing Director, Andrew Hornby, said:

"The fourth quarter of FY25 marked a pivotal step forward for Hiremii, with encouraging progress across both our technology and recruitment divisions. Despite a weaker recruitment market, we delivered improvements in revenue and

gross profit within our traditional recruitment business, underpinned by renewed focus, streamlined operations, and a disciplined approach to identifying higher-value opportunities.

Our announced acquisition of Prince Migration & Education post quarter end is a key milestone for the Company. As a profitable, founder-led business, Prince brings immediate value, an entrepreneurial team, and a strategic foothold into the employee mobility and migration advisory space. This acquisition strengthens our ability to support larger clients with end-to-end workforce solutions, diversifies revenue streams, and opens new market opportunities and a 'beach-head' across the east coast of Australia and the broader Asia Pacific region.

In parallel, our Technology division enters FY26 with growing momentum. Following the launch of our Talent Community and global job board integration, we are now positioned for broader commercial deployment of our AI-powered recruitment platform. Feedback from enterprise and government engagements throughout Q4 has been strongly validating – particularly in the energy, resources, and technology sectors – and we remain confident in our differentiated value proposition.

Our proprietary AI software, built around a domain-trained knowledge graph, continues to outperform generic LLM-based tools in real-world candidate matching. Combined with our ability to generate structured, high-quality job content at scale, we believe this sets Hiremii apart in delivering tangible hiring outcomes for our clients.

The new financial year has begun productively, and while we remain mindful of the broader economic environment, we are optimistic about the opportunities ahead. Our focus remains clear: drive commercialisation success, expand revenue across core and adjacent services, and ultimately build longer-term value for shareholders through disciplined execution”.

Hiremii expands enterprise engagement and sharpens commercial focus

Highlights

- **Commercial traction growing with SME, enterprise and government prospects** – Product demonstrations and client discovery sessions delivered strong validation across the mining, energy, technology sectors.

- **Proprietary AI outperforming the market** – Hiremii’s domain-trained knowledge graph AI consistently delivers superior candidate-role matching accuracy compared to generic LLM-based solutions.
- **Platform adoption set to accelerate in FY26** – The launch of Hiremii Talent Community and enhanced job board integration positions the platform for broad commercial deployment.

Building a commercial foundation through strategic market engagement

In Q4, Hiremii advanced its commercialisation strategy through targeted engagement with a number of organisations across the mining, technology and energy sectors. A series of structured discovery sessions and product trials delivered both strategic insights and validation, with strong interest in the platform’s ability to address sector-specific talent acquisition challenges.

These engagements have directly shaped Hiremii’s FY26 product roadmap and accelerated customer-aligned development priorities.

The Company’s first major product enhancement for FY26 is an integration with Idibu¹ – a global job board aggregator. This integration will unlock access to hundreds of job boards worldwide, including those most relevant to the Australian mining, energy, technology and government sectors. By expanding job distribution capabilities, this enhancement is expected to significantly increase sourcing efficiency for enterprise users.

Differentiated AI technology delivering measurable recruitment outcomes

Hiremii’s AI advantage lies in its proprietary knowledge graph architecture – a structured and deterministic approach to candidate matching that outperforms large language models (LLMs) and general machine learning tools in live testing scenarios, as a result of specialised algorithms.

Designed to model the complex relationships between skills, qualifications, and job requirements, the platform’s AI delivers highly accurate and explainable matches – a critical requirement in high-stakes hiring across regulated and technical industries.

Complementing this is Hiremii’s use of generative AI, pre-trained on thousands of real-world job descriptions and role briefs from its recruitment subsidiary, Inverse

¹ <https://www.idibu.com>

Group. This enables superior quality in job ad creation, skills extraction and content personalisation – ensuring precision and performance across the hiring lifecycle.

Accelerating platform adoption through talent community network effects

With a growing base of employers and jobseekers, Hiremii’s Talent Community is now central to its go-to-market execution in FY26. By reducing friction in the recruitment process and lowering acquisition costs for employers, the platform is creating a scalable and differentiated path to customer acquisition – particularly within high-demand sectors.

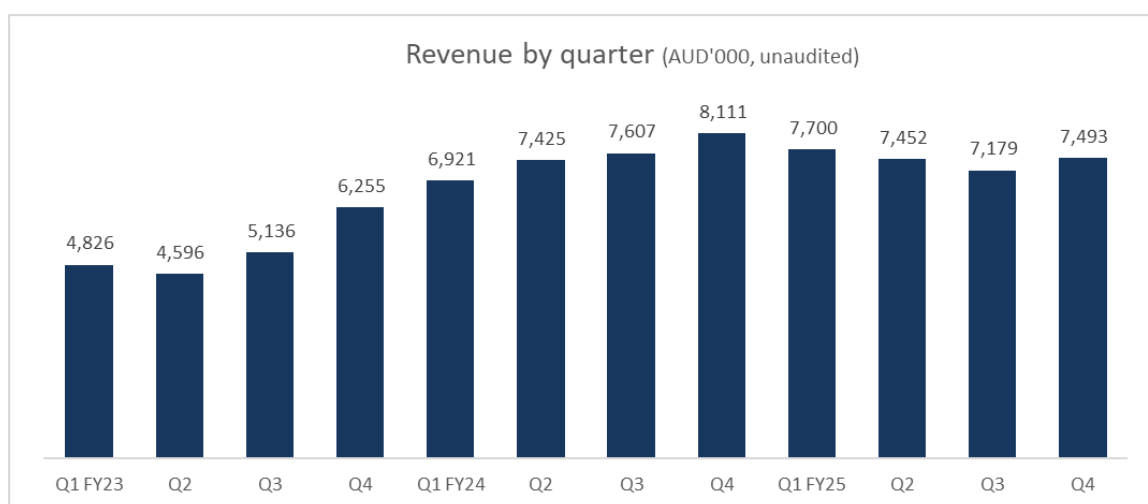
Employers benefit from seamless job advertising and direct access to qualified, industry-aligned candidates. Candidates gain exposure to more relevant roles and a streamlined application experience – all within a trusted, AI-enabled hiring environment.

This dual-sided approach positions Hiremii to scale its commercial presence across enterprise, SME, and government clients – with a clear focus on delivering measurable hiring outcomes, not just technology features.

Financial Update

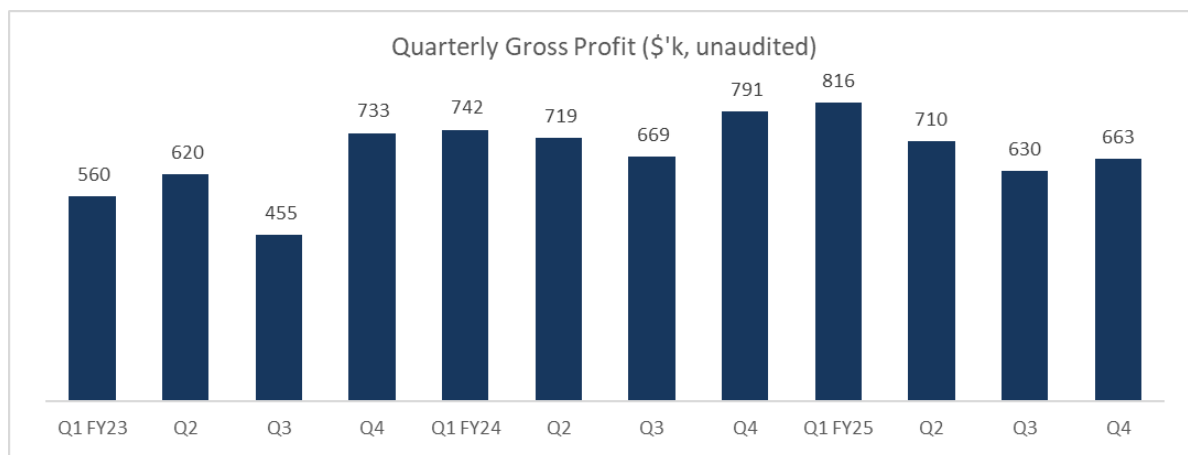
(Note - all financials for FY25 are unaudited)

Revenue in Q4 FY25 of \$7.5m improved 4.4% quarter-on-quarter (“Q-o-Q”) (Q3 FY25 revenue: \$7.2m) and down 7.6% on the prior comparative period (“PcP”) (Q4 FY25 revenue: \$8.1m) as a result of recovery after completion of a contract at a key client. Revenue for FY25 was \$29.8m, in line with the PcP (FY24: \$30.1m).



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Gross profit of \$0.663m for the quarter was 5.2% better Q-o-Q (Q3 FY25: \$0.630m), and down 16.2% on the PcP (Q4 FY24: \$0.791m). The gross margin percentage for the quarter was 8.8%, in line Q-o-Q (Q3 FY25: 8.8%). Gross profit for FY25 was \$3.610m, in line with the PcP (FY24: \$3.654m).



The Q4 receipts from customers were \$8.228m, an improvement Q-o-Q from \$7.282m in Q3 FY25. Staff related payments were higher by 2% Q-o-Q at \$0.682m (Q3 FY25: \$0.670m), while administration and corporate cost payments were \$0.147m, \$0.024m up Q-o-Q.

Positive net cash from operating activities was \$0.554m in Q4 compared to net cash used in operating activities of (\$0.648m) in Q3 FY25 as a result of cash receipts from customers improving by \$0.969m Q-o-Q. With a continued focus on cost discipline and careful cash management, the Company's net operating cash flow for FY25 almost achieved a break-even outcome with a net outflow of only (\$0.193m) for the full year.

Net cash used in investing activities in Q4 of (\$0.053m) was directed at investments in the Hiremii Platform.

Cash on hand at 30 June 2025 was \$0.758m, with unused working capital funding facilities of \$1.5m.

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Related Party Transactions

During Q4 FY25 the following payments were made to related parties as disclosed in Item 6 of Appendix 4C.

SALARIES AND SUPERANNUATION PAID TO DIRECTORS	AMOUNT
David Buckingham, Non-executive Chair	\$21,014
Conor O'Brien, Non-executive Director	\$12,008
Andrew Hornby, Managing Director	\$95,220
Total	\$128,242

*Sophie Chen, Non-executive Director will receive shares in lieu of director fees subject to shareholder approval at the Company's Annual General Meeting.

This announcement has been approved by The Board of Directors of Hiremii.

Ends

About

Hiremii Limited (ASX: HMI) is a technology-driven full-service recruitment company with two core business components; Hiremii Technology, a cloud-based platform which uses machine learning and artificial intelligence to automate and improve recruitment and onboarding processes, pre-vetting and shortlisting candidates based on employers' specific requirements, and Inverse Group, a growing recruitment business that provides specialist white collar recruitment services to the energy, resources and technology sectors.

To learn more please visit: www.hiremii.com

Investor Enquiries: info@hiremii.com

Forward looking statement

Certain information in this document refers to the intentions of Hiremii, but these are not intended to be forecasts, forward looking statements or statements about the future matters for the purposes of the Corporations Act or any other applicable law. The occurrence of the events in the future are subject to risk, uncertainties and other actions that may cause Hiremii's actual results, performance or achievements to differ from those referred to in this document. Accordingly, Hiremii and its affiliates and their directors, officers, employees and agents do not give any assurance or guarantee that the occurrence of these events referred to in the document will actually occur as contemplated.

Statements contained in this document, including but not limited to those regarding the possible or assumed future costs, performance, dividends, returns, revenue, exchange rates, potential growth of Hiremii, industry growth or other projections and any estimated company earnings are or may be forward looking statements. Forward-looking statements can generally be identified by the use of words such as 'project', 'foresee', 'plan', 'expect', 'aim', 'intend', 'anticipate', 'believe', 'estimate', 'may', 'should', 'will' or similar expressions. These statements relate to future events and expectations and as such involve known and unknown risks and significant uncertainties, many of which are outside the control of Hiremii. Actual results, performance, actions and developments of Hiremii may differ materially from those expressed or implied by the forward-looking statements in this document.

Such forward-looking statements speak only as of the date of this document. There can be no assurance that actual outcomes will not differ materially from these statements. To the maximum extent permitted by law, Hiremii and any of its affiliates and their directors, officers, employees, agents, associates and advisers:

- disclaim any obligations or undertaking to release any updates or revisions to the information to reflect any change in expectations or assumptions;
- do not make any representation or warranty, express or implied, as to the accuracy, reliability or completeness of the information in this document, or likelihood of fulfilment of any forward-looking statement or any event or results expressed or implied in any forward-looking statement; and
- disclaim all responsibility and liability for these forward-looking statements (including, without limitation, liability for negligence).

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Appendix 4C

Quarterly cash flow report for entities subject to Listing Rule 4.7B

Name of entity

HIREMII LIMITED

ABN

48 642 994 214

Quarter ended ("current quarter")

30 June 2025

Consolidated statement of cash flows

		Current quarter \$A'000	Year to date (12 months) \$A'000
1.	Cash flows from operating activities		
1.1	Receipts from customers	8,228	33,258
1.2	Payments for		
	(a) research and development	(20)	(75)
	(b) product manufacturing and operating costs	(6,790)	(29,673)
	(c) advertising and marketing	(9)	(77)
	(d) leased assets	-	-
	(e) staff costs	(682)	(2,704)
	(f) administration and corporate costs	(147)	(695)
1.3	Dividends received (see note 3)	-	-
1.4	Interest received	1	12
1.5	Interest and other costs of finance paid	(26)	(95)
1.6	Income taxes paid	-	-
1.7	Government grants and tax incentives	-	-
1.8	Other		
	Tax payment plans	-	(144)
1.9	Net cash from / (used in) operating activities	554	(193)
2.	Cash flows from investing activities		
2.1	Payments to acquire or for:		
	(a) entities	-	-
	(b) businesses	1	(140)
	(c) property, plant and equipment	-	(1)
	(d) investments	-	-
	(e) intellectual property	(54)	(202)
	(f) other non-current assets	-	-

Consolidated statement of cash flows	Current quarter \$A'000	Year to date (12 months) \$A'000
2.2 Proceeds from disposal of:		
(a) entities	-	-
(b) businesses	-	-
(c) property, plant and equipment	-	-
(d) investments	-	-
(e) intellectual property	-	-
(f) other non-current assets	-	-
2.3 Cash flows from loans to other entities	-	-
2.4 Dividends received (see note 3)	-	-
2.5 Other (provide details if material)	(1)	95
2.6 Net cash from / (used in) investing activities	(53)	(249)
3. Cash flows from financing activities		
3.1 Proceeds from issues of equity securities (excluding convertible debt securities)	-	600
3.2 Proceeds from issue of convertible debt securities	-	-
3.3 Proceeds from exercise of options	-	-
3.4 Transaction costs related to issues of equity securities or convertible debt securities	-	(104)
3.5 Proceeds from borrowings	6	67
3.6 Repayment of borrowings	(382)	(215)
3.7 Transaction costs related to loans and borrowings	-	-
3.8 Dividends paid	-	-
3.9 Other (provide details if material)	-	-
3.10 Net cash from / (used in) financing activities	(375)	349
4. Net increase / (decrease) in cash and cash equivalents for the period		
4.1 Cash and cash equivalents at beginning of period	633	850
4.2 Net cash from / (used in) operating activities (item 1.9 above)	554	(193)
4.3 Net cash from / (used in) investing activities (item 2.6 above)	(53)	(249)

Consolidated statement of cash flows		Current quarter \$A'000	Year to date (12 months) \$A'000
4.4	Net cash from / (used in) financing activities (item 3.10 above)	(375)	349
4.5	Effect of movement in exchange rates on cash held	-	-
4.6	Cash and cash equivalents at end of period	758	758
5. Reconciliation of cash and cash equivalents			
at the end of the quarter (as shown in the consolidated statement of cash flows) to the related items in the accounts		Current quarter \$A'000	Previous quarter \$A'000
5.1	Bank balances	758	633
5.2	Call deposits	-	-
5.3	Bank overdrafts	-	-
5.4	Other (provide details)	-	-
5.5	Cash and cash equivalents at end of quarter (should equal item 4.6 above)	758	633
6 Payments to related parties of the entity and their associates			Current quarter \$A'000
6.1	Aggregate amount of payments to related parties and their associates included in item 1		\$128
6.2	Aggregate amount of payments to related parties and their associates included in item 2		-
<i>Note: if any amounts are shown in items 6.1 or 6.2, your quarterly activity report must include a description of, and an explanation for, such payments.</i>			

7	Financing facilities	Total facility amount at quarter end A'000	Amount drawn at quarter end A'000
	<i>Note: the term "facility" includes all forms of financing arrangements available to the entity. Add notes as necessary for an understanding of the sources of finance available to the entity.</i>		
7.1	Loan facilities	2,500	979
7.2	Credit standby arrangements	-	-
7.3	Other (please specify)	-	-
7.4	Total financing facilities	2,500	979
7.5	Unused financing facilities available at quarter end		1,521
7.6	Include in the box below a description of each facility above, including the lender, interest rate, maturity date and whether it is secured or unsecured. If any additional financing facilities have been entered into or are proposed to be entered into after quarter end, include a note providing details of those facilities as well.		
	Loan facility: \$2.5m Octet Invoice Finance secured against accounts receivable with group cross guarantees, interest rate: 10.15%, minimum term 12 months from 8 August 2024.		

8	Estimated cash available for future operating activities	\$A'000
8.1	Net cash from / (used in) operating activities (item 1.9)	554
8.2	Cash and cash equivalents at quarter end (item 4.6)	758
8.3	Unused finance facilities available at quarter end (item 7.5)	1,521
8.4	Total available funding (item 8.2 + item 8.3)	2,279
8.5	Estimated quarters of funding available (item 8.4 divided by item 8.1)	N/A
	<i>Note: if the entity has reported positive net operating cash flows in item 1.9, answer item 8.5 as "N/A". Otherwise, a figure for the estimated quarters of funding available must be included in item 8.5.</i>	
8.6	If item 8.5 is less than 2 quarters, please provide answers to the following questions:	
	8.6.1 Does the entity expect that it will continue to have the current level of net operating cash flows for the time being and, if not, why not?	
	Answer:	
	8.6.2 Has the entity taken any steps, or does it propose to take any steps, to raise further cash to fund its operations and, if so, what are those steps and how likely does it believe that they will be successful?	
	Answer:	
	8.6.3 Does the entity expect to be able to continue its operations and to meet its business objectives and, if so, on what basis?	
	Answer:	

Note: where item 8.5 is less than 2 quarters, all of questions 8.6.1, 8.6.2 and 8.6.3 above must be answered.

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Compliance statement

- 1 This statement has been prepared in accordance with accounting standards and policies which comply with Listing Rule 19.11A.
- 2 This statement gives a true and fair view of the matters disclosed.

24 July 2025

Date:

The Board

Authorised by:
(Name of body or officer authorising release – see note 4)

Notes

- 1 This quarterly cash flow report and the accompanying activity report provide a basis for informing the market about the entity's activities for the past quarter, how they have been financed and the effect this has had on its cash position. An entity that wishes to disclose additional information over and above the minimum required under the Listing Rules is encouraged to do so.
- 2 If this quarterly cash flow report has been prepared in accordance with Australian Accounting Standards, the definitions in, and provisions of, *AASB 107: Statement of Cash Flows* apply to this report. If this quarterly cash flow report has been prepared in accordance with other accounting standards agreed by ASX pursuant to Listing Rule 19.11A, the corresponding equivalent standard applies to this report.
- 3 Dividends received may be classified either as cash flows from operating activities or cash flows from investing activities, depending on the accounting policy of the entity.
- 4 If this report has been authorised for release to the market by your board of directors, you can insert here: "By the board". If it has been authorised for release to the market by a committee of your board of directors, you can insert here: "By the [name of board committee – eg Audit and Risk Committee]". If it has been authorised for release to the market by a disclosure committee, you can insert here: "By the Disclosure Committee".
- 5 If this report has been authorised for release to the market by your board of directors and you wish to hold yourself out as complying with recommendation 4.2 of the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations*, the board should have received a declaration from its CEO and CFO that, in their opinion, the financial records of the entity have been properly maintained, that this report complies with the appropriate accounting standards and gives a true and fair view of the cash flows of the entity, and that their opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.