



ASX Announcement

30 October 2025

September 2025 Quarterly Activities Report

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, and mobility services subsidiary, Hiremii Global Services.

The Company is pleased to report on its activities to accompany the Appendix 4C cashflow statement for the Quarter ended 30 September 2025 ("Q1 FY26", "Reporting Period", "Quarter").

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

Q1 FY26 Highlights

- Revenue of \$7.9m for the Quarter, up 6.0% quarter-on-quarter ("Q-o-Q") from Q4 FY25 revenue of \$7.5m.
- Gross Profit of \$0.783m, 18.1% up Q-o-Q on Q4 FY25 gross profit of \$0.663m.
- Pipeline of potential pilot projects is growing within the mining, engineering and energy industries.
- Integration of advertising job boards makes the platform a seamless sourcing application from AI powered job definition and advertising to screening and selection.
- Recent acquisition Prince Migration & Education Pty Ltd (as announced on 1 August 2025), re-branded to Hiremii Global Service, with integration now complete.
- Successful, oversubscribed capital raise of \$650,000 before costs to enable commercialisation of the Hiremii platform and underpin working capital for revenue growth.

Managing Director, Andrew Hornby commented: “The first quarter of FY26 delivered a strong performance for Hiremii, with both revenue and gross profit improving on the previous quarter. This result reflects the continued strength and operational discipline of our recruitment business, which remains a key driver of the Group’s financial performance. While broader market conditions are challenging, we are seeing encouraging signs of renewed activity and confidence returning to key parts of the market.

From a technology product standpoint, the quarter was marked by meaningful progress. We completed the connection of the Hiremii platform directly with leading global job boards including LinkedIn, Seek and CareerOne through the integration of Idibu¹. This strategic milestone expands our advertising reach and allows clients to seamlessly manage campaigns from a single interface while leveraging our AI-powered job definition and shortlisting technology. The result is a more intelligent, scalable and commercially attractive platform with global reach.

Our collaboration with a data analytics team from the University of Western Australia has advanced the Industry Knowledge Graph project. This work will strengthen the proprietary contextual intelligence of our AI platform—helping to define how companies, projects and skills in the targeted mining and energy industries are similar. The results are more accurate, real-world matching outcomes that are more sophisticated than the current market offerings.

The most significant momentum this quarter has been in customer engagement. We have seen growing interest in the Hiremii platform from both SME and enterprise-level organisations, with several commercial discussions for pilot projects progressing well. These conversations are expanding the scope of our product’s use cases and validating the real-world value of our technology.

As we move through the current quarter, our focus remains on executing commercial opportunities, deepening customer adoption, and positioning Hiremii for scalable growth. We look forward to providing further updates as these initiatives progress”

Hiremii AI Platform In Market

Access to global talent and deep sector intelligence positions Hiremii for adoption by international resource companies.

¹ www.idibu.com, as announced on 20 October 2025

Highlights

- **Global candidate acquisition** – Achieved access to hundreds of job boards across the globe after completion of the integration with Idibu.
- **Intelligent candidate pre-qualification** – Faster and more accurate pre-qualification of candidates with working rights.
- **Mining industry knowledge graph complete** – Mining industry knowledge graph complete, providing unique insight into company, commodity and project connections.
- **Industry engagement accelerating** – Growing pipeline of pilot projects progressing toward commercial contracts.

Global candidate acquisition

Hiremii's first major product enhancement for FY26 was an integration with global job board aggregator, Idibu. This integration has unlocked access to hundreds of job boards worldwide, including those most relevant to the Australian mining, energy and technology sectors.

The system is now live, with early ad postings for pilot customers in Australia and Asia generating high volumes of applicants and accurate shortlisting. Further projects in the Middle East are also nearing trial phase.

Intelligent candidate pre-qualification

The expanded global reach of the Hiremii solution places more pressure on the system's ability to pre-screen applicants based on working rights. As a result, Hiremii's candidate Quick Apply process has been seamlessly woven into the international job board integrations, ensuring consistency of candidate data and effective pre-qualification of applicants regardless of geographic location or job board integration.

This solution reduces workload for platform users who would normally need to add pre-qualification questions to each individual platform in which they advertise, significantly increasing administrative workload and slowing time-to-hire.

Mining industry knowledge graph nearing completion

The recruitment industry faces persistent challenges when applying generic AI and large language models (LLMs) to specialist sectors such as mining. In particular:

- Similar job titles often mask substantial variations in skill requirements, depending on industry, company, project type and commodity.

- Common LLMs are unable to understand these nuances in mining job roles and competitor systems do not cater for these dimensions.
- As a result, candidate matching through common AI models is often inaccurate, inconsistent and unreliable.

Hiremii's new knowledge graph developed in partnership with the University of Western Australia will enable connection between **company, project and commodity data**, an industry first, enabling a more specific understanding of skill relevance and work experience similarity within the targeted mining sector. This innovation allows Hiremii's AI to assess, score and weight candidates' career histories based on genuine lived experience, going beyond the simple keyword or semantic matching used by conventional AI systems. This approach is expected to be replicable and beneficial in future targeted industries.

Accelerating industry engagement

Following the recent employment of Tom Latimer as Head of Growth, the pace of engagement with trial customers has accelerated. Trial adoption has increased, as has the demand for detailed information regarding integration with industry leading HR platforms such as SAP Success Factors and Job Adder.

When speaking in relation to industry engagement, Andrew Hornby, CEO commented: "It feels as though we are on the cusp of something great. There are a lot of good quality conversations with larger scale enterprises. We have a very clear understanding of the customer needs and are confident we have a unique solution that will drive significant business efficiency gains for our customers."

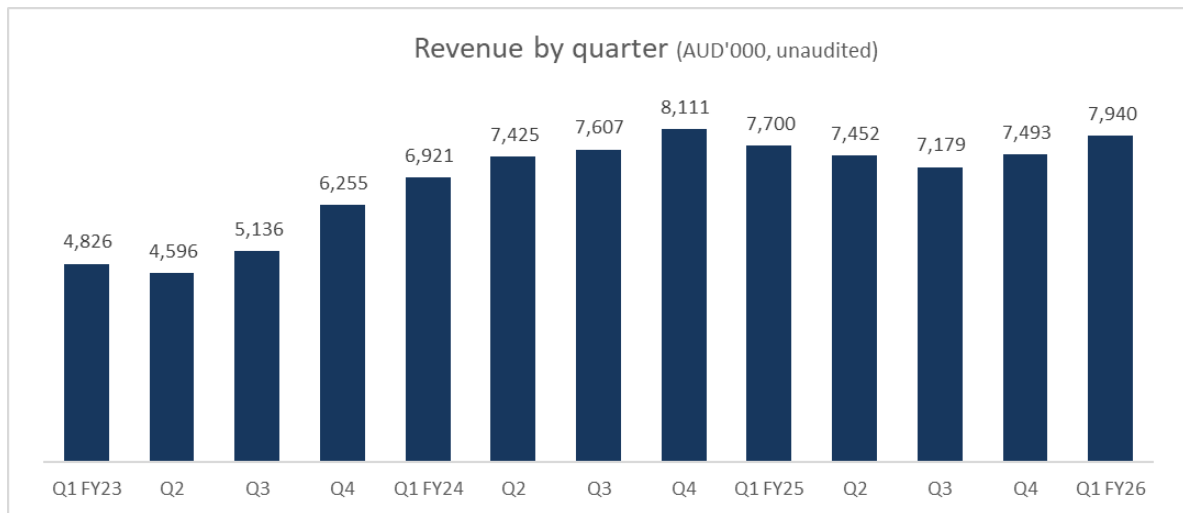
Hiremii Global Services

Hiremii Global Services, formerly Prince Migration and Education, has been integrated into the group after completion of the acquisition on 1 August 2025. Hiremii Global Services is benefiting from the group marketing and corporate services to lift revenue. The acquisition was a positive cash flow from investing activity of \$49,032 as consideration was equity, and cash was retained in the business as part of working capital.

Financial Update

(Note - all financials for FY26 are unaudited)

Revenue in Q1 FY26 of \$7.9m improved 6.0% quarter-on-quarter ("Q-o-Q") (Q4 FY25 revenue: \$7.5m) and 3.1% on the prior comparative period ("PcP") (Q1 FY25 revenue: \$7.7m) as a result of an increase in contractors.



Gross profit of \$0.783m for the quarter was 18.1% higher Q-o-Q (Q4 FY25: \$0.663m), and down 4.0% on the PcP (Q1 FY25: \$0.816m). The gross margin percentage for the quarter was 9.9%, up 1.1% Q-o-Q (Q4 FY25: 8.8%).

The receipts from customers were \$8.790m, an improvement Q-o-Q from \$8.228m in Q4 FY25. Staff related payments were higher by 2% Q-o-Q at \$0.694m (Q4 FY25: \$0.682m), while administration and corporate costs were in line with the prior quarter although payments were up \$0.099m up Q-o-Q due to a reduction in accounts payable.

Net cash used in operating activities was (\$0.522m) after net cash from operating activities of \$0.554m in Q4 FY25. Q1 FY26 cash used was as a result of reduction of payables by (\$0.364m) Q-o-Q, including (\$0.175m) of insurance premiums funded and paid in the quarter.

Cash flows from investing activities were principally an inflow of \$0.049m cash balances consolidated as part of the share-based acquisition of Prince Migration and Education on 1 August 2025.

Cash on hand at 30 September 2025 of \$0.298m, with unused working capital funding facilities of \$0.4m. The funding available was lower due to a cyclically lower accounts receivable balance at quarter end.

Events after Quarter End

A successful, oversubscribed placement of \$650,000 (before costs) was undertaken as announced on 10 October 2025 after the end of the September 2025 quarter. The placement will settle by way of issue of 15,476,190 fully paid ordinary shares at an issue price of \$0.042 per share. Investors will be issued with one unlisted option for every share subscribed at an exercise price of \$0.05 and an expiry date of two years from the date of issue.

Tranche one of the placement settled on 21 October 2025 with issue of 13,690,475 fully paid ordinary shares to raise \$575,000 (before costs) and 13,690,475 unlisted options at an exercise price of \$0.05 and an expiry date of two years from the date of issue. Tranche two of the placement to certain Directors of the Company to raise a further \$75,000 (before costs) is subject to shareholder approval to be sought at the Annual General Meeting to be held on 27 November 2025.

The funds raised will be strategically deployed to accelerate the commercialisation of the Hiremii platform, advance customer-driven enhancements and AI-led optimisation initiatives, and pursue strategic acquisition opportunities that complement and extend our technology and core business. Funds will also provide for working capital requirements to support growth.

Related Party Transactions

During Q1 FY26 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	\$12,062
Conor O'Brien, Non-executive Director	\$6,892
Andrew Hornby, Managing Director	\$68,892
Total	\$87,846

From 25 August 2025, Mr Buckingham has elected to receive shares in lieu of fees for the remainder of the calendar year and Mr O'Brien elected not to receive fees for the remainder of the calendar year.

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
info@hiremii.com

Enquiries:

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).

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 September 2025

Consolidated statement of cash flows		Current quarter \$A'000	Year to date (3 months) \$A'000
1.	Cash flows from operating activities		
1.1	Receipts from customers	8,790	8,790
1.2	Payments for		
	(a) research and development	(14)	(14)
	(b) product manufacturing and operating costs	(8,307)	(8,307)
	(c) advertising and marketing	(13)	(13)
	(d) leased assets	-	-
	(e) staff costs	(694)	(694)
	(f) administration and corporate costs	(246)	(246)
1.3	Dividends received (see note 3)	-	-
1.4	Interest received	-	-
1.5	Interest and other costs of finance paid	(37)	(37)
1.6	Income taxes paid	-	-
1.7	Government grants and tax incentives	-	-
1.8	Other	-	-
1.9	Net cash from / (used in) operating activities	(522)	(522)
2.	Cash flows from investing activities		
2.1	Payments to acquire or for:		
	(a) entities	-	-
	(b) businesses	49	49
	(c) property, plant and equipment	-	-
	(d) investments	-	-
	(e) intellectual property	4	4
	(f) other non-current assets	-	-

Consolidated statement of cash flows	Current quarter \$A'000	Year to date (3 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)	-	-
2.6 Net cash from / (used in) investing activities	53	53

3. Cash flows from financing activities		
3.1 Proceeds from issues of equity securities (excluding convertible debt securities)	-	-
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	-	-
3.5 Proceeds from borrowings	222	222
3.6 Repayment of borrowings	(213)	(213)
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	9	9

4. Net increase / (decrease) in cash and cash equivalents for the period		
4.1 Cash and cash equivalents at beginning of period	758	758
4.2 Net cash from / (used in) operating activities (item 1.9 above)	(522)	(522)
4.3 Net cash from / (used in) investing activities (item 2.6 above)	53	53

Consolidated statement of cash flows		Current quarter \$A'000	Year to date (3 months) \$A'000
4.4	Net cash from / (used in) financing activities (item 3.10 above)	9	9
4.5	Effect of movement in exchange rates on cash held	-	-
4.6	Cash and cash equivalents at end of period	298	298
5. Reconciliation of cash and cash equivalents		Current quarter \$A'000	Previous quarter \$A'000
at the end of the quarter (as shown in the consolidated statement of cash flows) to the related items in the accounts			
5.1	Bank balances	298	758
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)	298	758
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	\$88	
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	1,528	1,109
7.2	Credit standby arrangements	-	-
7.3	Other (please specify)	-	-
7.4	Total financing facilities	1,528	1,109
7.5	Unused financing facilities available at quarter end		419
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: Up to \$2.5m Octet Invoice Finance secured against accounts receivable with group cross guarantees, interest rate: 9.40%, minimum term 12 months from 18 July 2025.		

8	Estimated cash available for future operating activities	\$A'000
8.1	Net cash from / (used in) operating activities (item 1.9)	(522)
8.2	Cash and cash equivalents at quarter end (item 4.6)	298
8.3	Unused finance facilities available at quarter end (item 7.5)	419
8.4	Total available funding (item 8.2 + item 8.3)	717
8.5	Estimated quarters of funding available (item 8.4 divided by item 8.1)	1.4
	<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: No. Operating cashflows are expected to improve, and are subject to quarterly variation due to the timing of significant payments. The previous quarter net cash flow from operations was positive \$554,000.	
	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: Yes. A successful, oversubscribed capital raise of \$650,000 before costs was undertaken as announced on 10 October 2025.	
	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: Yes. Operating cashflows are expected to improve over time as revenue and margin continue to improve and the recruitment technology product is commercialised.	
	<i>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.</i>	

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.

30 October 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.