



ASX Announcement

21 April 2026

Quarter 3 FY2026 Activities Report

SaaS Commercial Milestone and Record Revenue and Gross Profit

Hiremii Limited (ASX: HMI) ("**Hiremii**" or "**the Company**") is building the AI intelligence layer for resource and industrial workforce markets.

The Company is pleased to report on its activities to accompany the Appendix 4C cashflow statement for the Quarter ended 31 March 2026 ("Q3 FY26", "Reporting Period", "Quarter").

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

Q3 FY26 Highlights

- Adjusted EBITDA¹ positive for the Quarter of \$0.019m, up on prior comparative period ("PcP"), Q3 FY25.
- Gross Profit of \$0.944m, a new record quarter, 50% up on PcP of \$0.630m, and Gross Margin increased to 11.5% (PcP: 8.8%) following improved revenue and margin in the recruitment division and the positive impact following the acquisition and integration of Prince Migration in August 2025 (rebranded as "Hiremii Global Services").
- Revenue of \$8.2m for the Quarter, up 14.4% on PcP, Q3 FY25, of \$7.2m.
- Revenue year-to-date ("YTD") of \$24.4m, up 9.1% on PcP (FY25 YTD: \$22.3m), and Gross Profit YTD of \$2.6m, up 19% on PcP (FY25 YTD: \$2.2m).
- First technology customers acquired – Two customers signed recurring SaaS subscription agreements after successful pilot programs as announced on 15 April 2026.
- Strategic review being refreshed to focus on Workforce Intelligence Solutions serving the resources and infrastructure sectors globally, delivering a more intelligent, data-driven approach to hiring decisions.

¹ Earnings before interest, tax, depreciation, amortisation, and share based payments, a non IFRS metric.

- Strategic integrations expand commercial opportunities – Hiremii has completed integrations with popular ATS solutions, Job Adder and Workable, enabling seamless adoption of Hiremii into existing HR workflows.
- Net cash from operating activities increased to \$0.143m, an improvement on cash used in operating activities in the PcP (Q3 FY25: (\$0.648m)). Cash on hand on 31 March 2026 was \$1.333m (Q2 FY26: \$0.734m).

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

“In the third quarter of FY26, Hiremii delivered the most positive quarterly results of my tenure, reflecting the progress made across both our technology and workforce solutions divisions and the benefits of the strategic foundations established over recent periods.

A key milestone achieved was the successful commercialisation of the Hiremii technology platform through the execution of two initial customer contracts announced on 15 April 2026. In line with our sector focus, one of these customers is a global engineering company servicing the mining and resources sector, where our platform displaced an incumbent applicant tracking system provider. This outcome reinforces the value of our talent intelligence differentiation and demonstrates the opportunity for Hiremii to compete effectively against traditional large-scale vendors by adding value in specialist hiring markets.

We are also excited to commence the rollout of our broader Workforce Intelligence strategy, developed through extensive market engagement and informed by deep industry expertise. The strategy combines Hiremii’s proprietary data assets and recruitment domain knowledge with rapidly improving large language model capabilities to help employers better position for, source and secure talent in increasingly competitive markets.

Across our Workforce Solutions division, the quarter delivered record revenue of \$8.215 million and record gross profit of \$0.944 million. This performance resulted in an operational adjusted EBITDA breakeven quarter on a consolidated basis, after excluding non-cash share-based payments associated with the acquisition of Prince Migration, now rebranded as Hiremii Global Services.

Our Global Services business also achieved its strongest month to date during the quarter, highlighting the success of our focus on higher margin revenue streams, disciplined cost management, profitability and sustainable scaling.

With commercial traction now established in our SaaS platform, improving financial performance across the group and a clear strategic roadmap ahead, we enter the final quarter of FY26 with confidence. We are excited by the rollout of our Workforce Intelligence strategy and look forward to delivering further commercial growth across both our platform and services businesses.”

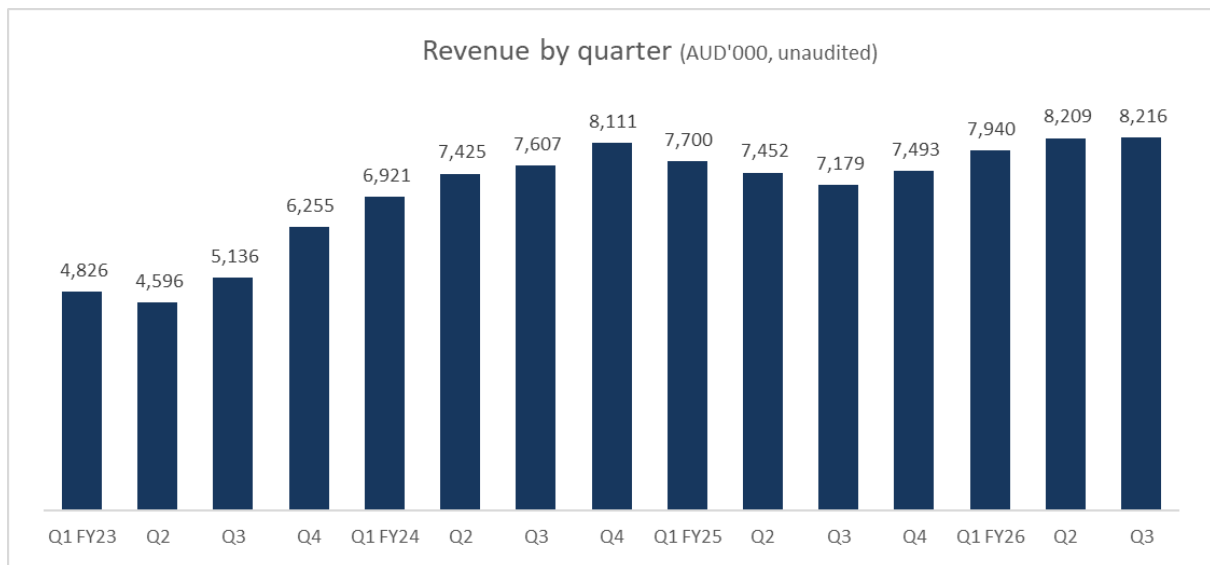
Financial Update

(Note - all financials for FY26 are unaudited)

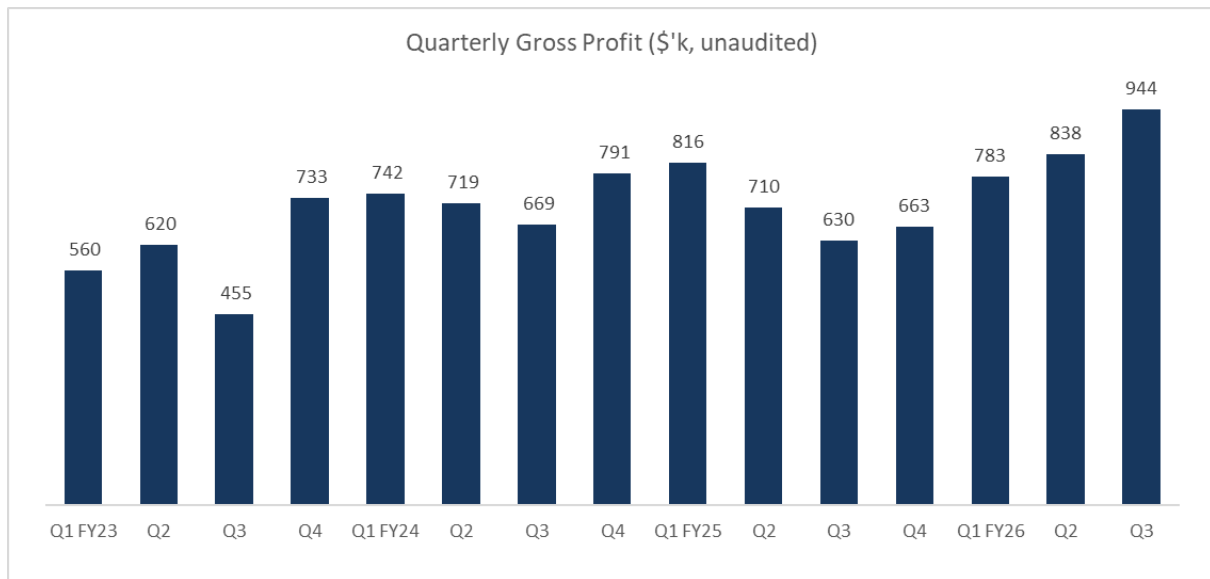
Profit Metrics for the Quarter (unaudited)

AUD'000	Q3 FY26	Q2 FY26	Q3 FY25	% Q- o- Q	% on PcP
Revenue	8,216	8,209	7,179	0.1%	14.4%
Gross Profit	944	838	630	12.7%	50%
Gross Margin %	11.5%	10.2%	8.8%		
Adjusted EBITDA	19	(57)	(208)	133%	109%

Revenue in Q3 FY26 of \$8.2m improved 14.4% on the prior comparative period (“PcP”) (Q3 FY25 revenue: \$7.2m), and 0.1% quarter-on-quarter (“Q-o-Q”) (Q2 FY26 Revenue: \$8.2m) as a result of an increase in contractors and the inclusion of Hiremii Global Services full quarter.



Gross profit of \$0.944m for the quarter was up 50% on the PcP (Q3 FY25: \$0.630m) and 12.7% higher Q-o-Q (Q2 FY26: \$0.838m). The gross margin percentage for the quarter was 11.5%, up 1.3% Q-o-Q (Q2 FY26: 10.2%).



Total comprehensive loss was (\$0.088m), a 69% improvement on the PcP (Q3 FY25: \$0.285m).

Adjusted EBITDA² is positive at \$0.019m – a first for the business, and a 109% improvement on the PcP loss of (Q3 FY25: \$0.208m). Adjusted EBITDA is calculated as EBITDA before share-based payments which are largely related to accounting for the acquisition of Prince Migration (now “Hiremii Global Services”). Adjusted EBITDA is used as it reflects the underlying cash generated of the core business.

Reconciliation of the Profit Metrics to Total Comprehensive Loss for the Quarter (unaudited)

AUD'000	Q3 FY26	Q2 FY26	Q3 FY25
Total comprehensive loss	(88)	(202)	(285)
<i>Non-cash add backs</i>			
Depreciation and amortisation expense	45	71	33
Finance costs	13	26	28
Share-based payments expense	48	43	15
Acquisition costs	-	6	-
Adjusted EBITDA	19	(57)	(208)

Receipts from customers were \$8,973m, a 23% improvement on the PcP of \$7.282m in Q3 FY25. Staff related payments were up by 13% Q-o-Q at \$0.719m (Q3 FY26:

² Earnings before interest, tax, depreciation, amortisation, and share based payments.

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\$0.637m) after directors and senior staff elected to reduce cash payments in the second quarter, and administration and corporate costs were 39% lower Q-o-Q at \$0.133m (Q2 FY26: \$0.218m).

Net cash from operating activities was positive at \$0.143m, up Q-o-Q from Q2 FY26 net cash used in operating activities (\$0.086m), and an improvement on cash used in operating activities in the PcP, Q3 FY25: (\$0.648m), as a result of less movement in working capital, and improved gross profit.

Cash flows from investing activities were (\$0.033m) invested in the development of the Hiremii recruitment platform.

A successful placement of \$1,764,000 (before costs) was undertaken as announced on 19 January 2026. The placement will settle by way of issue of 42,000,000 fully paid ordinary shares at an issue price of \$0.042 per share. Investors will also 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, which was approved by shareholders at a General Meeting held on 20 April 2026.

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.

Cash on hand on 31 March 2026 was \$1.333m (Q2 FY26: \$0.734m), with unused working capital funding facilities of \$1.4m. Improved cash and working capital have positively impacted the cost of finance through efficient treasury management.

Workforce Intelligence Strategy

Hiremii is evolving from a traditional recruitment services business into a Workforce Intelligence company focused on helping employers make smarter workforce decisions and achieve better hiring outcomes.

The strategy combines:

- Technology powered intelligence platform that provides talent market insights, sourcing, ranking and hiring workflows,
- Smart Workforce solutions including agentic sourcing, managed service and executive search, and

- Partnerships and acquisitions that expand capability, geography and recurring revenue.

The platform integrates analytics, market intelligence and automation to help employers better understand talent availability, hiring difficulty, salary trends and candidate suitability.

Hiremii's initial focus is on complex, high-value sectors including energy, resources and infrastructure, where specialised workforce requirements create stronger demand for differentiated solutions.

This hybrid model is designed to generate:

- services revenue and scale,
- higher margins from technology solutions,
- recurring SaaS growth, and
- valuation upside from technology model.

Through industry expertise, proprietary data and integrated delivery capability, Hiremii believes it is well positioned to capture a growing share of the global workforce solutions market.

The workforce intelligence strategy has been approved by the board of directors on 20th April 2026.

Hiremii AI platform now commercially competitive

Feedback from trial participants has shaped product enhancements that are now delivering a commercially competitive talent acquisition solution. The technology team remains focused on rapidly developing the data insights, market intelligence and technology solutions that provide customers with a competitive edge in a rapidly evolving and competitive talent market.

Highlights

- **First recurring SaaS revenue achieve** – Two customers sign paid agreements after successful pilot programs.
- **Strategic integrations expand commercial opportunities** – integrations completed with popular ATS solutions, Job Adder and Workable, enabling seamless adoption of Hiremii into existing HR workflows, and access to significant user base.

- **New talent pool functionality deployed** –significant AI-enabled talent pool functionality added to enable customers to leverage large existing candidate databases more effectively, reducing search time.

First recurring SaaS revenue achieved

The Company executed its first commercial Software-as-a-Service (SaaS) agreement during the period, as announced on 15 April 2026, representing a key milestone in the transition from product development and validation to revenue generation.

The agreements follow successful trials and confirm customer value in the platform's capabilities and value proposition.

Strategic implications:

- Establishes the Company's first recurring SaaS revenue stream, supporting a shift toward a predictable annual recurring revenue (ARR) profile.
- Validates the go-to-market strategy and product-market fit.
- Provides reference customers for sales discussions.

Strategic Integrations Expand Commercial Opportunities

The Company continued to advance its strategic integration initiatives during the period, adding popular Applicant Tracking Systems (ATS) Job Adder and Workable to its previous upstream integration with global advert distribution solution – Idibu. These new downstream integrations allow the platform to seamlessly connect with HR processes, improving usability for customers while expanding the company's commercial opportunities.

Strategic implications:

- Platform offers enhanced interoperability and scalability, making it more attractive to enterprise and institutional users.
- Supports faster deployment and lower integration barriers, improving sales conversion potential.
- Expands access to distribution channels and partner networks, increasing market reach.

- A strengthened competitive position by embedding the solution within existing digital ecosystems.

New AI-powered Talent Pool Functionality Released

Following from the high level of confidence in the accuracy of Hiremii's AI-driven shortlisting capability, the Company has applied the same technology to database search and talent pooling.

This innovation solves a challenge expressed by a large segment of enterprise customers – potentially unlocking value from large, under-utilised candidate databases. These databases cannot be effectively searched using traditional keyword-based tools. The resulting repeated adverts are a significant cost to be saved by better candidate database use.

The release of Talent Pooling also represents a commercial opportunity for Hiremii to displace many incumbent Applicant Tracking Systems by allowing customers to reduce total SaaS subscription costs to adopt the Hiremii AI technology.

Adjusted 2026 Product Roadmap

The focus of the Workforce Intelligence strategy is supported by the product's 2026 development roadmap, with more emphasis on aggregating market data to provide Human Resources customers with more strategic insights. Key initiatives include:

- University of Western Australia jobs market intelligence project.
- Hiremii – talent market intelligence dashboard and portal.
- SaaS enablement, including online sign-up and onboarding.
- Microsoft Outlook integration to streamline recruiter workflows.

Related Party Transactions

During Q3 FY26 the following payments were made to related parties as disclosed in Item 6 of Appendix 4C.

SALARIES AND SUPERANNUATION PAID TO DIRECTORS	AMOUNT
Vaughan Webber, Non-executive Chair	\$6,000
David Buckingham, Non-executive Director	\$17,188
Conor O'Brien, Non-executive Director	\$9,822
Sophie Chen, Non-executive Director	-
Andrew Hornby, Managing Director	\$64,537
Total	\$97,547

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

Ends

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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 statements

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")

31 March 2026

Consolidated statement of cash flows

	Current quarter \$A'000	Year to date (9 months) \$A'000
1. Cash flows from operating activities		
1.1 Receipts from customers	8,973	26,939
1.2 Payments for		
(a) research and development	(18)	(42)
(b) product manufacturing and operating costs	(7,917)	(24,572)
(c) advertising and marketing	(33)	(68)
(d) leased assets	-	-
(e) staff costs	(719)	(2,049)
(f) administration and corporate costs	(133)	(597)
1.3 Dividends received (see note 3)	-	-
1.4 Interest received	-	-
1.5 Interest and other costs of finance paid	(10)	(75)
1.6 Income taxes paid	-	-
1.7 Government grants and tax incentives	-	-
1.8 Other	-	-
1.9 Net cash from / (used in) operating activities	143	(464)

2. Cash flows from investing activities

2.1 Payments to acquire or for:		
(a) entities	-	-
(b) businesses	0	49
(c) property, plant and equipment	-	-
(d) investments	-	-
(e) intellectual property	(33)	(48)
(f) other non-current assets	-	-

Consolidated statement of cash flows	Current quarter \$A'000	Year to date (9 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	(33)	1
3. Cash flows from financing activities		
3.1 Proceeds from issues of equity securities (excluding convertible debt securities)	1,764	2,414
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	(142)	(193)
3.5 Proceeds from borrowings	53	(949)
3.6 Repayment of borrowings	(1,186)	(234)
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	488	1,038
4. Net increase / (decrease) in cash and cash equivalents for the period		
4.1 Cash and cash equivalents at beginning of period	734	758
4.2 Net cash from / (used in) operating activities (item 1.9 above)	143	(464)
4.3 Net cash from / (used in) investing activities (item 2.6 above)	(33)	1

Consolidated statement of cash flows		Current quarter \$A'000	Year to date (9 months) \$A'000
4.4	Net cash from / (used in) financing activities (item 3.10 above)	488	1,038
4.5	Effect of movement in exchange rates on cash held	-	-
4.6	Cash and cash equivalents at end of period	1,333	1,333
<hr/>			
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	1,333	734
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)	1,333	734
<hr/>			
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	\$98	
6.2	Aggregate amount of payments to related parties and their associates included in item 2	-	
<p><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></p>			

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	1,429	0
7.2 Credit standby arrangements	-	-
7.3 Other (please specify)	-	-
7.4 Total financing facilities	1,429	0
7.5 Unused financing facilities available at quarter end		1,429
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)	143
8.2 Cash and cash equivalents at quarter end (item 4.6)	1,333
8.3 Unused finance facilities available at quarter end (item 7.5)	1,429
8.4 Total available funding (item 8.2 + item 8.3)	2,761
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:	
<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.

21 April 2026

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.