ASX Announcement 29 July 2026

Quarter 4 FY2026 Activities Report

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

Strong Financial Momentum and Strategic Progress

Hiremii Limited (ASX: HMI) ("**Hiremii**" or "**the Company**") provides AI-powered workforce intelligence for energy, resources and infrastructure markets.

The Company is pleased to report on its activities and the Appendix 4C cashflow statement for the Quarter ended 30 June 2026 ("Q4 FY26", "Reporting Period", "Quarter").

Highlights

Strong Results for the 4th Quarter FY2026

- Adjusted EBITDA[1] positive for the Quarter of $0.178m, up 168% on prior comparative period ("PcP") (Q4 FY25 $0.264m loss) and 572% up Quarter-on-Quarter ("Q-o-Q"), (Q3 FY26: $0.03m).
- Record Gross Profit of $1.149m for the Quarter, 73% up on PcP of $0.663m (Q4 FY25), and 22% up Q-o-Q (Q3 FY26: $0.944m).
- Gross Margin increased to 14.3% for the Quarter (PcP: 8.8%; Q-o-Q: 11.5%).
- Net cash from operating activities of $0.109m was positive for the second consecutive quarter (Q3 FY26: $0.143m).

Annual Unaudited Results show strong growth in key business metrics

- Adjusted EBITDA[1] positive for FY26 of $0.03m, up 104% on PcP (FY25 $0.733m loss).
- Revenue of $32m for the year, up 8.6% on PcP of $29.8m (FY25).
- Gross Profit for FY26 of 3.7m, up 32% on PcP (FY25 $2.8m).
- Gross Margin for the year of 11.5%, up on 9.5% of the PcP (FY25).

[1] Earnings before interest, tax, depreciation, amortisation, share based payments and acquisition costs, a non IFRS metric (unaudited).

Strategic Progress

- Growth in renewable energy, global permanent Recruitment Solutions, and Workforce Mobility Services.
- Customer growth – improved Agentic SaaS subscription revenue.
- Success in commercialising Workforce Intelligence Platform in new hybrid Workforce Intelligence RPO model.

Repositioning and Rebranding

- Rebranding and name change: Hiremii Ltd intends to rebrand as AQYR Ltd, reflecting the Company's strategic evolution into a Workforce Intelligence business. The new brand better represents AQYR's focus on combining workforce intelligence, AI and deep industry expertise to help organisations make better workforce decisions and secure critical talent faster.

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

"The fourth quarter capped off what has been the most successful year of my tenure as Managing Director, with the business delivering positive adjusted EBITDA and cashflow, record gross profit and meaningful progress in executing our long-term strategy. Pleasingly, these outcomes have been achieved while simultaneously repositioning Hiremii for its next phase of growth as a Workforce Intelligence business."

"Across our Workforce Solutions division, we continued to focus on improving the quality of earnings. This resulted in a record quarterly gross profit of $1.149 million, a gross margin of 14.3% and positive operating cash flow for the second consecutive quarter. Hiremii Global Services also delivered its strongest performance to date, demonstrating the success of our focus on higher-margin services, disciplined cost management and sustainable profitability."

"Our technology business also continued to build momentum during the quarter. Following the successful commercialisation of the Workforce Intelligence Platform earlier in the year, we expanded our customer base, increased annual recurring revenue and more than doubled the value of our largest technology customer through the rollout of additional platform capability. These outcomes provide further confidence in our product-market fit and validate the value customers are placing on our Workforce Intelligence offering."

"A particularly pleasing milestone was the signing of our first hybrid Workforce Solutions Recruitment Process Outsourcing (RPO) customer in the renewable resources sector. This engagement combines our Workforce Intelligence platform with specialist recruitment delivery, creating a differentiated, higher-margin solution that showcases how our technology enhances traditional recruitment services rather than replacing them. We believe this model represents a significant opportunity as organisations increasingly seek more intelligent, data-driven workforce solutions."

"Throughout the year we have invested heavily in strengthening our technology capability, expanding our proprietary data assets and refining our strategic direction through extensive engagement with customers and industry. This work culminated in the launch of our Workforce Intelligence strategy, positioning Hiremii to deliver a more scalable, higher-margin business built on the combination of specialist workforce expertise, proprietary data and rapidly advancing AI capabilities."

"As we enter FY27, our focus remains clear: continue growing recurring SaaS revenue, expand our Workforce Intelligence offering, improve profitability and assess both organic growth initiatives and complementary acquisition opportunities that strengthen our strategic position. With stronger financial fundamentals, increasing commercial traction and a clear roadmap ahead, with the new brand we are excited about the opportunities that lie ahead for the Company."

Financial Update

(Note - all financials for FY26 are unaudited)

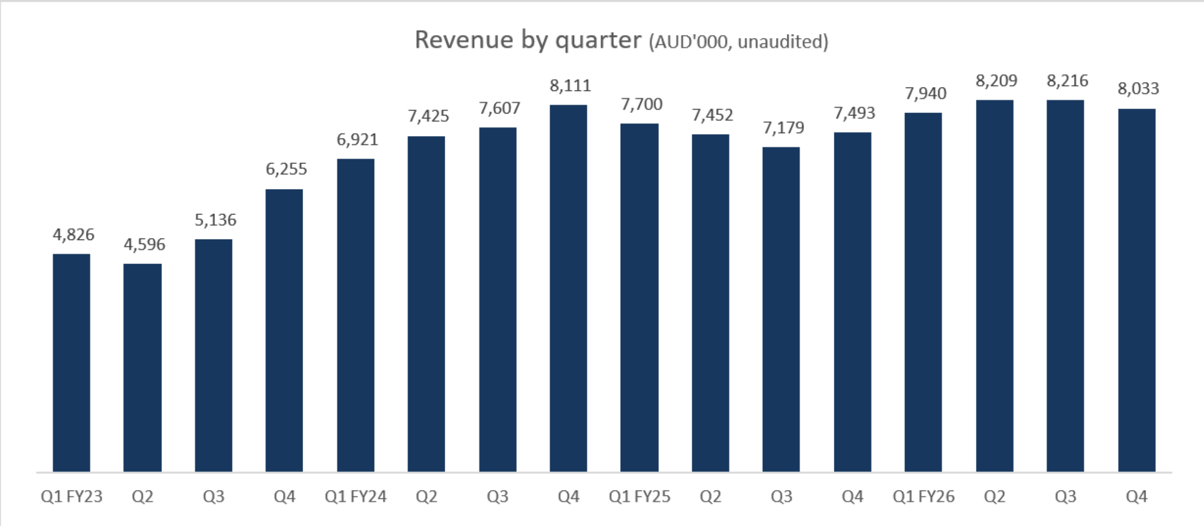
Profit Metrics for the Quarter and FY26

AUD'000	Q4 FY26	Q3 FY26	Q4 FY25	% Q-o-Q	% on PcP	FY26	FY25	% Y-o-Y
Revenue	8,033	8,216	7,493	-2.2%	7.2%	32,397	29,824	8.6%
Gross Profit	1,149	944	663	21.7%	73.3%	3,713	2,819	31.7%
Gross Margin %	14.3%	11.5%	8.8%			11.5%	9.5%	
Total comprehensive profit (loss)	1	(90)	(409)	102%	100%	(587)	(1,169)	50%
Adjusted EBITDA	197	29	(264)	572%	175%	32	(733)	104%

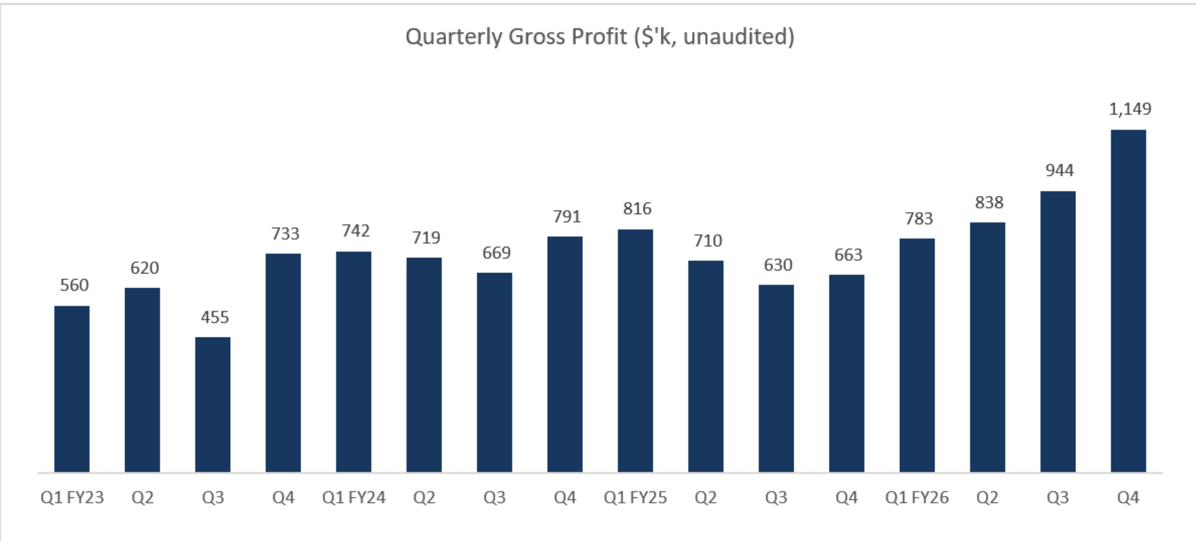
The focus for FY26 has been the improvement of Gross Profit through focus on higher margin activities. Gross Profit has seen significant growth, while revenue has been maintained Quarter-on-Quarter ("Q-o-Q").

Strong Results for the Quarter

Revenue in Q4 FY26 of $8.0m improved 7.2% on the prior comparative period ("PcP") (Q4 FY25 revenue: $7.5m), while Q-o-Q was lower by 2.2% (Q3 FY26 Revenue: $8.2m) with the focus on higher margin revenue from Hiremii Global Services and permanent placements in Recruitment. Importantly, the Agentic AI SaaS Technology Products recorded initial revenue in the Quarter.



Gross profit of $1.149m for the quarter was up 73% on the PcP (Q4 FY25: $0.663m) and 21.7% higher Q-o-Q (Q3 FY26: $0.944m). The gross margin percentage for the quarter was 14.3%, up 2.8% Q-o-Q (Q3 FY26: 11.5%). The improvement in the Quarter resulted from good margin in the Workforce Recruitment Services division and the positive impact of a strong Quarter by Hiremii Global Services, acquired in August 2025.



Total comprehensive profit (unaudited) was break-even for the quarter, a 100% improvement on the PcP (Q4 FY25: $0.409m).

Adjusted EBITDA[2] for the Quarter was positive at $0.197m, a 175% improvement on the PcP loss of (Q4 FY25: $0.264m). Adjusted EBITDA is calculated as EBITDA before share-based payments and acquisition costs 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 by the core business.

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

AUD'000	Q4 FY26	Q3 FY26	Q4 FY25	FY26	FY25
Total comprehensive profit (loss)	1	(90)	(409)	(587)	(1,169)
Non-cash add backs					
Depreciation and amortisation expense	90	60	45	293	166
Finance costs	7	12	26	85	95
Share-based payments expense	36	48	61	168	163
Acquisition costs	63	-	13	75	13
Adjusted EBITDA	**197**	**29**	**(264)**	**32**	**(733)**

Net cash from operating activities was positive at $0.109m, in line Q-o-Q on Q3 FY26 net cash from operating activities of $0.143m, and the second consecutive positive quarter of net cash from operations.

Cash receipts from customers were $8.549m, a 4% improvement on the PcP of $8.228m in Q4 FY25. Staff related payments were up 14% Q-o-Q at $0.822m (Q3 FY26: $0.719m) due to the timing of working capital movements, and administration and corporate costs were up Q-o-Q at $0.169m (Q3 FY26: $0.133m).

Cash flows from investing activities were ($0.070m) invested in the development of the Workforce Intelligence platform.

Cash on hand on 30 June 2026 was $1.3m (Q3 FY26: $1.3m), with unused working capital funding facilities of $1.2m. Improved cash and working capital have positively impacted the cost of finance through efficient treasury management.

Annual Unaudited Results show strong growth in key business metrics

Adjusted EBITDA[4] for FY26 was positive $0.03m, a 104% improvement on FY25 adjusted EBITDA loss of $0.733m.

Revenue of $32m for the year, up 8.6% on PcP, FY25, of $29.8m as a result of maintaining the level of contractors and the acquisition of HGS.

[2] Earnings before interest, tax, depreciation, amortisation, share based payments and acquisition costs, a non IFRS metric (unaudited).

Gross Profit for FY26 of 3.7m, up 32% Year-on-Year ("Y-o-Y") (FY25 $2.8m). Gross Margin for the year of 11.5%, up on 9.5% of the PcP (FY25).

Strategic Transformation and Proposed Rebrand

During the quarter, the Company commenced the rollout of its Workforce Intelligence strategy, representing the next phase in Hiremii's evolution. The strategy builds on the Company's established recruitment capability by combining proprietary workforce data, deep industry expertise and rapidly advancing artificial intelligence to help organisations make smarter workforce decisions and achieve better hiring outcomes.

Reflecting this strategic direction, the Company intends to change its corporate name from Hiremii Limited to **AQYR** Limited, subject to shareholder approval at the 2026 Annual General Meeting. The proposed name better reflects the Company's evolution into an AI-powered Workforce Intelligence business serving the energy, resources and infrastructure sectors.

AI platform commercialisation progressing

Highlights:

- **Recurring SaaS revenue and ARR growth** – Additional customers signed paid agreements, and ARR increased with roll out of database search functionality and implementation services.
- **Workforce Intelligence RPO initiated** – New customer engaged on comprehensive hybrid model that leverages both the technology and traditional recruitment services
- **Workforce Intelligence Platform Development** – AI-enabled talent pool functionality has been enhanced, candidate presentation and identification quality improvement, enterprise connectivity, and recruitment agency functionality.

Recurring SaaS revenue and ARR growth

The Company executed further commercial Software-as-a-Service (SaaS) agreements during the period with customers in the technology and renewables industries.

ARR has increased with incremental fees from advertising, database search functionality and implementation consulting. While not material in the context of the group revenue, growth and ARR expansion are encouraging indicators of product progress.

Workforce Intelligence RPO initiated

The Company secured its first Workforce Intelligence RPO engagement during the quarter, combining AI-powered workforce intelligence with specialist recruitment delivery. This hybrid model enhances traditional recruitment through talent insights, candidate intelligence and workflow automation, while creating higher-margin service opportunities and supporting recurring SaaS revenue growth.

The initial deployment within the renewables sector validates the Company's strategy of combining technology with workforce expertise to deliver differentiated customer outcomes.

Workforce Intelligence Platform Development

Development focused on enhancing the platform's ability to source, assess and engage high-quality talent more efficiently, while strengthening its position as a differentiated solution for the energy, resources and infrastructure sectors.

Expanding Workforce Intelligence across Talent Pools

Talent Pool functionality was enhanced, enabling customers to use existing candidate databases and so reduce external advertising, contact candidates faster and improve workforce planning capability.

AI Intelligence and Decision Support

The Company's AI capability continued to advance during the quarter, with enhancements focused on improving recommendation quality, search accuracy and recruiter productivity.

Enterprise Connectivity and Recruitment Agency Functionality

The Company continued expanding its enterprise capability through additional integrations (Workable, JobAdder, Adzuna, JORA).

Product Roadmap

Development will continue to build out the Company's Workforce Intelligence strategy, enhancing market intelligence, and expanding outbound integration.

Outlook

The Company enters FY27 with positive operating momentum, a strengthened financial position and increasing commercial traction across both Workforce Solutions and Technology.

Rebranded as AQYR, the Company will focus on executing its Workforce Intelligence strategy, growing higher-margin recurring revenue and selectively investing in opportunities that enhance capability and accelerate long-term growth.

Related Party Transactions

During Q4 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	$18,000
David Buckingham, Non-executive Director	$21,108
Conor O'Brien, Non-executive Director	$12,062
Sophie Chen, Non-executive Director	-
Andrew Hornby, Managing Director	$85,454
Total	**$136,624**

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 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	**Quarter ended ("current quarter")**
48 642 994 214	30 June 2026

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	8,549	35,489
1.2	Payments for		
	(a) research and development	(20)	(62)
	(b) product manufacturing and operating costs	(7,404)	(31,975)
	(c) advertising and marketing	(26)	(94)
	(d) leased assets	-	-
	(e) staff costs	(822)	(2,871)
	(f) administration and corporate costs	(169)	(767)
1.3	Dividends received (see note 3)	-	-
1.4	Interest received	7	7
1.5	Interest and other costs of finance paid	(5)	(81)
1.6	Income taxes paid	-	-
1.7	Government grants and tax incentives	-	-
1.8	Other		
1.9	**Net cash from / (used in) operating activities**	**109**	**(355)**

2.	**Cash flows from investing activities**		
2.1	Payments to acquire or for:		
	(a) entities	-	-
	(b) businesses	(0)	49
	(c) property, plant and equipment	(2)	(2)
	(d) investments	-	-
	(e) intellectual property	(66)	(114)
	(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)	(1)
2.6	**Net cash from / (used in) investing activities**	(70)	(69)

3.	**Cash flows from financing activities**		
3.1	Proceeds from issues of equity securities (excluding convertible debt securities)	-	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	(10)	(203)
3.5	Proceeds from borrowings	27	86
3.6	Repayment of borrowings	(91)	(1,332)
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**	(74)	964

4.	**Net increase / (decrease) in cash and cash equivalents for the period**		
4.1	Cash and cash equivalents at beginning of period	1,333	758
4.2	Net cash from / (used in) operating activities (item 1.9 above)	109	(355)
4.3	Net cash from / (used in) investing activities (item 2.6 above)	(70)	(69)

	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)	(74)	964
4.5	Effect of movement in exchange rates on cash held	-	-
4.6	**Cash and cash equivalents at end of period**	1,298	1,298

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	1,298	1,333
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)**	1,298	1,333

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	$137
6.2	Aggregate amount of payments to related parties and their associates included in item 2	-

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.

7	Financing facilities *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.*	Total facility amount at quarter end A'000	Amount drawn at quarter end A'000
7.1	Loan facilities	1,208	-
7.2	Credit standby arrangements	-	-
7.3	Other (please specify)	-	-
7.4	**Total financing facilities**	**1,208**	**-**
7.5	**Unused financing facilities available at quarter end**		1,208

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: 10.16%, minimum term 12 months from 27 July 2026.

8	Estimated cash available for future operating activities	$A'000
8.1	Net cash from / (used in) operating activities (item 1.9)	109
8.2	Cash and cash equivalents at quarter end (item 4.6)	1,298
8.3	Unused finance facilities available at quarter end (item 7.5)	1,208
8.4	Total available funding (item 8.2 + item 8.3)	2,506
8.5	**Estimated quarters of funding available (item 8.4 divided by item 8.1)**	N/A

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.

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.

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.

Date: 29 July 2026

Authorised by: **The Board**
(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.