hiremii LIMITED

ASX: HMI

AI powered recruitment software for energy, resources and technology

Investor Presentation, Q1 2025

Corporate Overview

Hiremii Limited (ASX:HMI) is an AI technology company with established revenues and strong growth in energy, mining and technology focused recruitment subsidiary Inverse Group.

Company Board

David Buckingham
NON-EXECUTIVE CHAIR

Andrew Hornby
CEO & MANAGING DIRECTOR

Conor O'Brien
NON-EXECUTIVE DIRECTOR

Sophie Chen
NON-EXECUTIVE DIRECTOR

Company Structure

ORDINARY SHARES ON ISSUE
145,529,240 shares

OPTIONS
23,833,333 options & PRs

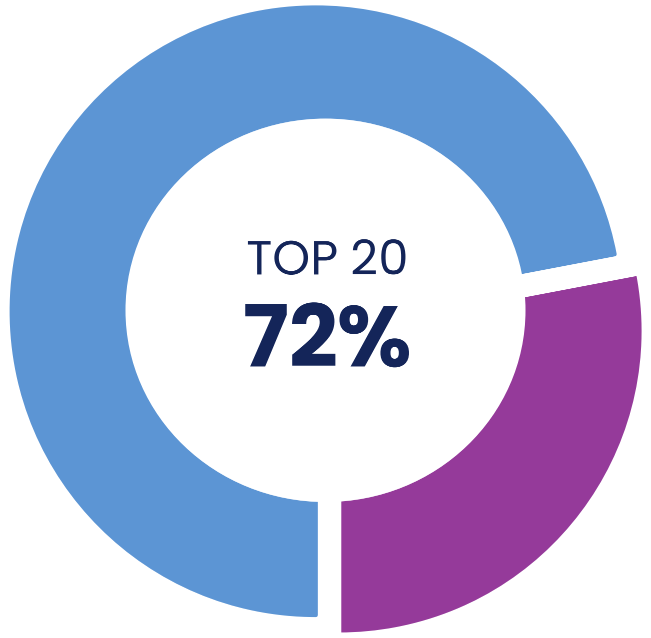
PRs:	3,000,000
10c:	13,000,000
12c:	1,000,000
10.1c:	1,000,000
7c:	3,333,333
4.5c:	2,500,000

OWNERSHIP OF BOARD AND MANAGEMENT
9%

MARKET CAP AT 5.9c*
$8.6m

FINANCE FACILITY
$2.5m

SHAREHOLDER DISTRIBUTION



* 30/10/2024

INVERSE GROUP

Strategic Snapshot

Australian-based company with two core, complementary business components: Hiremii Technology and Inverse Group.

Inverse Group

Inverse Group provides recruitment expertise to some of the world's leaders in mining, energy and technology. Inverse Group are emerging as WA market leaders in difficult to source, high-IP, white collar talent.

Hiremii Technology

Hiremii Technology is a developer of innovative Artificial Intelligence (AI) and Machine Learning (ML) tools focused on the recruitment industry.

+44% revenue growth y-o-y*

FY24 revenue $30m

Objectives

Long term – Market leading talent intelligence solution for international resources industries

Medium term – 1,000 (10x) contractors on Inverse contractor payroll

Short term – Reduced time-to hire for Inverse recruitment team, improve gross margin

Strategic Imperatives

Focus AI tools on the white-collar recruitment needs of the Australian mining, resources and technology sectors.

Customer Platform – Connect AI tools more directly with Inverse Group customers and enhance user experience

Improved Data – Increase data capture opportunities to better inform AI tools

Candidate Acquisition – Automate and scale marketing operations to scale rapidly

*y-o-y: year-on-year

Q1 FY25 Results Summary

Record Quarterly Cash Receipts of $9.0m in Q1 FY25

+11% vs PCP*
Revenue

Q1 FY25 revenue of $7.7m, an increase of 11% on PCP*, Q1 FY24 revenue: $6.9m

+8.4% vs PCP*
Gross Profit

Record gross profit of $0.804m for Q1 FY25, up 8.4% on PCP*, Q1 FY24 gross profit: $0.742m. Q4 FY24: $0.791m

+29% EBITDA Loss
improvement

Group EBITDA loss of ($20k) improved 29% on PCP*, Q1 FY24 ($70k). Tracking near and above consolidated break even. Operational B/E achieved in Sep 2024.

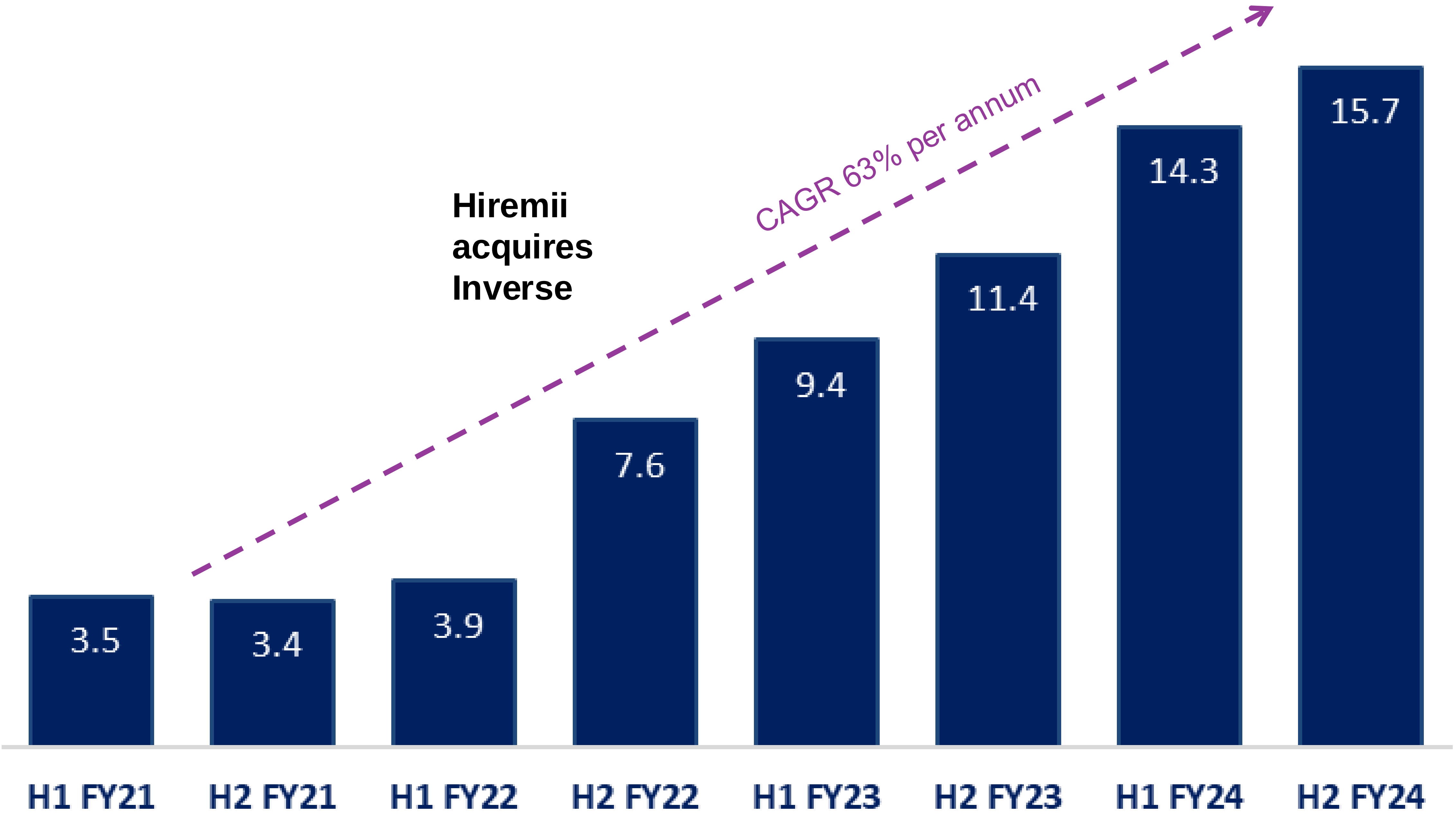
Hiremii's proprietary AI platform now operational in recruiting for Inverse Group - improving performance of the team and has commenced commercialisation.

Successful capital raise of $600,000 before costs at a 30% premium to the 15-day VWAP in partnership with Sequoia Financial Services.

*PCP: prior comparative quarter
Note: results unaudited

Half Yearly Revenue Growth

Revenue in AUD millions



A strong H2 helped the business achieve an ambitious full year $30m revenue target. Focus has been on maturing existing relationships in the engineering segment as we look for further diversity, particularly supporting energy transition projects.

There continues to be a significant market share and growth opportunity in our highly specialised markets.

These growth figures have been achieved before our planned AI tech-enablement.

"Source: Hiremii Limited audited/reviewed full and half year financial statements.

hiremii LIMITED

Product Team Objective:

Better talent, faster

Leverage market expertise

- Library of training information from existing customers
- Team of highly specialised white-collar recruitment experts validate performance

Maximise competitive advantage

- Maintain differentiation of energy, resources and technology sectors
- Respond quickly to startup projects, often before FID

Focus on talent acquisition teams' user experience

- Understand experiences / pressures of recruitment teams
- A user experience that is fast, intuitive and lovable

Product roadmap

& relationship to commercial objectives

Stage 1

Operational efficiency

- Reduced time-to-fill
- Improved profitability
- Improved recruiter UX

Complete

Client UI

- Job descriptions
- Skills extraction

Complete

AI matching

- Real-time candidate matching

Stage 2

Candidate market share

- Faster to advertise
- Quick apply + skills extraction
- Improved candidate UX

Q2 FY25

Candidate UI

- Job Board
- Quick Apply
- Skills extraction

Stage 3

SaaS TA product

- Expanded target market
- Subscription revenue
- Improved client UX

Q4 FY25

Shortlist UI

- Shortlist view
- Audit paths
- Dynamic re-scoring

Stage 4

SaaS HR product

- Expanded user types
- Subscription value increase
- Improved interoperability

Q2 FY26

Talent insights

- Parse staff list
- Gap analysis
- Talent pools

STAGE 1: Key Performance Indicators

Operational Efficiency

Time to list a job:

Previous Best:	24 minutes
Current Average:	**< 10 minutes**
Target:	5 minutes

Minimum efficiency gain

58%

Qualitative improvements:

Skills tagging
of job descriptions

Previously: none
Currently: **100%**

AI matching against database

Previously: none
Currently: **100%**

Job ad
Written quality

- More consistent
- Improved grammar

INVERSE GROUP

Current Customer Profile

Inverse Group's customer list is expanding within the top-tier EPCM and Operator companies in Western Australia. Many of these companies are global players, with potential for expansion through national and international networks.

T.EN TECHNIP ENERGIES

FIRST MODE

INPEX

HANROY HANCOCK PROSPECTING

Jacobs

Jadestone Energy

beach

Worley energy | chemicals | resources

DRA

Santos

wsp | calibre

FUGRO

HazerGroup™

MITSUI & CO.

Addressable Markets

The Hiremii commercialisation strategy is currently focused on the immediately addressable Australian mining, energy and technology sectors worth AUD4.1 billion.

Inverse Group, the wholly owned subsidiary of Hiremii Limited, currently operates in the mining, energy and technology recruitment market. These markets are likely to represent at least 23% of the AUD17.7B Australian employment placement and recruitment services revenue per annum.

Hiremii technology is currently being integrated into the Inverse Group technology stack with a view to significantly reducing the traditional recruitment team's time-to-hire, allowing the team to out-compete in a market characterised by traditional recruitment solutions.

Immediately addressable market[1]

$4.1B

Australian mining, energy and technology employment placement and recruitment services revenue

Total domestic market[2]

$17.7B

Annual Australian employment placement and recruitment services revenue

Total international market[3]

$894B

Annual global HR, employment placement and recruitment services revenue

1. Inverse Group currently service the following ANZSIC industry types: Mining, Manufacturing, Electricity, Gas, Water and Waste Services, Construction, Information Media and Telecommunications, Professional, Scientific and Technical Services, Administration and Support Services. This represents 23% of the total labour market. Source: Parliament of Australia – Snapshot of employment by industry, 2023
2. Source: ibisworld.com Employment Placement and Recruitment Services in Australia, 2023
3. Source: Ibisworld.com Global HR & Recruitment Services – Market Size, Industry Analysis, Trends and Forecasts (2024-2029)

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Key Investment Highlights

Exposure to the rapidly growing AI sector – already integrated with multiple AI solutions driving recruitment work automation

Near term growth catalyst. Hiremii's proprietary AI engine - now being integrated into a platform directly servicing Inverse Group's customers

Expertise in Energy Transition reaping rewards in other markets with recruitment assignments for UK clients generating an annual GP $0.200m, with a growing pipeline.

Exposed to high growth sectors including renewable energy, in-demand commodities and technology sectors with low risk, long term contracts

Automation being built on **deep industry expertise** giving Hiremii a market leading competitive advantage

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