ASX ANNOUNCEMENT **ASX Code: HMI**

10 August 2026

Investor Presentation

Proposed Change of Company Name to AQYR Limited,
rebranding to reflect Hiremii's identity as an AI-powered Workforce Intelligence business [1]

Perth, Australia – Hiremii Limited ('**Hiremii**' or the '**Company**') (ASX: HMI), an AI-powered Workforce Intelligence company for the global energy, resources and infrastructure sectors, provides its latest Investor Presentation which is attached to this announcement.

The Company is pleased to advise that it intends to seek shareholder approval to change its name from Hiremii Limited to **AQYR Limited** at its 2026 Annual General Meeting.

Reflecting a Strategic Transformation

The proposed name change reflects Hiremii's ongoing transformation from a traditional recruitment and labour-hire business into an AI-powered Workforce Intelligence business. While traditional recruitment has relied heavily on individual expertise and personal networks, Workforce Intelligence combines proprietary workforce data, artificial intelligence and deep industry expertise to help customers better understand workforce markets, identify the right people and secure critical talent faster. The proposal follows a year of strong operational progress, with the Company reporting record annual revenue of $32 million for FY26[2], its strongest full-year gross profit result to date, and its first period of positive adjusted EBITDA (unaudited). This provides a solid foundation from which to accelerate the Company's Workforce Intelligence strategy under the new name.

Introducing AQYR

The name **AQYR,** pronounced "acquire", captures two central pillars of the Company's strategy going forward: helping clients *acquire* the right talent through proprietary data, AI and specialist industry expertise, and the Company's disciplined strategy of accelerating growth through complementary *acquisitions*, alongside organic growth and an improving revenue mix. By leading with an AI-powered technology platform to leverage the value of recruitment experts, the Company expects to improve the quality of revenue and to scale efficiently by leveraging the new agentic ways of working. Earnings-accretive acquisitions offer an opportunity to grow capability and critical mass.

Under the AQYR name, the Company's ambition is rapidly to build a significant Workforce Intelligence business, underpinned by a profitable operating base, existing deep enterprise customer relationships, expanding commercialised technology and a management team with a track record of building and integrating businesses.

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[1] *Subject to shareholder approval at the 2026 Annual General Meeting.*
[2] *June 2026 Quarterly Activities and Cashflow Reports.*

Management Commentary

"AQYR reflects who we have become and where we are going. We started as a recruitment business; today we provide a Workforce Intelligence platform that helps our clients understand the market, identify the right people and secure the workforce they need, faster. The name is a deliberate signal of that transformation – and it captures exactly what we do every day: we help our clients acquire critical talent, and as a business we are pursuing disciplined growth. We look forward to formally putting this proposal to shareholders at our 2026 Annual General Meeting," said Andrew Hornby, Managing Director and CEO of Hiremii.

This announcement has been authorised for release by the Board of Directors of Hiremii Limited.

– ENDS –

INVESTOR & MEDIA CONTACT

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Managing Director & Chief Executive Officer
Hiremii Limited
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About Hiremii Limited

Hiremii Limited (ASX: HMI) is a technology-driven Workforce Intelligence company with two core business components: Hiremii Technology, a cloud-based platform that uses artificial intelligence and machine learning to help resources, energy and infrastructure companies identify, assess and secure the right talent faster; and Inverse Group, a specialist white-collar recruitment and workforce solutions business serving the energy, resources and technology sectors. The Company is proposing to change its name to AQYR Limited, subject to shareholder approval at its 2026 Annual General Meeting, to better reflect its evolution into an AI-powered Workforce Intelligence business. To learn more, visit www.hiremii.com.

Forward-Looking Statements

This announcement may contain forward-looking statements, including statements regarding the proposed change of company name, the Company's strategy, business plans and anticipated performance. Forward-looking statements can generally be identified by the use of words such as 'intends', 'proposed', 'plans', 'believes', 'anticipates', 'expects', 'may', 'will' or similar expressions. Such statements are subject to known and unknown risks, uncertainties and other factors that may cause actual results, performance or achievements to differ materially from those expressed or implied by such statements, including the risk that shareholder approval for the proposed name change is not obtained. Statements in this announcement are made only as at the date of this announcement, and the Company does not undertake any obligation to update or revise these statements to reflect new information, except as required by law.

Investor Presentation

and Recommended Name Change

ASX: HMI | August 2026

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This document contains a summary of information about Hiremii and Inverse Group Pty Ltd and their activities that is current as at the date of this document The information in this document is general in nature and does not purport to be complete or to contain all the information which a prospective investor may require in evaluating a possible investment in Hiremii or that would be required in a prospectus or a product disclosure statement prepared in accordance with the Corporations Act 2001 (Cth) (Corporations Act)

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An investment in Hiremii is considered to be speculative in nature Before making any investment decision in connection with any acquisition of securities, investors should consult their own legal, tax and/or financial advisers in relation to the information in, and action taken on the basis of, this document

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Introduction

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Hiremii *(proposed to become AQYR)* provides an **AI-powered Workforce Intelligence** platform for the global energy, resources and infrastructure sectors.

Executing the transition to a **higher-margin, recurring revenue** business through Workforce Intelligence, technology and specialist workforce solutions.

FY26 delivered strong gross profit growth, **positive adjusted EBITDA** *(unaudited)* and **positive operating cash flow**, providing a solid foundation for future growth.

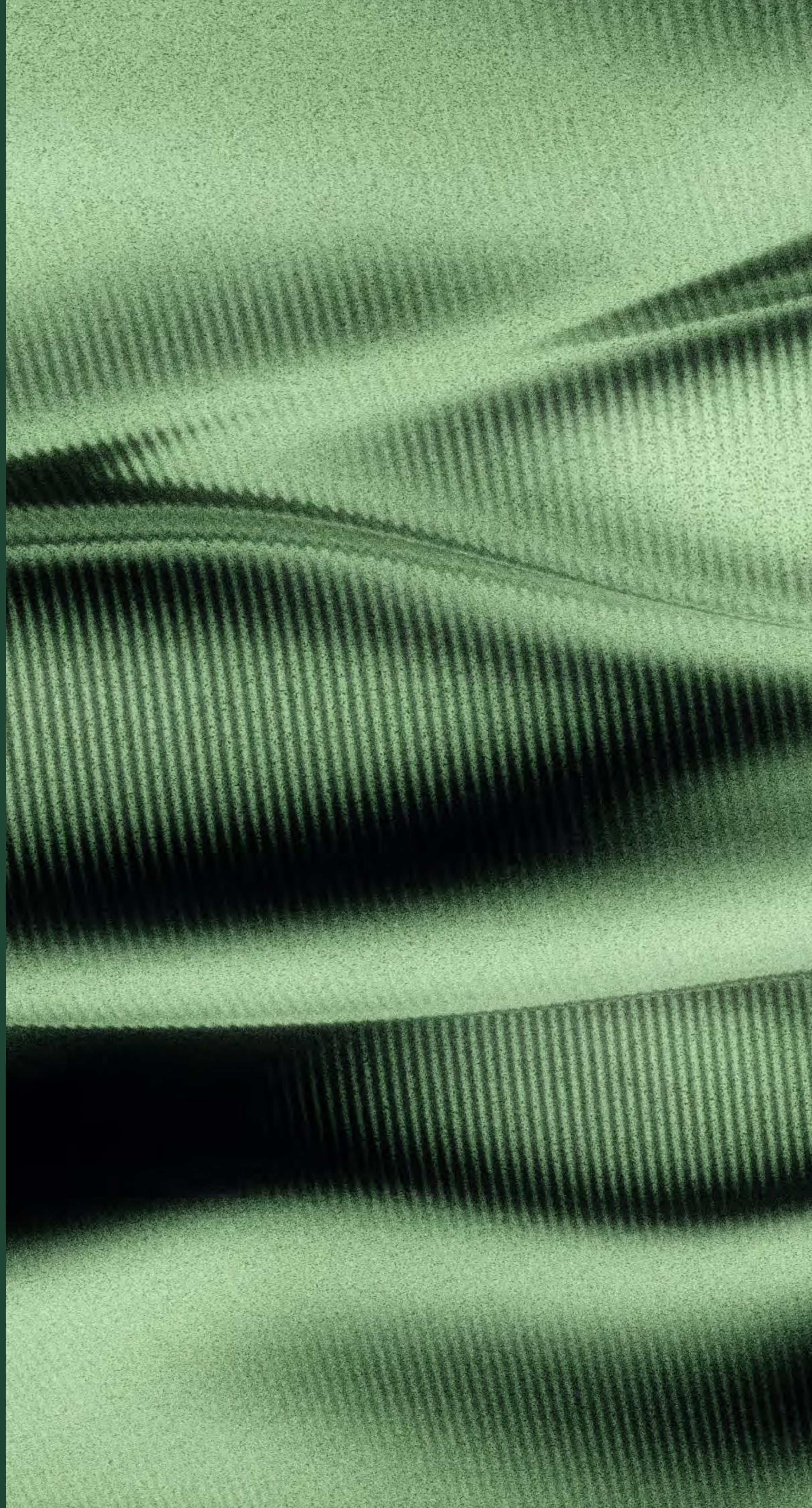
Proposed corporate name change to AQYR *(subject to shareholder approval at the 2026 AGM)*, reflecting the Company's strategic evolution into a Workforce Intelligence business.

AQYR

AI Powered Workforce Intelligence

Proprietary talent data, AI-powered candidate search and matching, and deep industry expertise to help resources, energy and infrastructure companies make faster, better-informed hiring decisions.

ASX: HMI | Investor Presentation, August 2026



Hiring systems manage process. They don't provide intelligence.

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Resources, energy and infrastructure companies are facing critical talent shortages, but most hiring decisions are still made using fragmented data, outdated systems and reactive recruitment processes.

Limited market visibility

Employers often do not know how many suitable candidates exist, where they are, **what they cost, or how difficult a role will be to fill**.

Inefficient talent identification

Existing systems store applicants but **do not effectively identify, assess or explain** the right candidates, especially for specialist roles.

Reactive workforce delivery

Hiring often starts **only after a vacancy becomes urgent**, creating project delays, higher costs and reliance on manual recruitment effort.

Poor hiring signal

Employers are increasingly overwhelmed by AI-generated applications, keyword-optimised CVs and inconsistent recommendations, making it harder to identify genuinely suitable candidates.

Fragmented workforce intelligence

Workforce data exists across multiple systems, providers and spreadsheets, making informed hiring decisions difficult and inconsistent.

Organisations are making increasingly ***important workforce decisions*** with ***increasingly poor information***

The AQYR Solution

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Customer Outcome	AQYR Solution	Execution
Understand the market	**Market Insights**	Subscription
Identify the right people	**Talent Intelligence**	SaaS
Secure critical workforce	**Workforce Solutions**	Services

A Higher-Value, Technology-Enabled Model

The evolution to Workforce Intelligence expands AQYR into higher-margin, scalable and recurring revenue opportunities.

Technology Adoption
Higher-margin platform revenue

AI & Automation
Greater productivity and operating leverage

Growing SaaS Portfolio
Scalable, recurring revenue

Intelligent RPO
Technology-enabled recurring workforce delivery

Increasing the *value of each customer* relationship while *improving the quality of AQYR's revenue mix.*

Source: Existing customer examples

Why AQYR Wins

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Proprietary Data
Millions of workforce and labour market data points

Deep Industry Focus
Resources
Energy
Infrastructure

AI Infrastructure
Knowledge Graph + LLMs
Human Expertise
Specialist workforce teams

From Workforce Solutions to ***Workforce Intelligence***

Today

$32m Revenue →

- Predominantly workforce solutions revenue
- Established customer base and delivery capability
- Strong presence in resources and infrastructure

Increased Revenue and Profit Mix →

Evolving Model

- Increasing adoption of Workforce Analytics and Talent Intelligence
- Platform-led engagement alongside traditional delivery
- Technology enhancing productivity and out**comes**

Future State

Growth driven by higher-margin, scalable revenue

- Platform-led Workforce Intelligence business
- Diversified revenue across software, analytics and workforce solutions
- Higher-margin, scalable business with increasing recurring revenue

AQYR growth strategy

Building a Higher Margin Workforce Intelligence Business

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Workforce Intelligence Platform

Growth
- Workforce Analytics
- Talent Intelligence
- Market Insights
- AI-driven workflow

Benefits
- Recurring revenue
- Margin expansion
- Customer stickiness

Workforce Solutions

Today
- Recruitment
- Contracting
- Executive Search
- RPO

Benefits
- Revenue scale
- Customer access
- Industry expertise

Strategic Acquisitions

Acceleration
- Revenue growth
- Augment capability
- ARR expansion
- Market expansion

Benefits
- Speed
- Scale
- Competitive advantage
- Critical mass

Execute a disciplined acquisition strategy focused on complementary businesses that enhance our platform and accelerate growth.

AQYR is evolving from Hiremii's traditional workforce services business into a Workforce Intelligence platform, combining recurring software and analytics revenues with established workforce solutions to create a more scalable, higher-margin business model.

Building a Higher-Quality Revenue Model

Revenue Stream

Workforce Solutions
Core revenue and customer relationships

SaaS & Talent Intelligence
Scalable, recurring technology revenue

Insights & Analytics
Higher-value workforce intelligence

A more diversified model with increasing exposure to recurring, scalable and higher-margin revenue opportunities.

Margin Story

Traditional Recruitment	Workforce Intelligence Hybrid
Gross margins typically ~10%	Software margins **70–90%**
Highly people dependent	Analytics margins **50–80%**
Limited operating leverage	Improved blended margin profile
	Increased recurring revenue

Corporate overview

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Hiremii is advancing to become AQYR, as a new name that encapsulates the transformation from a traditional recruitment business into a Workforce Intelligence platform, leveraging artificial intelligence, proprietary workforce data and specialist industry expertise to solve complex workforce challenges.

Strategic Advancements

2025	Recruitment and workforce services
2026	Workforce Intelligence platform
Future	Integrated Intelligence + Software + Workforce Solutions

Company Board

Vaughan Webber
Non-Executive Chair

David Buckingham
Non-Executive Director

Andrew Hornby
CEO & Managing Director

Conor O'Brien
Non-Executive Director

Sophie Chen
Non-Executive Director

Company Structure

Ordinary Shares on Issue
210,861,201

Market Cap at 3.0c
$6.33m

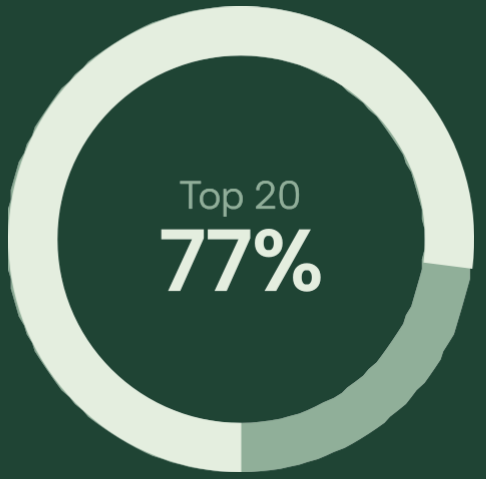
Ownership of Board and Management
12%

Finance Facility
$2.5m

Performance Rights and Options

Performance Rights	**7,158,162**
Options	**60,809,522**
OP2 - UNL OPTS EXP 02/10/26 @ $0.07	*3,333,333*
OP3 - UNL OPTS EXP 21/10/27 @ $0.05	*13,690,475*
OP4 - UNL OPTS EXP 05/12/27 @ $0.05	*1,785,714*
UO6 - U/OPT @ $0.05 EXP 28/04/2028	*42,000,000*

Shareholder Distribution



Workforce Expertise + Technology Capability

Andrew Hornby
CEO & Managing Director
15 years in Talent advisory to global enterprise and Inverse Group founder

Brad Kobus
Chief Financial Officer
CA with 25 years' experience, Masters in Predictive Analytics

Sean Norris
Chief Operating Officer
20+ years leading specialist recruitment and engineering teams globally.

Peter Liddell
Chief Product Officer
10 years in SaaS recruitment tech, successful exit to global leader

Bronsen Fradd
Chief Technology Officer
15 years in software development and systems administration

Leon Gao
Director Global Services
Founder of Prince Migration with 10+ years in strategic migration services

Tom Latimer
Head of Growth
10 years' experience in SaaS sales and enterprise partnerships

Maria Raik
Head of Compliance
& Contractor Management

Chris Flint
General Manager – Energy
25 years delivering recruitment solutions for global energy companies.

Established base of respected resources and energy customers

Established Revenue Platform Supporting Workforce Intelligence Growth

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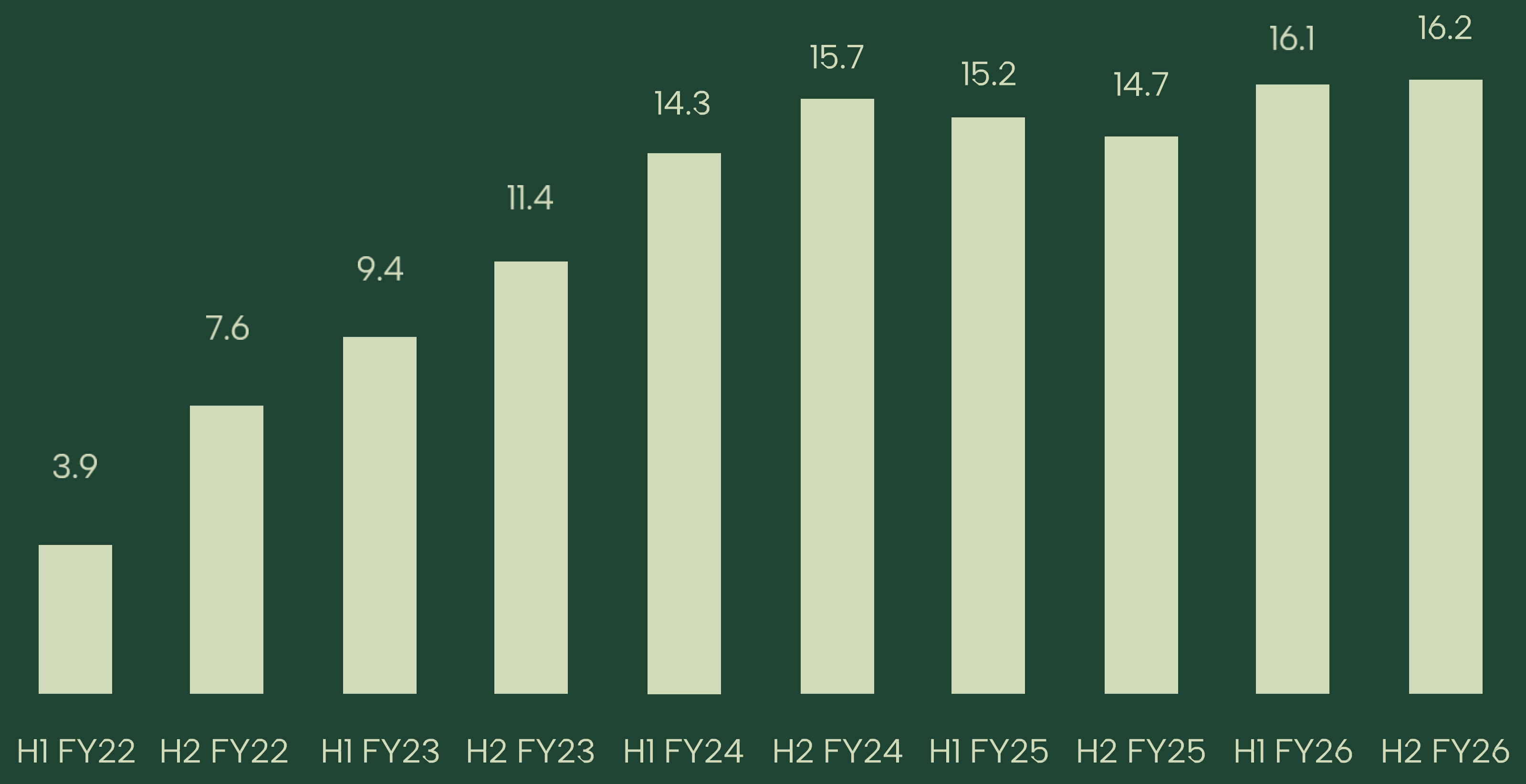
AQYR will build on Hiremii's growing revenue base and customer footprint that provides the foundation to commercialise Workforce Intelligence products and scale recurring revenue streams.

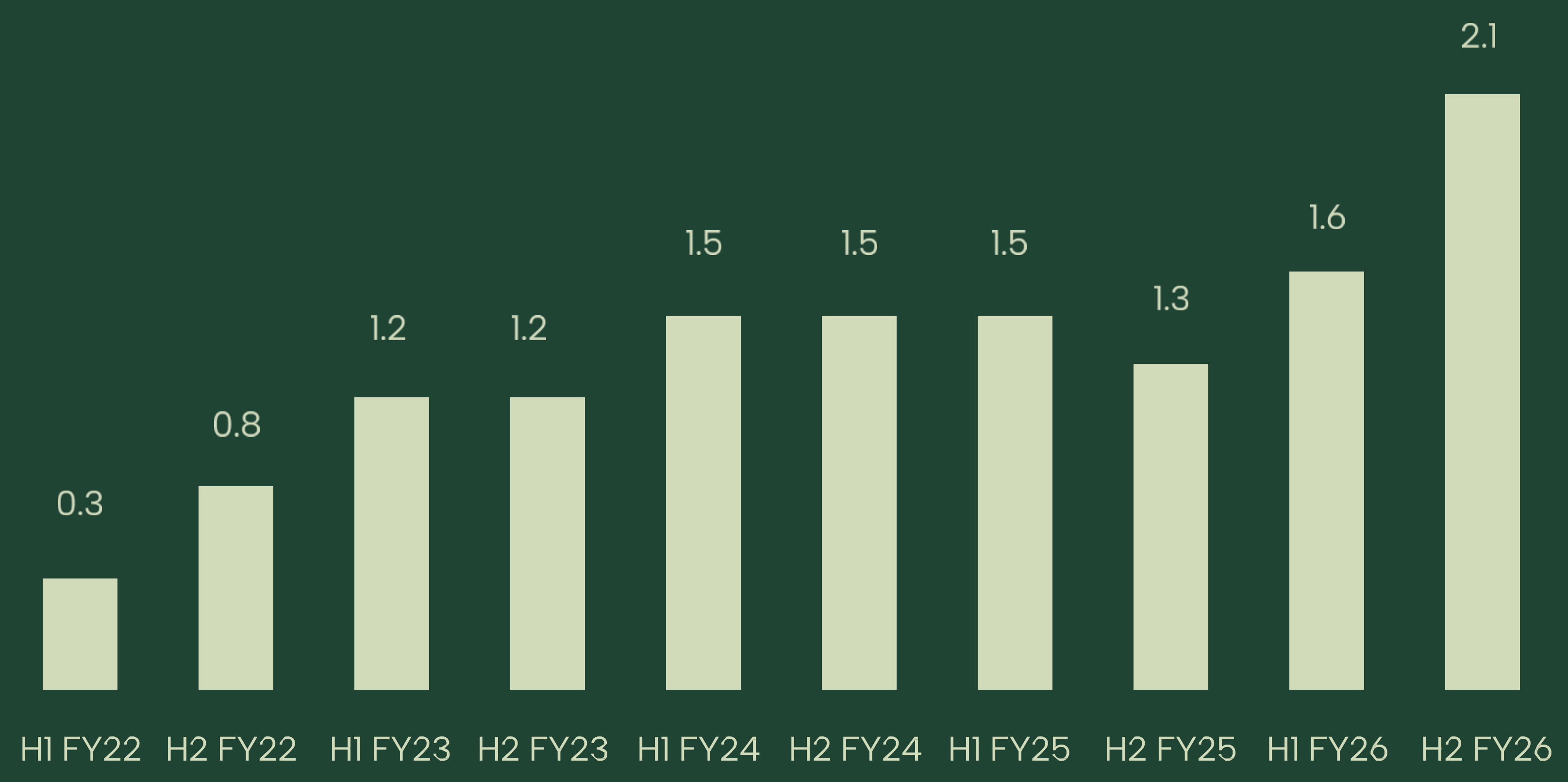
Revenue by half year (AUD millions)



CAGR
38%
From H1 FY22

Positive performance for 2026 with improved market for energy & resources.

Gross Profit by half year (AUD millions)



These growth figures have been achieved before significant AI tech-enabled growth

CAGR
56%
From H1 FY22

Positive performance for 2026 with recruitment and migration performance improved.

Re-positioning into higher margin opportunities, with a leaner cost base in recruiting and contribution from migration services has improved 2026 performance.

Source: Hiremii Limited financial statements, FY26 unaudited

The intelligence engine behind AQYR

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Proprietary Workforce Data + **Recruitment Intelligence IP** + **Industry Knowledge Graph** *(Context)* + **LLM** *(Reasoning)*

Proprietary Workforce Intelligence

Understands

- Companies
- Projects
- Sectors
- Skills
- Candidates
- Salaries
- Workforce Trends

Provides the context

Embedded recruitment judgement built from specialist workforce delivery, including role context, project phase, sector relevance, operator/EPCM/contractor background, client-side fit, recency, seniority, remuneration alignment, scarcity and candidate risk.

Provides the Intelligence

AI Advisor

Explains

- Talent Availability
- Candidate Suitability
- Salary Expectations
- Workforce Risks
- Hiring Difficulty
- Sourcing Strategies
- Provides the guidance

Provides the guidance

From Workforce Insight to Workforce Delivery

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Workforce Analytics
Understand the market

- Talent availability
- Salary benchmarking
- Hiring difficulty
- Workforce forecasting

Candidate Intelligence
Assess known talent

- Applicant assessment
- Known candidate pool matching
- Skills and experience interpretation
- Suitability recommendations
- Explainable shortlist logic

Talent Discovery
Find new talent

- Market mapping
- Passive candidate identification
- AQYR database / talent pool search
- Compliant external sourcing
- Candidate outreach support
- Interest, availability and rate capture

Managed Workforce Delivery
Optional execution layer

AQYR can provide full recruitment, executive search, RPO, contracting or global mobility where clients want managed delivery. Where clients prefer to recruit directly, AQYR Intelligence can support market assessment, candidate identification, suitability assessment and outreach workflows.

This makes AQYR more attractive to large clients with recruitment panels. They may not be able to give AQYR recruitment work, but they may still buy intelligence, candidate discovery, benchmarking and outreach tools.

AQYR Intelligence Engine *Knowledge Graph + LLM Reasoning + Proprietary Workforce Data*

Revenue Evolution

Insights
↓
Intelligence
↓
Workforce Solutions

Layer	Revenue Model
Workforce Analytics	Subscription
Talent Intelligence	SaaS
Workforce Solutions	Services
Global Mobility	Services
Executive Search	Premium Services

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