26 August 2026

FY26 Annual Report

Strong Financial and Commercial Progress
Proposed Name Change to AQYR Limited [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, is pleased to announce the publication of the Annual Report for year ended 30 June 2026 (FY26). Key highlights contained in the Annual Report are set out below.

FY26 Highlights

All figures A$ unless otherwise stated

Annual results for the year ended 30 June 2026 demonstrate strong financial turnaround and progress across all key financial measures compared to prior year

- Adjusted EBITDA[2] positive for FY26 of $0.03m, up 104% on FY25 ($0.733m loss).
- Revenue of $32.4m for the year, up 8.6% on FY25 ($29.8m).
- Gross Profit for FY26 of $3.7m, up 32% on FY25 ($2.8m).
- Gross Margin for FY26 of 11.5%, up from 9.5% in FY25.
- Successfully raised $2.4m of capital before fees through share issues to commercialise technology products and execute on our growth strategy.

Strategic Progress

- Advanced the Company's Workforce Intelligence strategy, bringing Workforce Analytics, Talent Intelligence and Workforce Solutions together under one integrated model.
- Commercialisation progressed with initial platform customers engaged and first SaaS subscription revenue generated during FY26.

[1] *Subject to shareholder approval at the 2026 Annual General Meeting.*
[2] *Earnings before interest, tax, depreciation, amortisation, share based payments and acquisition costs, a non IFRS metric (unaudited) – see Annual Report FY26 for details.*

- Established a technology-enabled Workforce Intelligence RPO model, combining the AQYR platform with specialist recruitment delivery to support recurring, higher-value customer relationships.
- Continued growth across renewable energy, global permanent Workforce Solutions and Workforce Mobility Services, with Hiremii Global Services delivering a strong FY26 performance and achieving earnout targets for the year.

Strategic Repositioning and Rebranding

- The proposed change of company name from Hiremii Limited to AQYR Limited [3] reflects the Company's strategic repositioning as a Workforce Intelligence business, combining proprietary workforce data, AI and deep industry expertise to help customers make better workforce decisions and secure critical talent.

Outlook

For FY27 the Company's focus remains clear:

- continue to grow recurring SaaS Platform revenue, expand the Workforce Intelligence offering, and expand the RPO hybrid offering customer base;
- improve profitability; and
- assess both organic growth initiatives and complementary earnings-accretive acquisition opportunities that strengthen the Company's strategic position.

With stronger financial fundamentals, increasing commercial traction and a clear roadmap, there are exciting opportunities that lie ahead for the Company. The Company enters FY27 with positive operating momentum, improving margins and increasing commercial traction across both Workforce Solutions and Technology.

Rebranded as AQYR[3], 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

Commenting on the achievements of FY26, **Managing Director, Andrew Hornby,**

"FY26 was an important year for Hiremii. We delivered revenue growth, materially stronger gross profit and margin performance, and reached adjusted EBITDA

[3] Subject to shareholder approval at the 2026 AGM

breakeven, while continuing to invest in the commercialisation of our technology. Importantly, we finished the year with a stronger operating foundation from which to execute the next phase of our strategy.

Commercialisation of the platform progressed during FY26, with initial customers generating SaaS subscription revenue and our technology being incorporated into a hybrid Workforce Intelligence RPO model. The continued development of our proprietary Knowledge Graph, combined with large language models and recruiter expertise, is strengthening the intelligence layer of the platform and our ability to provide contextual workforce insights and talent recommendations for the energy, resources and infrastructure sectors, a key part of scaling the hybrid RPO model.

Our underlying Workforce Solutions businesses also strengthened during the year. Growth across renewable energy, global permanent recruitment and Workforce Mobility Services contributed to improve gross profit performance, while Hiremii Global Services delivered a strong Q4. These established customer relationships and delivery capabilities remain an important part of the AQYR model and provide a practical pathway to introduce technology and intelligence into real workforce requirements.

The proposed rebrand to AQYR reflects how the business has evolved and where we are heading. We enter FY27 with a clearer strategy, a stronger financial base and growing commercial validation of our technology. Our focus is now firmly on execution: increasing adoption of the Workforce Intelligence platform, growing recurring and technology-enabled revenue, continuing to improve the quality of earnings, and selectively adding complementary capability where it can accelerate the strategy."

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

– ENDS –

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About Hiremii Limited / AQYR

Hiremii Limited (becoming AQYR Limited) is a Workforce Intelligence company for the resources, energy and infrastructure sectors. Hiremii / AQYR combines an AI-powered intelligence engine with specialist recruitment expertise to help employers understand the talent market, identify the right candidates and secure critical workforce faster than traditional hiring processes.

The business spans two integrated layers: Workforce Analytics and Talent Intelligence to help clients navigate hiring market difficulties and assess candidate suitability; and Workforce Solutions, encompassing recruitment, contracting, executive search, RPO and global mobility delivered through specialist teams. 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.