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# AI powered recruitment software for energy, resources and technology

# 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**

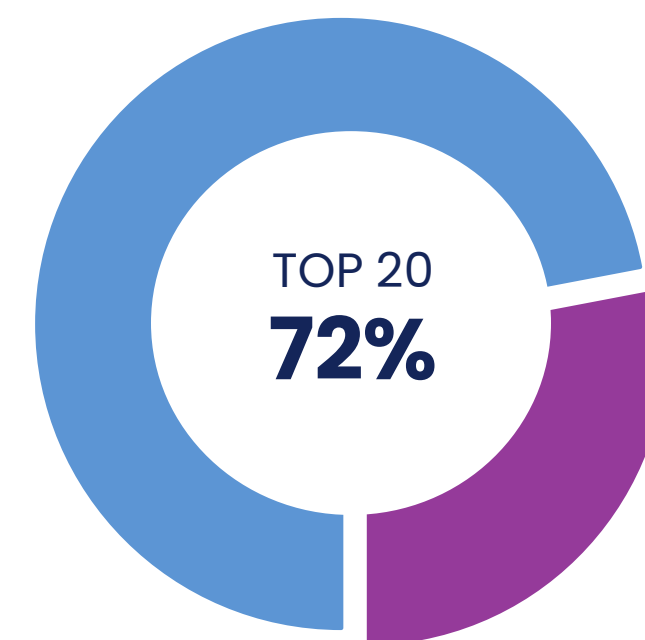
|        |            |
|--------|------------|
| PRs:   | 3,000,000  |
| 10c:   | 13,000,000 |
| 12c:   | 1,000,000  |
| 10.1c: | 1,000,000  |
| 7c:    | 3,333,333  |
| 4.5c:  | 2,500,000  |

OWNERSHIP OF BOARD AND MANAGEMENT  
**9%**

MARKET CAP AT 5.9c\*  
**\$8.6m**

FINANCE FACILITY  
**\$2.5m**

SHAREHOLDER DISTRIBUTION



\* 30/10/2024

# 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.



**+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

## Hiremii Technology

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



### 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.

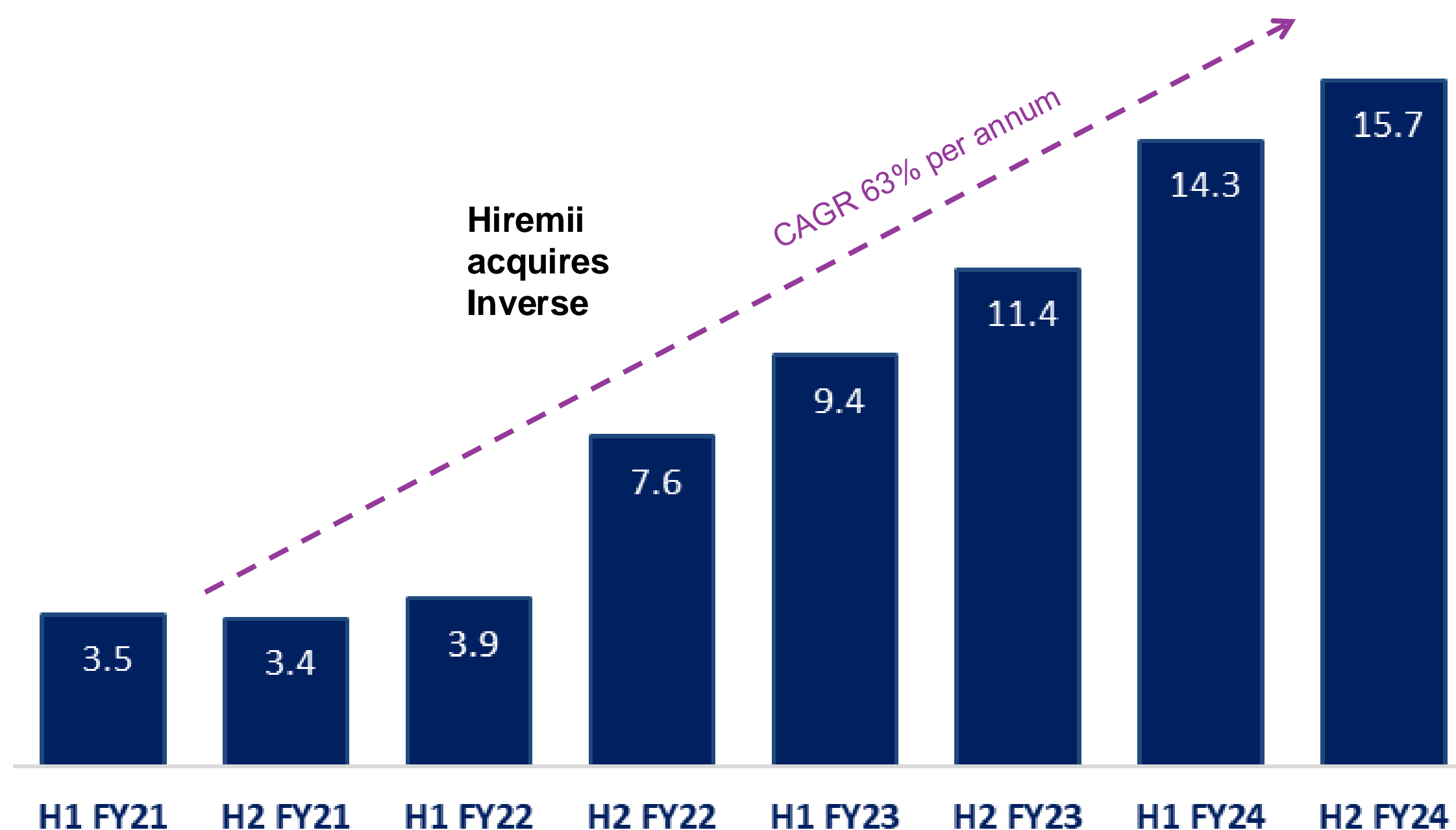
Hiremii's proprietary AI platform now operational in recruiting for Inverse Group - improving performance of the team and has commenced commercialisation.

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.

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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



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# 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



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# 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.



# 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<sup>1</sup>**

# \$4.1B

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

**Total domestic market<sup>2</sup>**

# \$17.7B

**Annual Australian employment placement and recruitment services revenue**

**Total international market<sup>3</sup>**

# \$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](https://www.parliament.gov.au) – Snapshot of employment by industry, 2023
2. Source: [ibisworld.com](https://www.ibisworld.com) Employment Placement and Recruitment Services in Australia, 2023
3. Source: [ibisworld.com](https://www.ibisworld.com) Global HR & Recruitment Services – Market Size, Industry Analysis, Trends and Forecasts (2024-2029)



# Key Investment Highlights



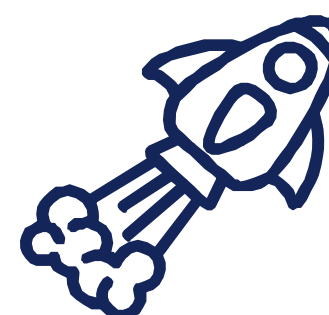
**Exposure to the rapidly growing AI sector** – already integrated with multiple AI solutions driving recruitment work automation



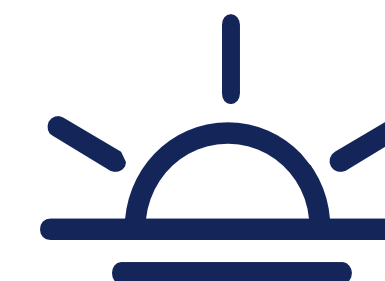
**Near term growth catalyst.**  
Hiremii's proprietary AI engine - now being integrated into a platform directly servicing Inverse Group's customers



**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

# Contact

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