Specialised Knowledge Graph AI for mining, energy and technology sectors

AI-powered talent solutions for mining, energy and technology

Hiremii is an AI-powered HR technology company operating in the traditional recruitment industry. It uses its own Knowledge Graph AI platform to automatically match candidates and reduce time to fill roles.

ASX: HMI

Investor Presentation, Oct 2025

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Our AI understands

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Hiremii (ASX:HMI) is an AI-led recruitment and technology company with deep relationships in the energy and resources sector.

Hiremii's proprietary AI platform streamlines candidate sourcing and selection to deliver faster, higher-quality hires, underpinned by Inverse Group—an established traditional recruitment business.

Hiremii (ASX: HMI)

Corporate overview

Hiremii Limited (ASX:HMI) is an AI technology company with established revenues, a closely held register and growth in energy, mining and technology

History

- 2017 - Established technology company to improve project resourcing efficiency
- 2021 – Acquired Inverse Group – energy and resources recruitment agency
- 2025 – Acquired Prince Migration – to provide talent migration and visa services

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
151,072,424 shares

OWNERSHIP OF BOARD AND MANAGEMENT
24%

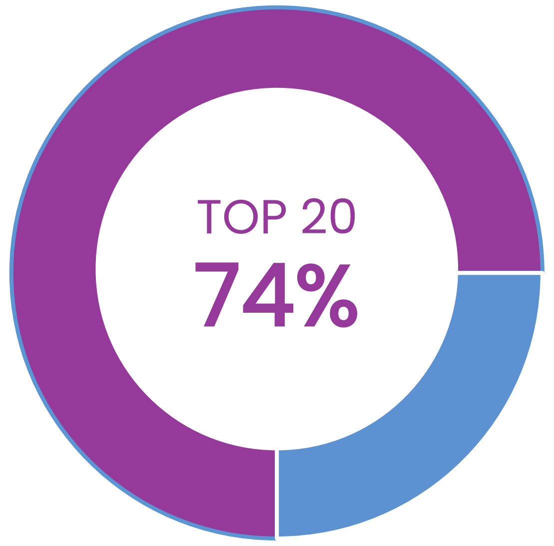
MARKET CAP AT 6.0c
$9.06m

FINANCE FACILITY
$2.5m

PERFORMANCE RIGHTS AND OPTIONS

PRs:	6,072,771
Options:	7,833,333
12c:	1,000,000
10.1c:	1,000,000
7c:	3,333,333
4.5c:	2,500,000

SHAREHOLDER DISTRIBUTION



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Hiremii (ASX: HMI):

Experienced talent and technology experts

Andrew Hornby
CEO & MANAGING DIRECTOR

15 years' experience in talent sourcing, Inverse Group founder

Brad Kobus
Chief Financial Officer

CA with 25 years' experience, Masters in Predictive Analytics

Peter Liddell
Chief Product Officer

10 years' in SaaS recruitment tech, successfully exit to global leader

Tom Latimer
Head of Growth

10 years' experience in SaaS sales and enterprise partnerships

Bronsen Fradd
Head of Tech

15 years in software development and systems administration

Established base of respected resources and energy customers

T.EN Technip Energies
Jacobs
Worley energy | chemicals | resources
Fugro
DRA
Jadestone Energy
INPEX
Santos
beach
Hanroy Hancock Prospecting
wsp
calibre
Mitsui & Co.

Current HR technology is
costing talent, time and money

"Our **website careers page delivers terrible applicants**. They mostly come from overseas and we can't afford to sponsor and train them."

"The system we are using has AI shortlisting, but **I have no confidence in it.** I am not even sure how it is scoring people."

"The system we use **is old fashioned and hard to use**. Simple changes get done in Singapore and take months to get applied. The whole process is broken and needs to be thrown in the bin."

"**The platform we use is so expensive,** yet the 'new' AI search features are worse than basic Boolean searches."

"When we advertise we get buried in applicants, and **the time it takes to review them is killing me**. I am sure I am missing good people, but I simply don't have the time."

"We would like to be able to use our own applicant database, but **we have a lot of trouble searching it effectively.**"

Large language model-based systems like

ChatGPT are amplifying the problem

Candidates are using artificial intelligence to apply to large volumes of jobs

2x
Applicants

According to Seek[1], Gen AI is resulting in a doubling of application volume in the last two years. This is further reinforced by poor job recommendations that attract poor applicants.

Many implementations of AI are reinforcing recruitment bias

Recent research from the University of Washington[2] confirms that Large Language Models are reinforcing existing recruiter biases.

Poor quality recommendations routinely being made by popular recruitment technology

Recommendations being made by AI-driven technology are encouraging poor quality applicants to apply.

User Profile - Chief Product Officer

"Dynamic and entrepreneurial executive with a proven track record leading digital innovation, commercial strategy, and cultural transformation across ASX-listed and member-centric organisations."

Recommendations from well known talent technology

Deputy Vice Chancellor (Research) Edith Cowan University	Director Audit BDO Australia	Veterinary Director Greencross

1. https://www.afr.com/work-and-careers/careers/ai-has-broken-the-system-companies-seek-new-ways-to-find-talent-20250422-p5ltfq
2. https://ojs.aaai.org/index.php/AIES/article/view/31748


KG
Knowledge
Graph AI Core
Our AI understands

Hiremii technology is scaling while

advancing our competitive advantage

Where generative AI technology is probabilistically matching skills and qualifications, we are focused on enhancing our knowledge graph to provide our customers with more industry understanding, reduced focus on semantic matching of skills and **more emphasis on understanding role similarity**.

Two streams of development

Technology | Markets

1st Generation Knowledge Graph

Knowledge Graph AI Core

Understands job roles and skills

Already outperforms known competitors in candidate recommendation tests.

2nd Generation Knowledge Graph

The University of Western Australia

Understands company &project similarity

Will **understand resource industry companies and projects**. Able to identify very similar roles and transferrable skills.

Primary Target – Aus Mining Sector [1]: ~7,500 companies

Fortescue. Hancock Prospecting. Mineral Resources. BHP. RioTinto

Australian Mining Industry

1.25m jobs ecosystem[2] and **no dominant HR Tech** player. Largest competitor SAP Success Factors with ~9% market share[3].

1. https://www.ibisworld.com/australia/number-of-businesses/mining/55/
2. https://minerals.org.au/wp-content/uploads/2025/08/Australian-Mining_Mapped-2025.pdf
3. Hiremii research

Located in a significant industry cluster with a pathway to a rapidly growing international market

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Immediately addressable market [1]

$4.1B

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

Forecast Compound Annual Growth Rate [2]

13% CAGR

Global online recruitment technology market estimated compound annual growth rate

Sector	Growth Outlook	Premium Talent Types
Energy	Moderate	Renewables, ESG, Grid, Hydrogen
Mining	Strong	Engineers, Planners, FIFO Ops
Technology	Explosive	AI, Cyber, Cloud, DevOps

Three pricing models for Hiremii customers

Talent Acquisition SaaS Solutions

ARR[3] **$6,000**

Talent Sourcing and Advisory Services

ACV[4] **$9,000**

Recruitment Process Outsourcing (RPO)

MRR[5] **$15,000**

1. Hiremii (through subsidiary 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. Sources: https://www.fortunebusinessinsights.com/online-recruitment-market-103730 forecast 13.9% CAGR during the period 2025 to 2032. https://marketmindpartners.com/recruitment-market forecast 13.1% through 2033. https://www.cognitivemarketresearch.com/recruitment-market-report Asia Pacific held a market of around 23% of the global revenue in 2024 and will grow at a compound annual growth rate (CAGR) of 15% from 2024 to 2031. https://www.theinsightpartners.com/reports/staffing-and-recruitment-market estimated to record a CAGR of 13.1% from 2023 to 2031.
3. Conservative estimate of Annual Recurring Revenue (ARR) based on a competitive analysis undertaken by Hiremii and market intelligence developed by Hiremii management experience.
4. Average Contract Value (ACV) of current talent sourcing and advisory services delivered by the Inverse Group and Prince Migration Services.
5. Monthly recurring Revenue (MRR) generated by existing Recruitment Process Outsourcing services as evidenced by the Renewable Metals case study and commonly offered by industry competitors.

Recruitment Process Outsourcing (RPO)

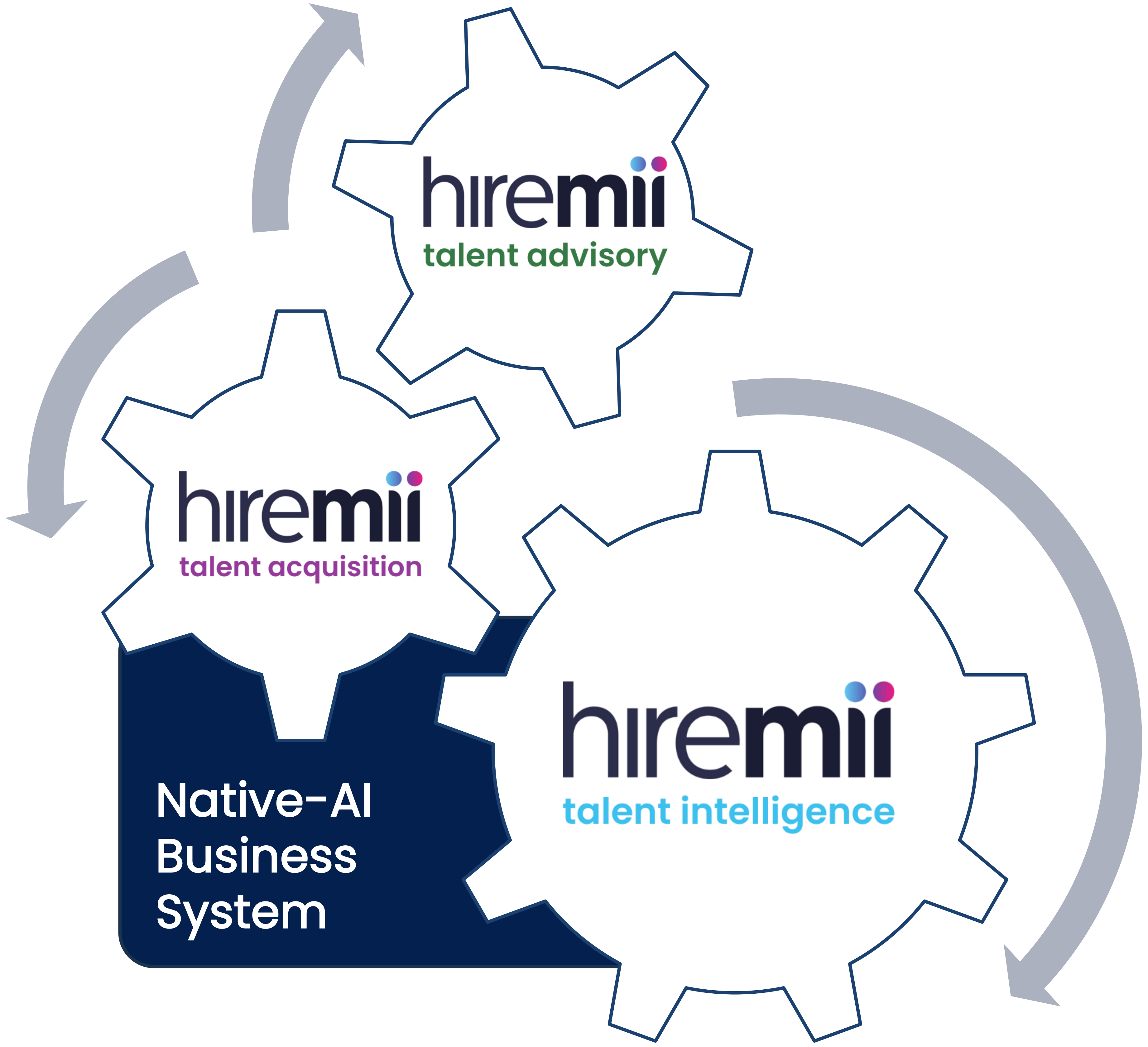
Case Study: Renewable Metals

Renewable Metals

- Australian company pioneering battery recycling technology, securing UK government grant to build a demonstration plant in England
- Founder-led, scaling rapidly and requiring specialist leadership to deliver on growth plans
- No in-house HR or Talent Acquisition capability, risking delays and inefficiencies
- Urgent need for skilled talent in engineering, supply chain, operations, and chemistry across a distributed decision-making team in Australia and the UK

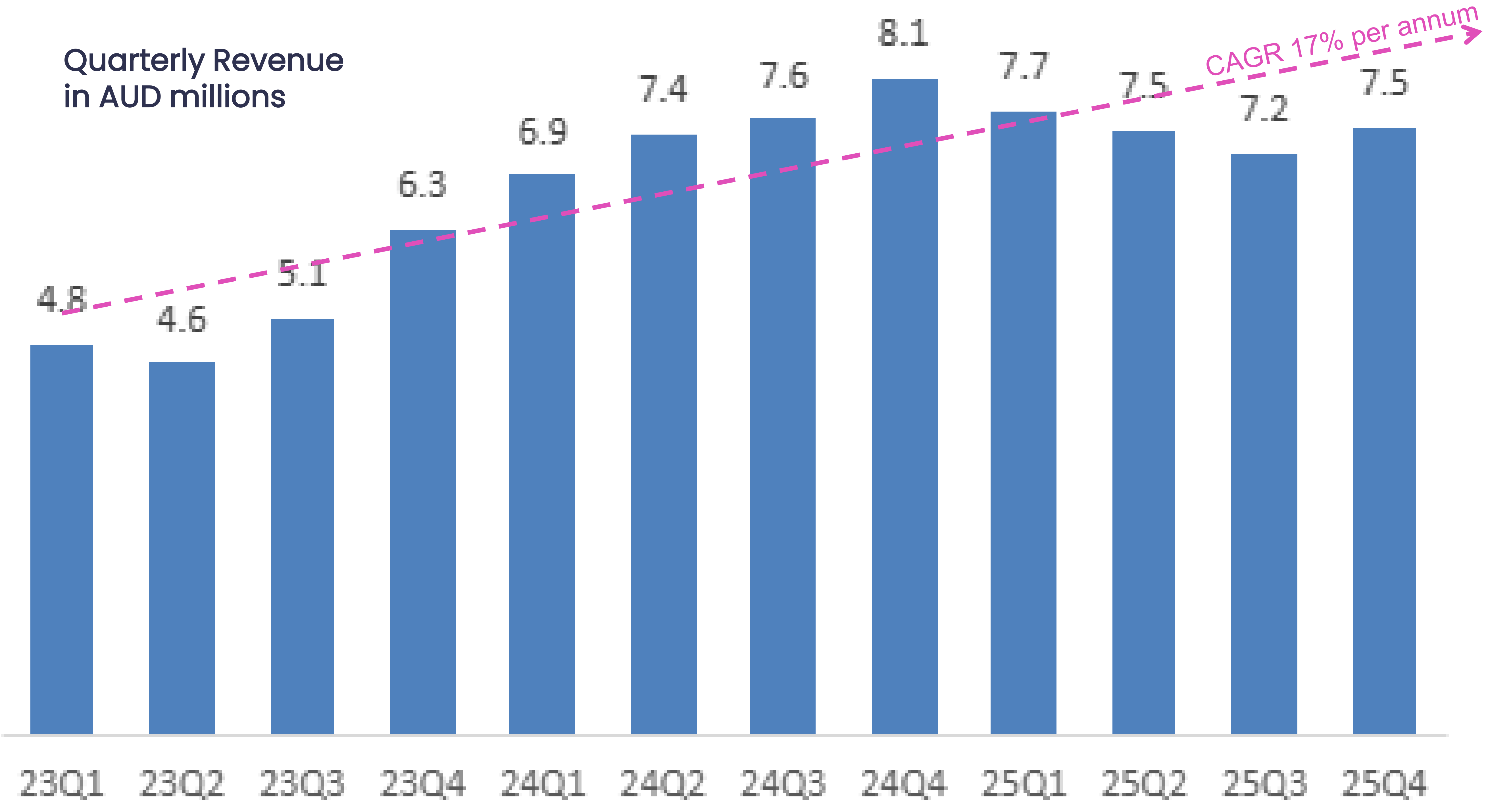
Commercial Outcome

- **$15,000 AUD/month bundled solution**
  Delivering predictable, scalable hiring support
- **3x reduction in complexity and cost**
  Compared to traditional recruitment methods
- **Leadership team hired swiftly and under budget**
  Enabling accelerate project delivery
- **Recurring revenues for Hiremii**
  Rapidly deployed talent integrated talent solution with reduced capital investment



Established revenues and

quarterly revenue growth



Positive performance for 2025 given weaker market for energy & resources.

Re-positioning into higher margin opportunities, coupled with a lean cost base to provide strong foundation through 2026.

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

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

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Hiremii (ASX: HMI) growth strategy

roll-up powered by tech synergies

High IP Industries

Energy

Mining

Technology

Talent Services Industry

1. **Fragmented** 8,664 firms[1].
2. **Low margin** competitive market can benefit from scale economies.
3. **Low barriers to entry** for manual operations, but not scalable and uncompetitive against artificial intelligence.
4. **Specialist client industries** to benefit from Knowledge Graph artificial intelligence.
5. **Multiple service lines** with capabilities poorly integrated / visible.

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Talent Services Roll-up

1. **Margin improved** by integrated service offering and reducing commoditisation
2. **Barriers to entry increased** by significant AI technology investment
3. **Scale economies** enabled and enhanced by AI technology

Solution Architecture

GPT-5

Hiremii SaaS Application utilising GPT-5 in an **Agentic AI configuration**

Knowledge Graph AI Core

Knowledge Graph Gen2
AI Scoring Engine

aws

Scalable, Secure Compute Power & Local Data Storage

Partnerships & Acquisitions

idibu.
A Compono Company

Job board aggregator enabling global customers access to thousands of job boards and networks.

PRINCE
MIGRATION & EDUCATION
普林斯移民留學事務所

International migration agents to mobilise global talent

sequoia
FINANCIAL GROUP

Assistance with M&A, technology scaling

1. Ibisworld, 2024

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