H1 FY26 Half-Year Report & Appendix 4D

Revenue Growth and AI Platform Commercialisation Advancing

Perth, Australia; Date: 25 February 2026

Technology-driven full-service recruitment company **Hiremii Limited** (ASX:HMI) ("**Hiremii**" or "**the Company**") is pleased to announce the publication of the Half-year Report and Appendix 4D for the half-year ended 31st December 2025 (H1 FY26).

H1 FY26 Highlights

All figures A$ unless otherwise stated

AUD'000	H1 FY26	H2 FY25	H1 FY25	% H-o-H	% on PcP
Revenue	16,147	14,672	15,152	10.1%	6.6%
Gross Profit	1,619	1,293	1,526	25%	6.1%
Gross Margin %	10.0%	8.8%	10.1%		
Adjusted EBITDA[1]	(196)	(473)	(260)	59%	25%

- **Record revenue** was driven by higher permanent placement revenue in recruitment and the acquisition of Prince Migration (Hiremii Global Services), which also improved the Gross Margin percentage half-year on half-year ("H-o-H").
- **Adjusted EBITDA[1] improved 59% H-o-H** due to higher Gross Profit and disciplined cost management.
- **Revenue contribution from platform commercialisation is expected to build progressively** – Growing pipeline of enterprise, mid-market and agency platform trials signed up to convert to revenue though not yet material to group revenue.
- **Agentic AI significantly enhanced** – Core AI workloads transitioned to AWS Bedrock, delivering improved application performance, lower operating costs and materially higher accuracy in skills extraction and shortlisting feedback.
- **Tech Platform capability expanded** – Integration of advertising job boards, and release of applicant status tracking, application source tracking and invite-to-apply functionality.
- **Tech Platform Database search innovation commencing** – Extension of AI shortlisting technology into talent pooling and database search is now underway resulting from trial customers' feedback.

[1] Adjusted EBITDA excludes depreciation and amortisation, finance costs, noncash share based payments, and once-off acquisition costs from total comprehensive loss (see reconciliation below).

- **Acquisition** of Prince Migration & Education Pty Ltd (as announced on 1 August 2025) re-branded to Hiremii Global Service and integrated to group with higher gross margin contribution.
- Successful **capital raise** of $650,000 before costs announced on 10 October 2025 and a strategic investment round announced on 19 January 2026 of $1.76m before costs to enable commercialisation of the Hiremii platform, enhance platform capabilities.

Commenting on the achievements over the period, **Managing Director, Andrew Hornby said:**

"In the first half of FY26, Hiremii delivered a solid step forward across both our recruitment and technology divisions, demonstrating improving operational leverage and continued execution against our commercialisation strategy.

Group revenue increased 10.1% half-on-half to $16.1m, with recruitment core revenue rising to $15.9m and permanent placements strengthening. Importantly, gross profit increased 25% to $1.621m, with gross margin expanding to 10%, reflecting improved mix, disciplined execution and the successful integration of Prince Migration & Education, now rebranded as Hiremii Global Services. The acquisition is contributing higher margin revenue and broadening our workforce mobility capability.

On the technology front, we have transitioned core AI workloads to AWS Bedrock, materially enhancing platform performance, reducing operating costs and significantly improving skills extraction accuracy and shortlisting feedback. Enterprise, mid-market and agency trial activity continues to build momentum, providing clear conversion pathways to recurring revenue as we move through commercial rollout.

Platform capability has expanded meaningfully during the period, including advertising integrations, applicant status tracking, application source tracking and invite-to-apply functionality. Importantly, customer feedback has directly informed the next phase of innovation, with our AI shortlisting capability now being extended into database search and talent pooling — a key differentiator in specialist markets.

The successful oversubscribed capital raise in October, followed by the strategic investment round in January, strengthens our balance sheet and provides the funding required to accelerate platform commercialisation and support revenue growth.

With improved margins, strong business performance and an increasingly mature AI platform, we enter the second half of FY26 with confidence.

[1]Adjusted EBITDA reconciliation to Net Loss:

	H1 FY26	H2 FY25	H1 FY25
Total comprehensive loss for the half-year	(499,823)	(694,221)	(474,629)
Add back:			
Depreciation and amortisation expense	142,305	78,534	87,069
Finance costs	65,422	54,293	40,734
Share-based payments expense	83,984	76,012	86,978
Acquisition costs	12,055	12,543	-
Adjusted EBITDA for the half year	**(196,057)**	**(472,839)**	**(259,848)**

This announcement has been approved by The Board of Directors of Hiremii.

Ends

About

Hiremii Limited (ASX: HMI) is a technology-driven full-service recruitment company with two core business components; Hiremii Technology, a cloud-based platform which uses machine learning and artificial intelligence to automate and improve recruitment processes, advertising for and shortlisting candidates based on an employers' specific requirements, and Inverse Group, a growing recruitment business that provides specialist white collar recruitment services to the energy, resources and technology sectors.

To learn more please visit: **www.hiremii.com** Investor Enquiries: **info@hiremii.com**

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Statements contained in this document, including but not limited to those regarding the possible or assumed future costs, performance, dividends, returns, revenue, exchange rates, potential growth of Hiremii, industry growth or other projections and any estimated company earnings are or may be forward looking statements. Forward-looking statements can generally be identified by the use of words such as 'project', 'foresee', 'plan', 'expect', 'aim', 'intend', 'anticipate', 'believe', 'estimate', 'may', 'should', 'will' or similar expressions. These statements relate to future events and expectations and as such involve known and unknown risks and significant uncertainties, many of which are outside the control of Hiremii. Actual results, performance, actions and developments of Hiremii may differ materially from those expressed or implied by the forward-looking statements in this document.

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