Hiremii Limited
Appendix 4E
Preliminary final report

1. Company details

Name of entity:	Hiremii Limited
ABN:	48 642 994 214
Reporting period:	For the year ended 30 June 2026
Previous period:	For the year ended 30 June 2025

2. Results for announcement to the market

				$
Revenues from ordinary activities	up	8.6%		32,402,817
Loss from ordinary activities after tax attributable to the owners of Hiremii Limited	down	49.7%	to	(587,540)
Loss for the year attributable to the owners of Hiremii Limited	down	49.7%	to	(587,540)

	2026 Cents	2025 Cents
Basic earnings per share	(0.33)	(0.81)
Diluted earnings per share	(0.33)	(0.81)

Dividends
There were no dividends paid, recommended or declared during the current financial period.

Comments
The loss for the consolidated entity after providing for income tax amounted to $587,540 (30 June 2025: $1,168,850).

3. Net tangible assets

	Reporting period Cents	Previous period Cents
Net tangible assets per ordinary security	0.54	(0.51)

4. Control gained over entities

Name of entities (or group of entities)	Prince Migration & Education Pty Ltd
Date control gained	1 August 2025

5. Loss of control over entities

Not applicable.

6. Dividends

Current period
There were no dividends paid, recommended or declared during the current financial period.

Previous period
There were no dividends paid, recommended or declared during the previous financial period.

7. Dividend reinvestment plans

Not applicable.

8. Details of associates and joint venture entities

Not applicable.

9. Foreign entities

Details of origin of accounting standards used in compiling the report:

Not applicable.

10. Audit qualification or review

Details of audit/review dispute or qualification (if any):

The financial statements have been audited and an unmodified opinion has been issued.

11. Attachments

Details of attachments (if any):

The Annual Report of Hiremii Limited for the year ended 30 June 2026 is attached.

12. Signed

Signed ______________________________ Date: 26 August 2026

Vaughan Webber
Chairman
Perth

hiremii

Annual Report FY26

for the year ended **30 June 2026**

FY 26

Hiremii Limited
ABN 48 642 994 214

hiremii.com
L1/251 St Georges Terrace
Perth, WA 6000

AQYR

Directors	Vaughan Webber - Chairman (appointed 1 February 2026) David Buckingham - Non-executive Director (resigned as Chair on 31 January 2026) Conor O'Brien – Non-executive Director Andrew Hornby – Managing Director and CEO Sophie Chen -- Non-executive Director
Company secretary	Susan Park
Registered office and principal place of business	Level 1 251 St George's Terrace Perth WA 6000
Share registry	Computershare Investor Services Pty Limited Level 17, 221 St Georges Terrace Perth WA 6000 Phone: 1300 850 505 (within Australia) +61 3 9415 4000 (overseas)
Auditor	RSM Australia Partners Level 32, The Exchange Towers 2 The Esplanade Perth WA 6000
Solicitors	Thomson Geer Level 27, The Exchange Towers 2 The Esplanade Perth WA 6000
Bankers	The Australia and New Zealand Banking Group 239 Murray Street Perth WA 6000
Stock exchange listing	Hiremii Limited shares are listed on the Australian Securities Exchange (ASX code: HMI)
Website	www.hiremii.com
Corporate Governance Statement	The directors and management are committed to conducting the business of Hiremii Limited in an ethical manner and in accordance with the highest standards of corporate governance. Hiremii Limited has adopted and has substantially complied with the ASX Corporate Governance Principles and Recommendations (Fourth Edition) ('Recommendations') to the extent appropriate to the size and nature of its operations. The Corporate Governance Statement sets out the corporate governance practices that were in operation during the financial year and identifies and explains any Recommendations that have been followed, which is approved at the same time as the Annual Report can be found at: www.hiremii.com/corporate-governance/

The directors present their report, together with the financial statements, on the consolidated entity (referred to hereafter as the 'consolidated entity') consisting of Hiremii Limited (referred to hereafter as the 'company' or 'parent entity') and the entities it controlled at the end of, or during, the year ended 30 June 2026.

Directors

The following persons were directors of Hiremii Limited during the whole of the financial year and up to the date of this report, unless otherwise stated:

Vaughan Webber - Non-executive Chair (appointed 1 February 2026)
Andrew Hornby – Managing Director and CEO
David Buckingham – Non-executive Director (resigned as Chair on 31 January 2026)
Conor O'Brien – Non-executive Director
Sophie Chen – Non-executive Director

Principal activities

During the financial year the principal continuing activities of the consolidated entity are enabling organisations to make smarter hiring decisions through a novel, proprietary AI technology for candidate sourcing and selection and providing specialist industry expertise in recruitment and migration services.

Dividends

There were no dividends paid, recommended or declared during the current or previous financial year.

Operating and financial review

***Hiremii** provides AI-powered workforce intelligence for energy, resources and infrastructure markets.*

Hiremii, in the process of rebranding to AQYR[1] combines workforce intelligence, AI and industry expertise to help organisations identify, assess and secure critical talent faster. The technology offering is complemented by an established traditional recruitment and migration business focussed on energy, resources and infrastructure markets.

Highlights

Annual results show margin expansion and adjusted EBITDA[2] breakeven

- Adjusted EBITDA 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 the year of 11.5%, up on 9.5% of FY25.
- FY26 net cash used in operating activities of $0.355m (FY25: $0.224m used) after a timing related change in receivables.
- Successfully raised $2.4m of capital before fees through share issues to commercialise technology products and enable growth.

Strategic Progress

- Growth in renewable energy, global permanent Workforce Recruitment Solutions, and Workforce Mobility Services
- Strong performance from newly acquired HGS (Hiremii Global Services, the Workforce Mobility Services team) for FY26, achieving the initial earn-out target.
- Workforce Intelligence Platform initial customers engaged, generating first SaaS subscription revenue.
- Success in commercialising Workforce Intelligence Platform in new hybrid Workforce Intelligence RPO model after signing up the first customer on this model.

Repositioning and Rebranding

- Rebranding name change: Hiremii Ltd will rebrand the business to **AQYR[3]** Ltd to reflect the strategic repositioning to focus on combining workforce intelligence, AI, and industry expertise to help organisations identify, assess and secure critical talent faster.

In the past financial year, the Company achieved a number of positives, with the business delivering positive adjusted EBITDA, record gross profit and meaningful progress in executing our long-term strategy. Pleasingly, these outcomes have been achieved while simultaneously repositioning Hiremii for its next phase of growth as a Workforce Intelligence business.

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[1] Subject to shareholder approval at the 2026 AGM
[2] Earnings before interest, tax, depreciation, amortisation, share based payments and acquisition costs, a non IFRS metric (unaudited).
[3] Subject to shareholder approval at the 2026 AGM

The Workforce Solutions division, continued to focus on improving the quality of earnings rather than simply growing revenue. This resulted in a record gross profit of $3.7 million for the year, a gross margin of 11.5% and positive operating cash flow for the last two quarters. Hiremii Global Services delivered its strongest performance to date, demonstrating the success of our focus on higher-margin services, disciplined cost management and progress towards sustainable profitability.

Hiremii's Workforce Intelligence platform technology division continued to build momentum. Following the successful commercialisation of the Workforce Intelligence platform, customers were signed on after moving them through trials, achieved the first recurring subscription revenue and increased the value of its largest customer through the rollout of additional platform capability. These outcomes provide further confidence in its product-market fit and validate the value customers are placing on the Workforce Intelligence offering.

A particularly pleasing milestone was the signing of a first hybrid Workforce Solutions Recruitment Process Outsourcing (RPO) customer in the renewable energy sector. This engagement combines the Workforce Intelligence platform with specialist recruitment delivery, creating a differentiated, higher-margin solution that showcases how this technology enhances traditional recruitment services rather than replacing them. Hiremii believes this model represents a significant opportunity as organisations increasingly seek more intelligent, data-driven workforce solutions.

Throughout the year Hiremii invested heavily in strengthening its technology capability, expanding its proprietary data assets and refining its strategic direction through extensive engagement with customers and industry. This work culminated in the launch of the Company's Workforce Intelligence strategy and intended rebranding to AQYR[4], positioning the Company to deliver a more scalable, higher-margin business built on the combination of specialist workforce expertise, proprietary data and rapidly advancing AI capabilities.

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.

[4] Subject to shareholder approval at the 2026 AGM

Financial Performance

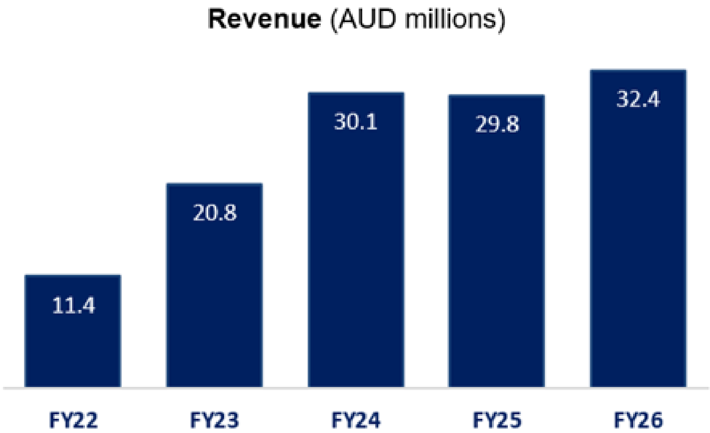
Profit Metrics for FY26

AUD'000	FY26	FY25	% Y-o-Y
Revenue	32,403	29,824	8.6%
Gross Profit	3,719	2,819	31.9%
Gross Margin %	11.5%	9.5%	
Total comprehensive profit (loss)	(588)	(1,169)	50%
Adjusted EBITDA	29	(733)	104%
Operating cashflow	(355)	(224)	-58%

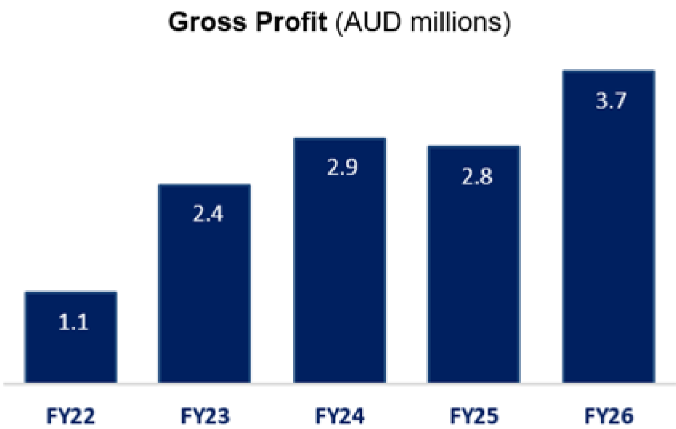
The focus for FY26 has been the improvement of Gross Profit through focus on higher margin activities, and on achieving adjusted EBITDA breakeven.

Improved Margin and EBITDA Break-even

Revenue of $32.4m for the year, up 8.6% on FY25 of $29.8m as a result of maintaining the level of contractors and the acquisition of higher-margin HGS. Importantly, the Agentic AI SaaS Technology Products recorded initial revenue, though relatively small, in the fourth quarter.



Gross Profit for FY26 of $3.7m, up 32% Year-on-Year ("Y-o-Y") (FY25 $2.8m). Gross Margin for the year higher at 11.5%, up on 9.5% of the PcP (FY25). The improvement resulted from improved margin in the Workforce Recruitment Services division and the positive impact of Hiremii Global Services, acquired in August 2025.



Adjusted EBITDA for FY26 was positive $0.03m, a 104% improvement on FY25 adjusted EBITDA loss of $0.733m. Adjusted EBITDA is calculated as EBITDA before share-based payments and non-operational acquisition costs which are largely related to accounting for the acquisition of Prince Migration (now "Hiremii Global Services"). Adjusted EBITDA is used as it reflects the underlying earnings of the core business before non-cash and transaction-related items; it is not a measure of cash generated.

Total comprehensive loss was ($0.587m) for the year, a 50% improvement on the ($1.169m) loss of FY25.

Reconciliation of the Profit Metrics to Total Comprehensive Loss for the Year

AUD'000	FY26	FY25	% Y-o-Y
Total comprehensive profit (loss)	(588)	(1,169)	50%
Add backs			
Depreciation and amortisation expense	293	165	78%
Finance costs	81	95	-15%
Share-based payments expense	168	163	3%
Acquisition costs	75	13	477%
Adjusted EBITDA	**29**	**(733)**	**104%**

From an operating cashflow perspective, total comprehensive loss after non-cash add backs improved by 85% to ($0.127m) (2025: ($0.841m loss)), the increase in net cash used in operations was a result of an increase in trade and other receivables, and prepayments which used cash of $0.464m (FY25 $0.447m increase), a move due to the timing of the year end.

Reconciliation of the Total Comprehensive Loss for the Year to Net Cash Used in Operations

AUD'000	FY26	FY25	% Y-o-Y
Total comprehensive profit (loss)	(588)	(1,169)	50%
Add backs			
Depreciation and amortisation expense	293	165	78%
Share-based payments expense	168	163	3%
Operating cash net loss	**(127)**	**(841)**	**85%**
Change in operating assets and liabilities			
Receivables, contract assets, prepayments	(464)	447	-204%
Payables, contract liabilities, employee benefits	236	169	39%
Net cash used in operations	**(355)**	**(225)**	**-58%**

Financial Position Strengthened

The financial position was bolstered by capital raised of $2.4m before fees through share and options issues for funds to commercialise technology products and enable growth.

An oversubscribed placement of $650,000 (before costs) was undertaken as announced on 10 October 2025. A placement of $1,764,000 (before costs) from a strategic group of investors was undertaken as announced on 19 January 2026.

The capital raised is providing the Company with the capacity to leverage its technology capability and human capital resourcing expertise across Asia Pacific, Australia and the Americas, offering strong growth and synergy opportunities for Hiremii. Each of the new strategic investors has strong relationships in these jurisdictions which will provide business growth opportunities.

Cash on hand on 30 June 2026 was $1.3m (2025: $0.758m), with unused working capital funding facilities of $1.2m. Working capital management reduced finance costs to $0.081m for FY26 (FY25: $0.095m).

Strategic Transformation and Proposed Rebrand
During the last quarter of the year, the Company commenced the rollout of its Workforce Intelligence strategy, representing the next phase in Hiremii's evolution.

The strategy combines:
- Technology-powered Workforce Intelligence platform that provides talent market insights, sourcing, ranking and hiring workflows,
- Smart Workforce Solutions including agentic sourcing, managed service and executive search, and
- Partnerships and acquisitions that expand capability, geography and recurring revenue.

The strategy builds on the Company's established recruitment capability by combining proprietary workforce data, deep industry expertise and rapidly advancing artificial intelligence to help organisations make smarter workforce decisions and achieve better hiring outcomes.

This hybrid model is designed to generate:
- services revenue and scale,
- higher margins from technology solutions,
- recurring SaaS growth, and
- technology model value-add.

Reflecting this strategic direction, the Company intends to change its corporate name from Hiremii Limited to **AQYR**[5] Limited, subject to shareholder approval at the 2026 Annual General Meeting. The proposed name better reflects the Company's evolution into an AI-powered Workforce Intelligence business serving the energy, resources and infrastructure sectors.

AI platform commercialisation progressing
Highlights:
- **Recurring SaaS revenue and ARR growth** – Additional customers signed paid agreements, and ARR increased with roll out of database search functionality and implementation services.
- **Workforce Intelligence RPO initiated** – New customer engaged on comprehensive hybrid model that leverages both the technology and traditional recruitment services.
- **Workforce Intelligence Platform Development** – AI-enabled talent pool functionality has been enhanced, candidate presentation and identification quality improvement, enterprise connectivity, and recruitment agency functionality.

Recurring SaaS revenue and ARR growth
The Company executed commercial Software-as-a-Service (SaaS) agreements during the period with customers in the technology and renewable energy industries.

ARR, though relatively small, has increased with incremental fees from advertising, database search functionality and implementation consulting.

Workforce Intelligence RPO initiated
The Company secured its first Workforce Intelligence RPO engagement during Q4 FY26, combining AI-powered workforce intelligence with specialist recruitment delivery. This hybrid model enhances traditional recruitment through talent insights, candidate intelligence and workflow automation, while creating higher-margin service opportunities and supporting recurring SaaS revenue growth.

The initial deployment within the renewable energy sector provides early support for the Company's strategy of combining technology with workforce expertise to deliver differentiated customer outcomes.

Workforce Intelligence Platform Development
Development focused on enhancing the platform's ability to source, assess and engage high-quality talent more efficiently, while strengthening its position as a differentiated solution for the energy, resources and infrastructure sectors.

Expanding Workforce Intelligence across Talent Pools
Talent Pool functionality was enhanced, enabling customers to use existing candidate databases and so reduce external advertising, contact candidates faster and improve workforce planning capability.

[5] Subject to shareholder approval at the 2026 AGM

AI Intelligence and Decision Support
The Company's AI capability continued to advance during the period, with enhancements focused on improving recommendation quality, search accuracy and recruiter productivity.

Enterprise Connectivity and Recruitment Agency Functionality
The Company continued expanding its enterprise capability through additional integrations (Workable, JobAdder, Adzuna, JORA).

Product Roadmap
Development will continue to build out the Company's Workforce Intelligence strategy, enhancing market intelligence, and expanding outbound integration.

Outlook
The Company enters FY27 with positive operating momentum, improving margins and increasing commercial traction across both Workforce Solutions and Technology.

Rebranded as AQYR[6], 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.

[6] Subject to shareholder approval at the 2026 AGM

Business risks
Hiremii continues to invest significantly in its recruitment technology. The growth and profitability of the technology platform is important for the business's long-term success and growth as a competitor and market disruptor. The development of the technology relies on third parties for ongoing development, with strong partnerships developed that are expected to continue, and without which would place the technology solutions in jeopardy. The artificial intelligence and machine learning elements of the technology platform are complex and sophisticated and if not well deployed and maintained can impact the reliability of the solutions provided to customers.

Continuing to develop the technology may require funding beyond the ability of the business to generate funds and access to cost effective capital may be important to continue the ability of the business to advance the technology and effectively grow the customer base.

Inverse Group continues to grow revenue and capability in the recruiting and labour hire markets which is important to drive value and achieve sustainability. Impeded growth would limit the business's ability to achieve its objectives. Inverse Group is well established in the Energy and Resources sector in Western Australia – should this sector decline this would impact the growth and profitability of the consolidated entity. Major customers provide significant revenue and should the business of these customers reduce, Inverse Group's revenue would be impacted. Inverse Group services a number of well-established businesses with minimal credit losses to date. A significant client experiencing financial difficulty would impact on the financial position of the consolidated entity, so stringent credit management processes are in place for all customers.

Significant changes in the state of affairs
There were no significant changes in the state of affairs of the consolidated entity during the financial year.

Matters subsequent to the end of the financial year
On 02 July 2026, 623,951 Performance Rights were issued to staff under the Employee Incentive Plan.

On 28 July 2026, Hiremii Limited announced the intention to rebrand to AQYR[7] Limited subject to shareholder approval at the Annual General Meeting in October 2026.

No other matter or circumstance has arisen since 30 June 2026 that has significantly affected, or may significantly affect the consolidated entity's operations, the results of those operations, or the consolidated entity's state of affairs in future financial years.

Likely developments and expected results of operations
Information on likely developments in the operations of the consolidated entity and the expected results of operations have been included in the operating and financial review section of this report.

Environmental regulation
The consolidated entity is not subject to any significant environmental regulation under Australian Commonwealth or State law.

Information on directors
Interests in shares:

Name:	Vaughan Webber
Title:	Non-Executive Chairman (appointed 1 February 2026)
Qualifications:	Bachelor of Economics from Monash University
Experience and expertise:	Mr Webber has extensive industry and public markets experience, having spent more than 20 years in corporate finance roles at leading Australian wealth management firms, focusing on developing, funding and executing strategies for small-to-mid cap ASX-listed companies. Mr Webber has held directorships and Chair roles in several private and ASX-listed companies.
Other current directorships:	Vitrafy Life Sciences Ltd
Former directorships (last 3 years):	Althea Group Holdings Limited
Interests in shares:	None

[7] Subject to shareholder approval at the 2026 AGM

Name:	Andrew Hornby
Title:	Managing Director and CEO
Qualifications:	BA (Hons) Business & Administration
Experience and expertise:	Mr Hornby is the founder of Inverse Group with over 18 years leadership experience in start up and scale up organisations, across Technology, Retail, Human Resources and Healthcare.
Other current directorships:	None
Former directorships (last 3 years):	None
Interests in shares:	8,047,718 ordinary shares
Interests in options:	833,333 unquoted options exercisable at 5 cents before 5 December 2027
Interests in rights:	461,440 performance rights vesting on 15 September 2025 and exercisable before 15 September 2028

Name:	David Buckingham
Title:	Non-Executive Director
Qualifications:	Bachelor of Technology (Hons), ACA (England and Wales), GAICD
Experience and expertise:	Mr Buckingham has over 35 years of experience as a corporate leader in telecommunications, media, technology, IT and education. He served as both chief executive officer and chief financial officer of Navitas Limited, a global education provider with over 120 colleges and campuses across 31 countries. Prior to that David worked for Telewest Global as the Group Treasurer and Director of Financial Planning, Virginmedia as Finance Director Business Division and iiNet, where he held the roles of chief financial officer and chief executive officer from 2008 to 2015.
Other current directorships:	Pentanet Limited (Chairman), Way2VAT Limited, Macquarie Technology Group Limited
Former directorships (last 3 years):	Nuheara Limited
Interests in shares:	2,306,095 ordinary shares

Name:	Conor O’Brien
Title:	Non-Executive Director
Qualifications:	Bachelor of Laws, GAICD, Master of Science (Minerals and Energy Economics) Curtin University (pending completion in 2026).
Experience and expertise:	Mr O’Brien is a founder of Hiremii Limited. Conor was a founder and the Managing Director of RFM Offshore, a specialist international oil and gas labour hire company, which was acquired by Programmed. Prior to this, Mr O'Brien was a lawyer practising in taxation and commercial law. Mr O’Brien has experience in high growth businesses across a range of commercial, human resources and industrial relations matters.
Other current directorships:	None
Former directorships (last 3 years):	None
Interests in shares:	6,966,524 ordinary shares
Interests in options:	238,095 unquoted options exercisable at 5 cents before 5 December 2027

Name:	Sophie Chen
Title:	Non-executive Director
Qualifications:	Bachelor of Commerce (Finance and Accounting); Master of Finance
Experience and expertise:	Ms Chen has over a decade of experience in banking and capital markets across several industries, working in corporate mergers and acquisitions, restructurings, and capital raising. Ms Chen focuses on optimising operational efficiency through creating strategic partnerships, driving profitability and value creation. With a unique cross-industry perspective and an extensive financial network, Ms Chen helps organisations navigate high growth opportunities.
Other current directorships:	Sequoia Financial Group Ltd
Former directorships (last 3 years):	None
Interests in shares:	2,391,973 ordinary shares
Interests in options:	714,286 unquoted options exercisable at 5 cents before 5 December 2027

'Other current directorships' quoted above are current directorships for listed entities only and excludes directorships of all other types of entities, unless otherwise stated.

'Former directorships (last 3 years)' quoted above are directorships held in the last 3 years for listed entities only and excludes directorships of all other types of entities, unless otherwise stated.

Company secretary

Susan Park BCom, ACA, F Fin, FGIA, FCG, GAICD
Ms. Susan Park has over 25 years' experience in the corporate finance industry. She is founder and Managing Director of consulting firm Park Advisory which specialises in the provision of corporate governance and company secretarial advice to ASX listed companies and has held Senior Executive roles at Ernst & Young and PricewaterhouseCoopers in the Corporate Finance divisions and at Bankwest in the Strategy and Ventures division. Susan holds a Bachelor of Commerce, is a Member of Chartered Accountants Australia and New Zealand, a Fellow of the Financial Services Institute of Australasia, a Graduate Member of the Australian Institute of Company Directors and a Fellow of the Governance Institute of Australia.

Meetings of directors
The number of meetings of the company's Board of Directors ('the Board') held during the year ended 30 June 2026, and the number of meetings attended by each director were:

	Full Board	
	Attended	Held
Vaughan Webber	4	4
David Buckingham	8	8
Andrew Hornby	8	8
Conor O'Brien	8	8
Sophie Chen	8	8

Held: represents the number of meetings held during the time the director held office.

On 23 August 2023, given the size and composition of the Board, the Board resolved to act as the Audit and Risk Committee and the Nomination and Remuneration Committee.

Remuneration report (audited)
The remuneration report details the key management personnel remuneration arrangements for the consolidated entity, in accordance with the requirements of the Corporations Act 2001 and its Regulations.

Key management personnel ('KMP') are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including all directors.

The remuneration report is set out under the following main headings:
- Principles used to determine the nature and amount of remuneration;
- Details of remuneration;
- Service agreements;
- Share-based compensation;
- Additional information; and
- Additional disclosures relating to KMP.

Principles used to determine the nature and amount of remuneration
The objective of the consolidated entity's executive reward framework is to ensure reward for performance is competitive and appropriate for the results delivered. The framework aligns executive reward with the achievement of strategic objectives and the creation of value for shareholders, and it is considered to conform to the market best practice for the delivery of reward. The Board of Directors ('the Board') ensures that executive reward satisfies the following key criteria for good reward governance practices:
- competitiveness and reasonableness;
- acceptability to shareholders;
- performance linkage / alignment of executive compensation; and
- transparency.

The Board is responsible for determining and reviewing remuneration arrangements for its directors and executives. The performance of the consolidated entity depends on the quality of its directors and executives. The remuneration philosophy is to attract, motivate and retain high performance and high quality personnel.

The Board has structured an executive remuneration framework that is market competitive and complementary to the reward strategy of the consolidated entity.

The reward framework is designed to align executive reward to shareholders' interests. The Board has considered that it should seek to enhance shareholders' interests by:

- having economic profit as a core component of plan design;
- focusing on sustained growth in shareholder wealth, consisting of dividends and growth in share price, and delivering constant or increasing return on assets as well as focusing the executive on key non-financial drivers of value; and
- attracting and retaining high calibre executives.

Additionally, the reward framework should seek to enhance executives' interests by:

- rewarding capability and experience;
- reflecting competitive reward for contribution to growth in shareholder wealth; and
- providing a clear structure for earning rewards.

In accordance with best practice corporate governance, the structure of non-executive director and executive director remuneration is separate.

Non-executive directors' remuneration
Fees and payments to non-executive directors reflect the demands and responsibilities of their role. Non-executive directors' fees and payments are reviewed annually by the Board. The Board may, from time to time, receive advice from independent remuneration consultants to ensure non-executive directors' fees and payments are appropriate and in line with the market. The chairman's fees are determined independently to the fees of other non-executive directors based on comparative roles in the external market. The chairman is not present at any discussions relating to the determination of their own remuneration.

ASX listing rules require the aggregate non-executive directors' remuneration be determined periodically by a general meeting. The maximum remuneration for non-executive directors remains at $300,000 per annum unless specifically approved by shareholders.

Executive remuneration
The consolidated entity aims to reward executives based on their position and responsibility, with a level and mix of remuneration which has both fixed and variable components.

The executive remuneration and reward framework has four components:

- base pay and non-monetary benefits;
- short-term performance incentives;
- long-term incentives; and
- other remuneration such as superannuation and long service leave.

The combination of these comprises the executive's total remuneration.

Fixed remuneration, consisting of base salary, superannuation and non-monetary benefits, are reviewed annually by the Board based on individual and business unit performance, the overall performance of the consolidated entity and comparable market remunerations.

Executives may receive their fixed remuneration in the form of cash or other fringe benefits (for example motor vehicle benefits) where it does not create any additional costs to the consolidated entity and provides additional value to the executive.

The short-term incentives ('STI') program is designed to align the targets of the business units with the performance hurdles of executives. STI payments are granted to executives based on specific annual targets and key performance indicators ('KPI's') being achieved. KPI's include revenue growth, margin, technology commercialisation, safety and compliance.

The long-term incentives ('LTI') include share-based payments. Share-based payments in the form of options are awarded to executives over a period of three years based on long-term incentive measures. These include increase in shareholders' value relative to the entire market and the increase compared to the consolidated entity's direct competitors. The Board considered the long-term equity-linked performance incentives specifically for executives during the year ended 30 June 2026.

Consolidated entity performance and link to remuneration
Remuneration for executives are directly linked to the performance of the consolidated entity. STI payments are dependent on KPI's highlighted above. Refer to the section 'Additional information' below for details of the earnings and total shareholders return.

The Board is of the opinion that the adoption of performance-based compensation will assist in increasing shareholder wealth over the coming years.

Use of remuneration consultants
During the financial year ended 30 June 2026, the consolidated entity did not engage remuneration consultants.

Voting and comments made at the company's 2025 Annual General Meeting ('AGM')
At the 2025 AGM, 98.81% of the votes received supported the adoption of the remuneration report for the year ended 30 June 2025. The company did not receive any specific feedback at the AGM regarding its remuneration practices.

Details of remuneration

Amounts of remuneration
Details of the remuneration of KMP of the consolidated entity are set out in the following tables.

The KMP of the consolidated entity consisted of the following directors of Hiremii Limited:
- Vaughan Webber – Chairman (appointed on 1 February 2026)
- Andrew Hornby - Managing Director and Chief Executive Officer
- David Buckingham - Non-Executive Director (resigned as Chair on 31 January 2026)
- Conor O'Brien - Non-Executive Director
- Sophie Chen - Non-executive Director

And the following person:
- Brad Kobus - Chief Financial Officer

	Short-term benefits			Post-employment benefits	Long-term benefits	Share-based payments		
2026	Cash salary and fees $	Cash bonus [4] $	Non-monetary $	Super-annuation $	Long service leave $	Equity-settled shares [1, 2] $	Equity-settled PR and options [3] $	Total $
Non-Executive Directors:								
Vaughan Webber	30,000	-	-	-	-	-	-	30,000
David Buckingham [1]	44,962	-	-	5,395	-	20,952	-	71,309
Conor O'Brien	25,692	-	-	3,083	-	-	-	28,775
Sophie Chen [2]	-	-	-	8,108	-	67,567	-	75,675
Executive Directors:								
Andrew Hornby [3]	254,481	-	-	29,534	-	-	23,072	307,087
Other Key Management Personnel:								
Brad Kobus [4]	224,077	33,254	-	26,889	-	-	-	284,220
	579,212	33,254	-	73,009	-	88,519	23,072	797,066

1 Issue of shares approved at a meeting of shareholders on 20 April 2026.
2 Remuneration for the year to 30 June 2026 to be issued in shares subject to shareholder approval.
3 Share based payments in the form of performance rights approved at a meeting of shareholders on 15 September 2025.
4 Bonus relating to FY24 based on the performance against KPIs approved by the Board paid during the year ended 30 June 2026.

2025	Short-term benefits			Post-employment benefits	Long-term benefits	Share-based payments		
	Cash salary and fees $	Cash bonus [1] $	Non-monetary $	Super-annuation $	Long service leave $	Equity-settled shares $	Equity-settled PR and options $	Total $
Non-Executive Directors:								
David Buckingham	70,000	-	-	8,050	-	-	-	78,050
Conor O'Brien	40,000	-	-	4,600	-	-	-	44,600
Sophie Chen [2, 3]	-	-	-	5,405	-	45,045	-	50,450
Executive Directors:								
Andrew Hornby	285,000	21,554	-	33,529	-	24,032	-	364,115
Other Key Management Personnel:								
Brad Kobus[1]	240,000	16,627	-	27,600	-	-	-	284,227
	635,000	38,181	-	79,184	-	69,077	-	821,442

1 Bonus relating to FY24 paid during the year ended 30 June 2025 based on the performance against KPIs approved by the Board.
2 Represents remuneration from 31 October 2024 to 30 June 2025.
3 Issue of shares approved at a meeting of shareholders on 15 September 2025.

The proportion of remuneration linked to performance and the fixed proportion are as follows:

Name	Fixed remuneration 2026	Fixed remuneration 2025	At risk - STI 2026	At risk - STI 2025	At risk - LTI 2026	At risk - LTI 2025
Non-Executive Directors:						
Vaughan Webber	100%	-	-	-	-	-
David Buckingham *	100%	100%	-	-	-	-
Conor O'Brien	100%	100%	-	-	-	-
Sophie Chen *	100%	100%	-	-	-	-
Executive Directors:						
Andrew Hornby	92%	87%	8%	6%	-	7%
Other KMP:						
Brad Kobus	88%	94%	12%	6%	-	-

* The share-based payments amount for director relate to them taking their director fees in shares in lieu of cash, hence a fixed remuneration. LTI and STI would both be incentive based remuneration, outside the directors' normal remuneration.

The proportion of the cash bonus payable or forfeited is as follows:

Name	Cash bonus paid/payable 2026	2025	Cash bonus forfeited 2026	2025
Executive Directors:				
Andrew Hornby	-	-	-	100%
Other KMP:				
Brad Kobus	-	-	-	100%

Service agreements
Remuneration and other terms of employment for KMP are formalised in service agreements. Details of these agreements are as follows:

Name:	Andrew Hornby
Title:	Managing Director and Chief Executive Officer
Agreement commenced:	31 December 2021
Term of agreement:	No fixed term
Details:	Base salary for the year ending 30 June 2026 of $270,000 and $15,000 car allowance, plus superannuation to be reviewed annually by the Board. 3-month termination notice by either party, cash bonus of 30% as per Board approval and KPI achievement, non-solicitation and non-compete clauses.

Name:	Bradley Kobus
Title:	Chief Financial Officer
Agreement commenced:	6 January 2022
Term of agreement:	No fixed term
Details:	Base salary for the year ending 30 June 2026 of $240,000 per annum plus superannuation to be reviewed annually by the Board. 3-month termination notice by either party, cash bonus of 25% as per Board approval and KPI achievement, non-solicitation and non-compete clauses.

KMP have no entitlement to termination payments in the event of removal for misconduct.

Share-based compensation

Issue of shares
Details of shares issued in lieu of fees to directors as part of compensation during the year ended 30 June 2026 are set out below:

Name	Date	Shares	Issue price	$
Sophie Chen	5 December 2025	1,677,687	$0.043	72,142
David Buckingham	20 April 2026	634,901	$0.033	20,952

Options
There were no options issued to directors and other KMP as part of compensation during the year ended 30 June 2026.

Performance rights
The terms and conditions of each grant of performance rights over ordinary shares affecting remuneration of directors and other KMP in this financial year or future reporting years are as follows:

Name	Number of rights granted	Grant date	Vesting date and exercisable date	Expiry date	Fair value per right at grant date
Andrew Hornby	461,440	15 September 2025	15 September 2025	15 September 2028	$0.0500

Performance rights granted carry no dividend or voting rights.

Additional information

The earnings of the consolidated entity for the five years to 30 June 2026 are summarised below:

	2026 $	2025 $	2024 $	2023 $	2022 $
Sales revenue	32,402,817	29,824,212	30,064,648	20,814,006	11,436,280
Loss after income tax	(587,540)	(1,168,850)	(932,861)	(1,537,659)	(2,794,523)

The factors that are considered to affect total shareholders return ('TSR') are summarised below:

	2026	2025	2024	2023	2022
Share price at financial year end ($) *	0.02	0.05	0.04	0.04	0.04
Basic earnings per share (cents per share)	(0.33)	(0.81)	(0.74)	(1.33)	(3.36)

* The company listed from 11 May 2021.

Additional disclosures relating to KMP

Shareholding

The number of shares in the company held during the financial year by each director and other members of KMP of the consolidated entity, including their personally related parties, is set out below:

	Balance at the start of the year	Received as part of remuneration	Additions	Disposals/ other	Balance at the end of the year
Ordinary shares					
David Buckingham	1,671,194	634,901	-	-	2,306,095
Conor O'Brien	6,728,429	-	238,095	-	6,966,524
Sophie Chen	-	1,677,687	714,286	-	2,391,973
Andrew Hornby	6,260,188	-	1,787,530	-	8,047,718
Brad Kobus	771,429	-	-	-	771,429
	15,431,240	2,312,588	2,739,911	-	20,483,739

Option holding

The number of options over ordinary shares in the company held during the financial year by each director and other members of KMP of the consolidated entity, including their personally related parties, is set out below:

	Balance at the start of the year	Acquired*	Exercised	Expired	Balance at the end of the year
Options over ordinary shares					
Conor O'Brien*	-	238,095	-	-	238,095
Sophie Chen*	-	714,286	-	-	714,286
Andrew Hornby*	1,000,000	833,333	-	(1,000,000)	833,333
Brad Kobus	1,000,000	-	-	(1,000,000)	-
	2,000,000	1,785,714	-	(2,000,000)	1,785,714

* Acquired as part of the capital raise on 10 October 2025.

Performance rights holding
The number of performance rights over ordinary shares in the company held during the financial year by each director and other members of KMP of the consolidated entity, including their personally related parties, is set out below:

	Balance at the start of the year	Granted	Exercised	Lapsed	Balance at the end of the year
Performance rights over ordinary shares					
Andrew Hornby	-	461,440	-	-	461,440
	-	461,440	-	-	461,440

Receivable from and payable to KMP and their related parties
The following balances are outstanding at the reporting date in relation to transactions with related parties:

	Consolidated 2026 $	Consolidated 2025 $
Current payables:		
Trade payables to KMP (directors and management)	46,626	61,323

Loans to KMP and their related parties
At 30 June 2026 there were no loans issued to or from KMP (2025: $nil).

Other transactions with KMP and their related parties
At 30 June 2026 there were no other transactions to or from KMP and their related parties.

This concludes the remuneration report, which has been audited.

Shares under option
Unissued ordinary shares of Hiremii Limited under option at the date of this report are as follows:

Grant date	Expiry date	Exercise price	Number under option
2 October 2024	2 October 2026	$0.070	3,333,333
21 October 2025	21 October 2027	$0.050	13,690,475
27 November 2025	5 December 2027	$0.050	1,785,714
28 April 2026	28 April 2028	$0.050	42,000,000
			60,809,522

No person entitled to exercise the options had or has any right by virtue of the option to participate in any share issue of the company or of any other body corporate.

Shares under performance rights
Unissued ordinary shares of Hiremii Limited under performance rights at the date of this report are as follows:

Grant date	Expiry date	Exercise price	Number under rights
1 August 2025	31 December 2026	$0.000	2,697,771
1 August 2025	31 December 2027	$0.000	1,875,000
1 August 2025	31 December 2028	$0.000	1,500,000
15 September 2025	15 September 2028	$0.000	461,440
			6,534,211

No person entitled to exercise the performance rights had or has any right by virtue of the performance right to participate in any share issue of the company or of any other body corporate.

Shares issued on the exercise of options

There were no ordinary shares of Hiremii Limited issued on the exercise of options during the year ended 30 June 2026 and up to the date of this report.

Shares issued on the exercise of performance rights

There were no ordinary shares of Hiremii Limited issued on the exercise of performance rights during the year ended 30 June 2026 and up to the date of this report.

Indemnity and insurance of officers

The company has indemnified the directors and executives of the company for costs incurred, in their capacity as a director or executive, for which they may be held personally liable, except where there is a lack of good faith.

During the financial year, the company paid a premium in respect of a contract to insure the directors and executives of the company against a liability to the extent permitted by the Corporations Act 2001. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

Indemnity and insurance of auditor

The company has not, during or since the end of the financial year, indemnified or agreed to indemnify the auditor of the company or any related entity against a liability incurred by the auditor.

During the financial year, the company has not paid a premium in respect of a contract to insure the auditor of the company or any related entity.

Proceedings on behalf of the company

No person has applied to the Court under section 237 of the Corporations Act 2001 for leave to bring proceedings on behalf of the company, or to intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

Non-audit services

As set out in note 21 to the financial statements, there were no amounts paid to the auditor for non-audit services during the financial year.

Officers of the company who are former partners of RSM Australia Partners

There are no officers of the company who are former partners of RSM Australia Partners.

Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out immediately after this directors' report.

This report is made in accordance with a resolution of directors, pursuant to section 298(2)(a) of the Corporations Act 2001.

On behalf of the directors

Vaughan Webber
Chairman

26 August 2026

RSM Australia Partners

Level 32 Exchange Tower
2 The Esplanade Perth WA 6000
GPO Box R1253 Perth WA 6844

T +61 (0) 8 9261 9100
F +61 (0) 8 9261 9111

www.rsm.com.au

AUDITOR'S INDEPENDENCE DECLARATION

As lead auditor for the audit of the financial report of Hiremii Limited for the year ended 30 June 2026, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

(i) The auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and

(ii) Any applicable code of professional conduct in relation to the audit.

RSM AUSTRALIA

Perth, Western Australia
Dated: 26 August 2026

MATTHEW BEEVERS
Partner

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Hiremii Limited
Statement of profit or loss and other comprehensive income
For the year ended 30 June 2026

	Note	Consolidated 2026 $	2025 $
Revenue	5	32,402,817	29,824,212
Direct operating expense		(28,683,925)	(27,005,015)
Gross margin		3,718,892	2,819,197
Interest revenue calculated using the effective interest method		1,404	11,716
Expenses			
Employee benefits expense - recruiting		(1,068,353)	(1,468,420)
Employee benefits expense - other		(1,825,896)	(1,236,317)
Professional and consulting fees		(257,086)	(240,263)
General and administration expenses	6	(491,500)	(551,132)
Acquisition and transaction costs		(74,555)	(12,543)
Research and development expense		(49,191)	(67,468)
Share-based payments expense	32	(167,947)	(162,990)
Depreciation and amortisation expense	6	(292,558)	(165,603)
Finance costs	6	(80,750)	(95,027)
Loss before income tax expense		(587,540)	(1,168,850)
Income tax expense	7	-	-
Loss after income tax expense for the year attributable to the owners of Hiremii Limited		(587,540)	(1,168,850)
Other comprehensive income for the year, net of tax		-	-
Total comprehensive loss for the year attributable to the owners of Hiremii Limited		(587,540)	(1,168,850)
		Cents	Cents
Basic earnings per share	31	(0.33)	(0.81)
Diluted earnings per share	31	(0.33)	(0.81)

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

	Note	Consolidated 2026 $	2025 $
Assets			
Current assets			
Cash and cash equivalents		1,298,326	757,704
Trade and other receivables	8	2,975,924	2,627,964
Contract assets	9	329,999	227,369
Other assets	10	243,714	210,721
Total current assets		4,847,963	3,823,758
Non-current assets			
Intangibles	11	1,176,625	1,050,886
Plant and equipment		2,929	2,467
Right-of-use assets	12	90,923	106,251
Other assets	10	-	44,929
Total non-current assets		1,270,477	1,204,533
Total assets		6,118,440	5,028,291
Liabilities			
Current liabilities			
Trade and other payables	13	3,150,045	3,397,223
Contract liabilities		330,158	53,311
Borrowings	14	-	1,038,211
Lease liabilities	15	99,279	59,137
Employee benefits		228,474	135,333
Total current liabilities		3,807,956	4,683,215
Non-current liabilities			
Lease liabilities	15	3,758	56,451
Total non-current liabilities		3,758	56,451
Total liabilities		3,811,714	4,739,666
Net assets		2,306,726	288,625
Equity			
Issued capital	16	14,491,972	11,982,136
Share-based payments reserve	17	127,947	178,331
Accumulated losses		(12,313,193)	(11,871,842)
Total equity		2,306,726	288,625

The above statement of financial position should be read in conjunction with the accompanying notes

Hiremii Limited
Statement of changes in equity
For the year ended 30 June 2026

Consolidated	Issued capital $	Reserves $	Accumulated losses $	Total equity $
Balance at 1 July 2024	11,461,986	446,855	(11,110,473)	798,368
Loss after income tax expense for the year	-	-	(1,168,850)	(1,168,850)
Other comprehensive income for the year, net of tax	-	-	-	-
Total comprehensive loss for the year	-	-	(1,168,850)	(1,168,850)
Transactions with owners in their capacity as owners:				
Contributions of equity, net of transaction costs (note 16)	496,117	-	-	496,117
Share-based payments (note 17)	24,033	138,957	-	162,990
Options expired (note 17)	-	(362,600)	362,600	-
Performance rights exercised (note 16)	-	(44,881)	44,881	-
Balance at 30 June 2025	11,982,136	178,331	(11,871,842)	288,625

Consolidated	Issued capital $	Reserves $	Accumulated losses $	Total equity $
Balance at 1 July 2025	11,982,136	178,331	(11,871,842)	288,625
Loss after income tax expense for the year	-	-	(587,540)	(587,540)
Other comprehensive income for the year, net of tax	-	-	-	-
Total comprehensive loss for the year	-	-	(587,540)	(587,540)
Transactions with owners in their capacity as owners:				
Issue of equity, net of transaction costs (note 16)	(203,024)	-	-	(203,024)
Share-based payments (note 17)	-	167,947	-	167,947
Performance rights expired (note 16)	-	(61,935)	61,935	-
Options expired (note 17)	-	(84,254)	84,254	-
Shares issued (note 16)	2,414,000	-	-	2,414,000
Shares issued for acquisition (note 16)	205,766	-	-	205,766
Shares issued in lieu of fees (note 16)	93,094	(72,142)	-	20,952
Balance at 30 June 2026	14,491,972	127,947	(12,313,193)	2,306,726

The above statement of changes in equity should be read in conjunction with the accompanying notes

	Note	Consolidated 2026 $	2025 $
Cash flows from operating activities			
Receipts from customers (inclusive of GST)		35,488,720	33,258,746
Payments to suppliers and employees (inclusive of GST)		(35,769,702)	(33,399,569)
		(280,982)	(140,823)
Interest received		6,681	11,716
Interest and other finance costs paid		(80,750)	(95,027)
Net cash used in operating activities	28	(355,051)	(224,134)
Cash flows from investing activities			
Payment for purchase of business, net of cash acquired	26	49,032	(141,659)
Payments for property, plant and equipment		(2,400)	(1,087)
Payments for intangibles		(113,772)	(169,156)
Proceeds from/(to) security deposits		(1,404)	94,913
Net cash used in investing activities		(68,544)	(216,989)
Cash flows from financing activities			
Proceeds from issue of shares	16	2,414,000	600,000
Proceeds from borrowings		3,979	67,129
Proceeds from lease receivables		-	47,177
Repayment of borrowings		(1,155,788)	(156,637)
Repayment of lease liabilities		(94,950)	(105,390)
Share issue transaction costs		(203,024)	(103,883)
Net cash from financing activities		964,217	348,396
Net increase/(decrease) in cash and cash equivalents		540,622	(92,727)
Cash and cash equivalents at the beginning of the financial year		757,704	850,431
Cash and cash equivalents at the end of the financial year		1,298,326	757,704

The above statement of cash flows should be read in conjunction with the accompanying notes

Note 1. General information

The financial statements cover Hiremii Limited as a consolidated entity consisting of Hiremii Limited and the entities it controlled at the end of, or during, the year. The financial statements are presented in Australian dollars, which is Hiremii Limited's functional and presentation currency.

Hiremii Limited is a listed public company limited by shares, incorporated and domiciled in Australia. Its registered office and principal place of business is:

Level 1
251 St George's Terrace
Perth WA 6000

A description of the nature of the consolidated entity's operations and its principal activities are included in the directors' report, which is not part of the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of directors, on 26 August 2026. The directors have the power to amend and reissue the financial statements.

Note 2. Material accounting policy information

The accounting policies that are material to the consolidated entity are set out below. The accounting policies adopted are consistent with those of the previous financial year, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The consolidated entity has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period. The adoption of these Accounting Standards and Interpretations did not have any material impact on the financial performance or position of the consolidated entity.

The following Accounting Standards and Interpretations have been adopted from 1 July 2025:

- AASB 2020-1 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-Current.

Going concern

The financial statements have been prepared on the going concern basis, which contemplates continuity of normal business activities and the realisation of assets and discharge of liabilities in the normal course of business.

As disclosed in the financial statements, the consolidated entity incurred a loss after tax of $587,540 (2025: $1,168,850) and had net cash outflows from operating activities of $355,051 (2025 : outflows of $224,134) and net cash outflows from investing activities of $68,544 (2025 : $216,989) for the year ended 30 June 2026. As at that date the consolidated entity had net current assets of $1,040,007 (2025 : net current liabilities of $859,457).

The Directors believe that it is reasonably foreseeable that the consolidated entity will continue as a going concern and that it is appropriate for it to adopt the going concern basis in the preparation of these financial statements after consideration of following factors:

- Whilst the consolidated entity currently continues to trade at a loss with negative operating cash flows, the consolidated entity is forecasting increased sales revenue to be generated from its operating activities over the next 12 months;
- The Directors expect to maintain continued support from shareholders that have supported the consolidated entity's previous capital raisings such that the company could reasonably expect to be able to raise sufficient funds to meet future working capital needs;
- The invoice finance facility of up to $2.5m is expected to continue to be available to finance working capital requirements and will be able to be increased if required and supported by the growth of the business;
- Management has the capacity to implement certain measures to reduce cash outflows in the area of corporate and administration; and
- Directors anticipate the availability of further funding, as needed, to be available through equity raisings.

Accordingly, the Directors believe that the consolidated entity will be able to continue as a going concern and that it is appropriate to adopt the going concern basis in preparing the financial statements.

Note 2. Material accounting policy information (continued)

The financial statements do not include any adjustments relating to the amounts or classification of recorded assets or liabilities that might be necessary if the consolidated entity does not continue as a going concern.

Basis of preparation

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the Corporations Act 2001, as appropriate for for-profit oriented entities. These financial statements also comply with International Financial Reporting Standards Accounting Standards as issued by the International Accounting Standards Board ('IASB').

Historical cost convention
The financial statements have been prepared under the historical cost convention.

Critical accounting estimates
The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the consolidated entity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 3.

Operating segments

Operating segments are presented using the 'management approach', where the information presented is on the same basis as the internal reports provided to the Chief Operating Decision Makers ('CODM'). The CODM is responsible for the allocation of resources to operating segments and assessing their performance.

Foreign currency translation

Foreign currency transactions
Foreign currency transactions are translated into the entity's currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at financial year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss.

Revenue recognition

The consolidated entity recognises revenue as follows:

Revenue from contracts with customers
Revenue is recognised at an amount that reflects the consideration to which the consolidated entity is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the consolidated entity: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Rendering of services
Revenue from a contract to provide contractor services is recognised over time as the services are rendered based on either a fixed price or an hourly rate. Permanent placements services are recognised at a point in time when the contract of employment is executed.

Note 2. Material accounting policy information (continued)

Interest
Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Rent
Rent revenue from investment properties is recognised on a straight-line basis over the lease term. Lease incentives granted are recognised as part of the rental revenue. Contingent rentals are recognised as income in the period when earned.

Other revenue
Other revenue is recognised when it is received or when the right to receive payment is established.

Research and development costs
Research costs are expensed in the period in which they are incurred. Development costs will be capitalised if and when: it is probable that the project will be a success considering its commercial and technical feasibility; the consolidated entity is able to use or sell the asset; the consolidated entity has sufficient resources and intent to complete the development; and its costs can be measured reliably.

Income tax
The income tax expense or benefit for the period is the tax payable on that period's taxable income based on the applicable income tax rate for each jurisdiction, adjusted by the changes in deferred tax assets and liabilities attributable to temporary differences, unused tax losses and the adjustment recognised for prior periods, where applicable.

Deferred tax assets and liabilities are recognised for temporary differences at the tax rates expected to be applied when the assets are recovered or liabilities are settled, based on those tax rates that are enacted or substantively enacted, except for:
- when the deferred income tax asset or liability arises from the initial recognition of goodwill or an asset or liability in a transaction that is not a business combination and that, at the time of the transaction, affects neither the accounting nor taxable profits; or
- when the taxable temporary difference is associated with interests in subsidiaries, associates or joint ventures, and the timing of the reversal can be controlled and it is probable that the temporary difference will not reverse in the foreseeable future.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

The carrying amount of recognised and unrecognised deferred tax assets are reviewed at each reporting date. Deferred tax assets recognised are reduced to the extent that it is no longer probable that future taxable profits will be available for the carrying amount to be recovered. Previously unrecognised deferred tax assets are recognised to the extent that it is probable that there are future taxable profits available to recover the asset.

Deferred tax assets and liabilities are offset only where there is a legally enforceable right to offset current tax assets against current tax liabilities and deferred tax assets against deferred tax liabilities; and they relate to the same taxable authority on either the same taxable entity or different taxable entities which intend to settle simultaneously.

Hiremii Limited (the 'head entity') and its wholly-owned Australian subsidiaries have formed an income tax consolidated group under the tax consolidation regime. The head entity and each subsidiary in the tax consolidated group continue to account for their own current and deferred tax amounts. The tax consolidated group has applied the 'group taxpayer' approach in determining the appropriate amount of taxes to allocate to members of the tax consolidated group.

In addition to its own current and deferred tax amounts, the head entity also recognises the current tax liabilities (or assets) and the deferred tax assets arising from unused tax losses and unused tax credits assumed from each subsidiary in the tax consolidated group.

Assets or liabilities arising under tax funding agreements with the tax consolidated entities are recognised as amounts receivable from or payable to other entities in the tax consolidated group. The tax funding arrangement ensures that the intercompany charge equals the current tax liability or benefit of each tax consolidated group member, resulting in neither a contribution by the head entity to the subsidiaries nor a distribution by the subsidiaries to the head entity.

Note 2. Material accounting policy information (continued)

Current and non-current classification
Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the consolidated entity's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the consolidated entity's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no right at the end of the reporting period to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

Cash and cash equivalents
Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Trade and other receivables
Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

The consolidated entity has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Contract assets
Contract assets are recognised when the consolidated entity has transferred goods or services to the customer but where the consolidated entity is yet to establish an unconditional right to consideration. Contract assets are treated as financial assets for impairment purposes.

Right-of-use assets
A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the consolidated entity expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The consolidated entity has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

Lessor accounting
As a lessor, the consolidated entity classifies its leases as either operating or finance leases. A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership of the underlying asset and classified as an operating lease if it does not.

Note 2. Material accounting policy information (continued)

Lease receivables
For rental income from a sublease classified as a finance lease, a lease receivable is recognised at an amount equal to the net investment in the lease. Subsequent to initial measurement, the lease receivable is decreased by the sublease payment received, increased by interest revenue (unwinding of discounting), less any allowance for expected credit losses.

Intangible assets
Intangible assets acquired as part of a business combination, other than goodwill, are initially measured at their fair value at the date of the acquisition. Intangible assets acquired separately are initially recognised at cost. Indefinite life intangible assets are not amortised and are subsequently measured at cost less any impairment. Finite life intangible assets are subsequently measured at cost less amortisation and any impairment. The gains or losses recognised in profit or loss arising from the derecognition of intangible assets are measured as the difference between net disposal proceeds and the carrying amount of the intangible asset. The method and useful lives of finite life intangible assets are reviewed annually. Changes in the expected pattern of consumption or useful life are accounted for prospectively by changing the amortisation method or period.

Goodwill
Goodwill arises on the acquisition of a business. Goodwill is not amortised. Instead, goodwill is tested annually for impairment, or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses. Impairment losses on goodwill are taken to profit or loss and are not subsequently reversed.

Technology platform
Significant costs associated with the development of the revenue generating technology platform for recruitment, including artificial intelligence and candidate matching capabilities, are deferred and amortised on a straight-line basis over the period of their expected benefit, being their finite life of 2 years when brought into use. The technology platform was ready for use on 17 January 2023.

Trademarks
Significant costs associated with trademarks are capitalised and amortised on a straight-line basis over the period of their expected benefit, being their finite life of 10 years.

Customer relationships
Customer relationships acquired in a business combination are amortised on a straight-line basis over the period of their expected benefit, being their finite life of 2 years.

Software
Significant costs associated with software are deferred and amortised on a straight-line basis over the period of their expected benefit, being their finite life of 2 years.

Impairment of non-financial assets
Goodwill and other intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

Trade and other payables
Trade and other payables represent liabilities for goods and services provided to the consolidated entity prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

Contract liabilities
Contract liabilities represent the consolidated entity's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the consolidated entity recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the consolidated entity has transferred the goods or services to the customer.

Note 2. Material accounting policy information (continued)

Borrowings
Loans and borrowings are initially recognised at the fair value of the consideration received, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method.

Borrowings are classified as current liabilities when the consolidated entity does not have a right to defer settlement of the liability for at least 12 months after the reporting period.

Lease liabilities
A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the consolidated entity's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

Finance costs
Finance costs attributable to qualifying assets are capitalised as part of the asset. All other finance costs are expensed in the period in which they are incurred.

Employee benefits

Short-term employee benefits
Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Defined contribution superannuation expense
Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

Share-based payments
Equity-settled and cash-settled share-based compensation benefits are provided to employees.

Equity-settled transactions are awards of shares, or options over shares, that are provided to employees in exchange for the rendering of services. Cash-settled transactions are awards of cash for the exchange of services, where the amount of cash is determined by reference to the share price.

The cost of equity-settled transactions are measured at fair value on grant date. Fair value is independently determined using an option pricing model that takes into account the exercise price, the term of the option, the impact of dilution, the share price at grant date and expected price volatility of the underlying share, the expected dividend yield and the risk free interest rate for the term of the option, together with non-vesting conditions that do not determine whether the consolidated entity receives the services that entitle the employees to receive payment. No account is taken of any other vesting conditions.

The cost of equity-settled transactions are recognised as an expense with a corresponding increase in equity over the vesting period. The cumulative charge to profit or loss is calculated based on the grant date fair value of the award, the best estimate of the number of awards that are likely to vest and the expired portion of the vesting period. The amount recognised in profit or loss for the period is the cumulative amount calculated at each reporting date less amounts already recognised in previous periods.

Note 2. Material accounting policy information (continued)

The cost of cash-settled transactions is initially, and at each reporting date until vested, determined by applying a pricing model, taking into consideration the terms and conditions on which the award was granted. The cumulative charge to profit or loss until settlement of the liability is calculated as follows:

- during the vesting period, the liability at each reporting date is the fair value of the award at that date multiplied by the expired portion of the vesting period.
- from the end of the vesting period until settlement of the award, the liability is the full fair value of the liability at the reporting date.

All changes in the liability are recognised in profit or loss. The ultimate cost of cash-settled transactions is the cash paid to settle the liability.

Market conditions are taken into consideration in determining fair value. Therefore any awards subject to market conditions are considered to vest irrespective of whether or not that market condition has been met, provided all other conditions are satisfied.

If equity-settled awards are modified, as a minimum an expense is recognised as if the modification has not been made. An additional expense is recognised, over the remaining vesting period, for any modification that increases the total fair value of the share-based compensation benefit as at the date of modification.

If the non-vesting condition is within the control of the consolidated entity or employee, the failure to satisfy the condition is treated as a cancellation. If the condition is not within the control of the consolidated entity or employee and is not satisfied during the vesting period, any remaining expense for the award is recognised over the remaining vesting period, unless the award is forfeited.

If equity-settled awards are cancelled, it is treated as if it has vested on the date of cancellation, and any remaining expense is recognised immediately. If a new replacement award is substituted for the cancelled award, the cancelled and new award is treated as if they were a modification.

Issued capital
Ordinary shares are classified as equity.

Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax, from the proceeds.

Earnings per share

Basic earnings per share
Basic earnings per share is calculated by dividing the profit attributable to the owners of Hiremii Limited, excluding any costs of servicing equity other than ordinary shares, by the weighted average number of ordinary shares outstanding during the financial year, adjusted for bonus elements in ordinary shares issued during the financial year.

Diluted earnings per share
Diluted earnings per share adjusts the figures used in the determination of basic earnings per share to take into account the after income tax effect of interest and other financing costs associated with dilutive potential ordinary shares and the weighted average number of additional ordinary shares that would have been outstanding assuming conversion of all dilutive potential ordinary shares.

Goods and Services Tax ('GST') and other similar taxes
Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Note 2. Material accounting policy information (continued)

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the consolidated entity for the annual reporting period ended 30 June 2026. The consolidated entity has not yet assessed the impact of these new or amended Accounting Standards and Interpretations. The main standards are listed below:

- AASB 18 Presentation and Disclosure in Financial Statements
- AASB 2023-5 Amendments to Australian Accounting Standards – Lack of Exchangeability
- AASB 2024-2 Amendments to the Classification and Measurement of Financial Instruments
- AASB 2024-3 Amendments to Australian Accounting Standards – Annual Improvements Volume 11
- AASB 2014-10 Sale or contribution of assets between investor and its associate or joint venture

Parent entity information

Principles of consolidation

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of Hiremii Limited ('company' or 'parent entity') as at 30 June 2026 and the results of all subsidiaries for the year then ended. Hiremii Limited and its subsidiaries together are referred to in these financial statements as the 'consolidated entity'.

Subsidiaries are all those entities over which the consolidated entity has control. The consolidated entity controls an entity when the consolidated entity is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the consolidated entity. They are de-consolidated from the date that control ceases.

Intercompany transactions, balances and unrealised gains on transactions between entities in the consolidated entity are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the consolidated entity.

The acquisition of subsidiaries is accounted for using the acquisition method of accounting. A change in ownership interest, without the loss of control, is accounted for as an equity transaction, where the difference between the consideration transferred and the book value of the share of the non-controlling interest acquired is recognised directly in equity attributable to the parent.

Where the consolidated entity loses control over a subsidiary, it derecognises the assets including goodwill, liabilities and non-controlling interest in the subsidiary together with any cumulative translation differences recognised in equity. The consolidated entity recognises the fair value of the consideration received and the fair value of any investment retained together with any gain or loss in profit or loss.

In accordance with the Corporations Act 2001, these financial statements present the results of the consolidated entity only. Supplementary information about the parent entity is disclosed in note 25.

Note 3. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Note 3. Critical accounting judgements, estimates and assumptions (continued)

Share-based payment transactions
The consolidated entity measures the cost of equity-settled transactions with employees by reference to the fair value of the equity instruments at the date at which they are granted. The fair value is determined by using Trinomial Lattice model taking into account the terms and conditions upon which the instruments were granted. The accounting estimates and assumptions relating to equity-settled share-based payments would have no impact on the carrying amounts of assets and liabilities within the next annual reporting period but may impact profit or loss and equity.

Allowance for expected credit losses
The allowance for expected credit losses assessment requires a degree of estimation and judgement. It is based on the lifetime expected credit loss, grouped based on days overdue, and makes assumptions to allocate an overall expected credit loss rate for each group. These assumptions include recent sales experience and historical collection rates.

Estimation of useful lives of assets
The consolidated entity determines the estimated useful lives and related depreciation and amortisation charges for its plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Goodwill
The consolidated entity tests annually, or more frequently if events or changes in circumstances indicate impairment, whether goodwill has suffered any impairment, in accordance with the accounting policy stated in note 2. The recoverable amounts of cash-generating units have been determined based on value-in-use calculations. These calculations require the use of assumptions, including estimated discount rates based on the current cost of capital and growth rates of the estimated future cash flows.

Impairment of non-financial assets other than goodwill
The consolidated entity assesses impairment of non-financial assets other than goodwill at each reporting date by evaluating conditions specific to the consolidated entity and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs of disposal or value-in-use calculations, which incorporate a number of key estimates and assumptions.

Incremental borrowing rate
Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the consolidated entity estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

Business combinations
As discussed in note 2, business combinations are initially accounted for on a provisional basis. The fair value of assets acquired, liabilities and contingent liabilities assumed are initially estimated by the consolidated entity taking into consideration all available information at the reporting date. Fair value adjustments on the finalisation of the business combination accounting is retrospective, where applicable, to the period the combination occurred and may have an impact on the assets and liabilities, depreciation and amortisation reported.

Note 4. Operating segments

Identification of reportable operating segments
The consolidated entity operates in one segment being the provision of labour hire and recruitment services in one geographic region, Australia. This is based on the internal reports that are reviewed and used by the Board of Directors (who are identified as the Chief Operating Decision Makers ('CODM')) in assessing performance and in determining the allocation of resources. There is no aggregation of operating segments.

The information reported to the CODM is on at least a monthly basis. The financial information presented in these financial statements is the same as that presented to the CODM based on the profit/(loss) after income tax.

Note 4. Operating segments (continued)

Major customers
During the year ended 30 June 2026 the consolidated entity had 2 major customers that contributed $16.5m to the total consolidated entity's revenue: $10.7m (33%) and $5.8m (18%). In FY2025, 3 major customers that contributed $16.9m to the total consolidated entity's revenue: $10.5m (35%), $3.4m (11%) and $3.0m (10%).

Geographical information

	Sales to external customers		Geographical non-current assets	
	2026	2025	2026	2025
	$	$	$	$
Australia	31,913,689	29,593,376	1,270,477	1,204,533
Rest of the world (UK, Norway, US)	489,128	230,836	-	-
	32,402,817	29,824,212	1,270,477	1,204,533

Note 5. Revenue

Disaggregation of revenue
The disaggregation of revenue from contracts with customers is as follows:

	Consolidated	
	2026	2025
	$	$
Major product lines		
Labour hire and recruitment services	31,614,827	29,824,212
Migration Services	787,990	-
	32,402,817	29,824,212
Timing of revenue recognition		
Services transferred over time	30,864,560	29,100,208
Services transferred at a point in time	1,538,257	724,004
	32,402,817	29,824,212

Note 6. Expenses

	Consolidated 2026 $	Consolidated 2025 $
Loss before income tax includes the following specific expenses:		
Depreciation		
Plant and equipment	1,938	8,302
Buildings right-of-use assets (note 12)	94,023	57,955
Total depreciation	95,961	66,257
Amortisation		
Technology platform (note 11)	140,666	97,546
Customer relationships (note 11)	55,931	-
Trademarks (note 11)	-	1,800
Total amortisation	196,597	99,346
Total depreciation and amortisation	292,558	165,603
Finance costs		
Interest and finance charges paid/payable on borrowings	64,934	78,993
Interest and finance charges paid/payable on lease liabilities	15,816	16,034
Finance costs expensed	80,750	95,027
Leases		
Low-value assets lease payments	1,396	1,394
Superannuation expense		
Defined contribution superannuation expense	265,445	254,360
Research costs		
Research and development costs	49,191	67,468
General and administration expenses		
Office expenses	231,259	251,958
Insurance expenses	116,621	132,686
Marketing expenses	81,312	73,836
Corporate costs	58,144	88,695
Net foreign exchange loss	4,164	3,957
Total general and administration expenses	491,500	551,132

Note 7. Income tax

	Consolidated 2026 $	2025 $
Numerical reconciliation of income tax expense and tax at the statutory rate		
Loss before income tax expense	(587,540)	(1,168,850)
Tax at the statutory tax rate of 25%	(146,885)	(292,213)
Tax effect amounts which are not deductible/(taxable) in calculating taxable income:		
(Non-assessable income)/Non-deductible expenses	67,844	45,064
Temporary differences not brought to account	79,041	247,149
Income tax expense	-	-

	Consolidated 2026 $	2025 $
Tax losses not recognised		
Unused tax losses for which no deferred tax asset has been recognised	10,083,794	9,967,079
Potential tax benefit @ 25%	2,520,949	2,491,770

Availability of tax losses
The availability of the tax losses for future periods is uncertain and will be dependent on the company satisfying strict requirements with respect to continuity of ownership and the business test imposed by income tax legislation. The recoupment of available tax losses as at 30 June 2026 is contingent upon the following:

(a) the company deriving future assessable income tax legislation of a nature and of an amount sufficient to enable the benefit from the losses to be realised;
(b) the conditions for deductibility imposed by income tax legislation continuing to be complied with; and
(c) there being no changes in income tax legislation which would adversely affect the company from realising the benefit from the losses.

Given the company is currently in a loss making position, a deferred tax asset has not been recognised with regard to unused tax losses, as it has not been determined that the company will generate sufficient taxable profit against which the unused tax losses can be utilised.

Note 8. Trade and other receivables

	Consolidated 2026 $	2025 $
Current assets		
Trade receivables	2,975,924	2,627,964

Allowance for expected credit losses
The consolidated entity has recognised $26,447(2025: $nil) in profit or loss in respect of the expected credit losses for the year ended 30 June 2026.

Note 8. Trade and other receivables (continued)

The ageing of the receivables and allowance for expected credit losses provided for above are as follows:

Consolidated	Expected credit loss rate 2026 %	Expected credit loss rate 2025 %	Carrying amount 2026 $	Carrying amount 2025 $	Allowance for expected credit losses 2026 $	Allowance for expected credit losses 2025 $
Not overdue	-	-	1,899,594	1,964,464	-	-
0 to 3 months overdue	-	-	1,046,074	663,500	-	-
3 to 6 months overdue	-	-	5,120	-	-	-
Over 3 months overdue	51%	-	25,136	-	26,447	-
			2,975,924	2,627,964	26,447	-

Note 9. Contract assets

	Consolidated 2026 $	Consolidated 2025 $
Current assets		
Contract assets	329,999	227,369

Reconciliation
Reconciliation of the written down values at the beginning and end of the current and previous financial year are set out below:

	2026 $	2025 $
Opening balance	227,369	61,270
Additions	329,999	227,369
Transfer to trade receivables	(227,369)	(61,270)
Closing balance	329,999	227,369

Note 10. Other assets

	Consolidated 2026 $	Consolidated 2025 $
Current assets		
Prepayments	197,382	210,721
Security deposits	46,332	-
	243,714	210,721
Non-current assets		
Security deposits	-	44,929
	243,714	255,650

Note 11. Intangibles

	Consolidated 2026 $	Consolidated 2025 $
Non-current assets		
Goodwill - at cost	893,550	816,109
Technology platform - at cost	474,240	351,377
Less: Accumulated amortisation	(257,266)	(116,600)
	216,974	234,777
Trademarks - at cost	1,800	1,800
Less: Accumulated amortisation	(1,800)	(1,800)
	-	-
Customer relationships - at cost	807,825	685,793
Less: Accumulated amortisation	(741,724)	(685,793)
	66,101	-
	1,176,625	1,050,886

Reconciliations

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

Consolidated	Goodwill $	Technology platform $	Trademarks $	Customer relationships $	Total $
Balance at 1 July 2024	816,109	163,167	1,800	-	981,076
Additions	-	169,156	-	-	169,156
Amortisation expense	-	(97,546)	(1,800)	-	(99,346)
Balance at 30 June 2025	816,109	234,777	-	-	1,050,886
Additions	-	122,863	-	-	122,863
Additions through business combinations (note 26)	77,441	-	-	122,032	199,473
Amortisation expense	-	(140,666)	-	(55,931)	(196,597)
Balance at 30 June 2026	893,550	216,974	-	66,101	1,176,625

Impairment testing

Goodwill acquired through business combinations has been allocated to the Inverse Group cash-generating unit and, since its acquisition, the Hiremii Global Services cash-generating unit.

The recoverable amount of the consolidated entity's goodwill has been determined by a value-in-use calculation using a discounted cash flow model, based on a 3 year projection period approved by management and extrapolated for a further 2 years using a steady rate, together with a terminal value.

Key assumptions are those to which the recoverable amount of the cash-generating unit is most sensitive.

The following key assumptions were used in the discounted cash flow model for the Inverse Group cash-generating unit:

- 21% (2025: 20%) pre-tax discount rate; and
- 7.5% (2025 : 0.3%) per annum projected revenue growth rate for the first year, 20.5% (2025 : 19%) for the second year, 3% (2025 : 3%) for the third, with 3% (2025 : 3%) growth rate after the third year in the model.
- Inclusion of a terminal value with no growth included.

Note 11. Intangibles (continued)

The following key assumptions were used in the discounted cash flow model for the Hiremii Global Services cash-generating unit:

- 21% pre-tax discount rate; and
- 42.2% per annum projected revenue growth rate for the first year, 38.7% for the second year, 3% for the third, with 3% growth rate after the third year in the model.
- Inclusion of a terminal value with no growth included.

The discount rate of 21% pre-tax reflects management's estimate of the time value of money and the consolidated entity's weighted average cost of capital adjusted for the Inverse Group business, the risk free rate and the volatility of the share price relative to market movements.

Management believes the projected revenue growth rate is prudent and justified, based on the historic and expected business performance.

There were no other key assumptions for either the Inverse Group cash-generating unit or the Hiremii Global Services cash-generating unit.

Based on the above, no impairment charge has been applied as the recoverable amount of goodwill exceeded the carrying amount for both cash-generating units.

Sensitivity
As disclosed in note 2, the directors have made judgements and estimates in respect of impairment testing of goodwill. Should these judgements and estimates not occur the resulting goodwill carrying amount may decrease. The sensitivity is as follows:

- Revenue growth would need to decrease to below 10% over the first two years for the Inverse Group business before goodwill would need to be impaired, with all other assumptions remaining constant.
- Revenue growth would need to decrease to below 10% over the first two years for the Hiremii Global Services business before goodwill would need to be impaired, with all other assumptions remaining constant.

Management believes that there are no reasonably possible changes in the key assumptions on which the recoverable amount of either the Inverse Group cash-generating unit's or the Hiremii Global Services cash-generating unit's goodwill is based that would cause the cash-generating units' carrying amount to exceed its recoverable amount.

Note 12. Right-of-use assets

	Consolidated	
	2026 $	2025 $
Non-current assets		
Buildings - right-of-use	291,908	173,865
Less: Accumulated depreciation	(200,985)	(67,614)
	90,923	106,251

Note 12. Right-of-use assets (continued)

Reconciliations
Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

Consolidated	Right-of-use assets $
Balance at 1 July 2024	164,206
Depreciation expense	(57,955)
Balance at 30 June 2025	106,251
Additions through business combinations (note 26)	78,695
Depreciation expense	(94,023)
Balance at 30 June 2026	90,923

For other lease disclosures refer to:
- note 6 for depreciation on right-of-use assets, interest on lease liabilities and other lease expenses;
- note 15 for lease liabilities; and
- consolidated statement of cash flows for repayment of lease liabilities.

Note 13. Trade and other payables

	Consolidated 2026 $	Consolidated 2025 $
Current liabilities		
Trade payables	293,351	291,671
Accrued expenses	1,433,475	1,319,803
ATO payable	-	517
BAS payable	692,346	942,663
Other payables	730,873	842,569
	3,150,045	3,397,223

Refer to note 19 for further information on financial instruments.

Note 14. Borrowings

	Consolidated 2026 $	Consolidated 2025 $
Current liabilities		
Other loans	-	50,500
Invoice finance facility	-	978,892
Insurance premium funding	-	8,819
	-	1,038,211

Invoice finance facility
On 16 October 2023, Inverse Group, Hiremii's recruitment and labour hire business, entered into agreements with Octet Finance Pty Ltd ("Octet") for a financing facility totalling $2,000,000 ('Facility') to provide working capital for growth. The revolving Facility of up to $2m and not exceeding 80% of accounts receivable was for a minimum period of 15 months and is secured against accounts receivable together with a general security provided by group companies as guarantors, limited to the value of the Facility. During the 2025 financial year the facility limit was increased to $2.5m. The Facility has been varied to put a minimum period of 12 months to at least 15 July 2027 in place.

The interest rate is variable based on the BBSW plus a margin, at 30 June 2026 totalled 10.16% (2025: 9.62%). The unused facility at 30 June 2026 was $1,207,928.

Refer to note 19 for further information on financial instruments.

Note 15. Lease liabilities

	Consolidated 2026 $	Consolidated 2025 $
Current liabilities		
Lease liability	99,279	59,137
Non-current liabilities		
Lease liability	3,758	56,451
	103,037	115,588

Refer to note 19 for maturity analysis of lease liabilities.

Note 16. Issued capital (continued)

Note 16. Issued capital

	Consolidated			
	2026 Shares	2025 Shares	2026 $	2025 $
Ordinary shares - fully paid	210,861,201	147,115,395	14,491,972	11,982,136

Movements in ordinary share capital

Details	Date	Shares	Issue price	$
Balance	1 July 2024	134,779,240		11,461,986
Shares issued	2 October 2024	10,000,000	$0.060	600,000
Shares issued in lieu of broker fees	2 October 2024	750,000	$0.040	30,000
Shares issued in lieu of cash bonus	7 November 2024	586,155	$0.041	24,032
Performance rights exercised	7 November 2024	1,000,000	$0.000	-
Capital raise transaction costs		-		(133,882)
Balance	30 June 2025	147,115,395		11,982,136
Shares issued	1 August 2025	3,957,029	$0.052	205,766
Shares issued	21 October 2025	13,690,475	$0.042	575,000
Shares issued	5 December 2025	1,785,714	$0.042	75,000
Shares issued in lieu of director's fees	5 December 2025	1,677,687	$0.043	72,142
Shares issued	23 January 2026	42,000,000	$0.042	1,764,000
Shares issued in lieu of director's fees	20 April 2026	634,901	$0.033	20,952
Capital raise transaction costs				(203,024)
Balance	30 June 2026	210,861,201		14,491,972

Ordinary shares
Ordinary shares entitle the holder to participate in dividends declared and any proceeds attributable to shareholders should the company be wound up, in proportions that consider both the number of shares held and the extent to which those shares are paid up. The fully paid ordinary shares have no par value and the company does not have a limited amount of authorised capital.

On a show of hands every member present at a meeting in person or by proxy shall have one vote and upon a poll each share shall have one vote.

Share buy-back
There is no current on-market share buy-back.

Options recorded in equity
On 21 October 2025, the Company issued 13,690,475 options on the basis of one option for every share at exercise price of $0.05 and expiry on 20 October 2027 (free-attaching options), as part of Tranche 1 of the capital raised under the placement announced on ASX on 10 October 2025.

On 5 December 2025, the Company issued 1,785,714 options on the basis of one option for every share at exercise price of $0.05 and expiry on 4 December 2027 (free-attaching options), as part of Tranche 2 of the capital raised under the placement announced on ASX on 10 October 2025.

On 28 April 2026, the Company issued 42,000,000 options on the basis of one option for every share at exercise price of $0.05 and expiry on 28 April 2028 (free-attaching options), as part of the capital raised under the placement announced on ASX on 19 January 2026.

Note 16. Issued capital (continued)

Capital risk management
The consolidated entity's objectives when managing capital is to safeguard its ability to continue as a going concern, so that it can provide returns for shareholders and benefits for other stakeholders and to maintain an optimum capital structure to reduce the cost of capital.

Capital is regarded as total equity, as recognised in the statement of financial position, plus net debt. Net debt is calculated as total borrowings less cash and cash equivalents.

In order to maintain or adjust the capital structure, the consolidated entity may adjust the amount of dividends paid to shareholders, return capital to shareholders, issue new shares or sell assets to reduce debt.

The consolidated entity would look to raise capital when an opportunity to invest in a business or company was seen as value adding relative to the current company's share price at the time of the investment. The consolidated entity is not actively pursuing additional investments in the short term as it continues to integrate and grow its existing businesses in order to maximise synergies.

The capital risk management policy remains unchanged from the 30 June 2025 Annual Report.

Note 17. Reserves

	Consolidated	
	2026 $	2025 $
Share-based payments reserve	127,947	178,331

Share-based payments reserve
The reserve is used to recognise the value of equity benefits provided to employees and directors as part of their remuneration, and other parties as part of their compensation for services.

Movements in reserves
Movements in each class of reserve during the current and previous financial year are set out below:

Consolidated	Share-based payments $
Balance at 1 July 2024	446,855
Performance rights converted	(44,881)
Options expired	(362,600)
Accrued shares to be issued to Directors	45,045
Performance rights issued	93,912
Balance at 30 June 2025	178,331
Accrued shares to be issued to Directors *	67,567
Performance rights issued: Remuneration **	87,477
Performance rights issued: Vendor	12,903
Performance rights expired	(61,935)
Options expired	(84,254)
Shares issued ***	(72,142)
Balance at 30 June 2026	127,947

* Relates to Ms Chen director’s fees share based payment to be issued on approval by shareholders.
** Relates to performance rights issued to Mr Gao and Mr Hornby.
*** Relates to Ms Chen director’s fees share based payment issued on approval by shareholders on 5 December 2025.

Note 18. Dividends

There were no dividends paid, recommended or declared during the current or previous financial year.

Note 19. Financial instruments

Financial risk management objectives
The consolidated entity's activities expose it to a variety of financial risks: market risk including interest rate risk, credit risk and liquidity risk. The consolidated entity's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the consolidated entity. The consolidated entity uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate risk and ageing analysis for credit risk.

Risk management is carried out by senior finance executives ('finance') under policies approved by the Board of Directors ('the Board'). These policies include identification and analysis of the risk exposure of the consolidated entity and appropriate procedures, controls and risk limits. Finance identifies, evaluates and mitigates financial risks within the consolidated entity's operating units. Finance reports to the Board on a monthly basis.

Market risk

Interest rate risk
The consolidated entity's main interest rate risk arises from borrowings. Borrowings obtained at variable rates expose the consolidated entity to interest rate risk. The consolidated entity's borrowings obtained at fixed rates expose the consolidated entity to fair value risk. All other financial assets and liabilities in the form of receivables and payables are non-interest bearing. The consolidated entity does not engage in any hedging or derivative transactions to manage interest rate risk.

The consolidated entity is not exposed to any significant interest rate risk.

Credit risk
Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the consolidated entity. The consolidated entity has a strict code of credit, including obtaining agency credit information, confirming references and setting appropriate credit limits. The consolidated entity obtains guarantees where appropriate to mitigate credit risk. The maximum exposure to credit risk at the reporting date to recognised financial assets is the carrying amount, net of any provisions for impairment of those assets, as disclosed in the statement of financial position and notes to the financial statements. The consolidated entity does not hold any collateral.

The consolidated entity has adopted a lifetime expected loss allowance in estimating expected credit losses to trade receivables through the use of a provisions matrix using fixed rates of credit loss provisioning. These provisions are considered representative across all customers of the consolidated entity based on recent sales experience, historical collection rates and forward-looking information that is available. Expected credit losses were recorded for the financial year of $26,447 (2025: $nil).

Generally, trade receivables are written off when there is no reasonable expectation of recovery. Indicators of this include the failure of a debtor to engage in a repayment plan, no active enforcement activity and a failure to make contractual payments for a period greater than 1 year.

Liquidity risk
Vigilant liquidity risk management requires the consolidated entity to maintain sufficient liquid assets (mainly cash and cash equivalents) and available borrowing facilities to be able to pay debts as and when they become due and payable.

The consolidated entity manages liquidity risk by maintaining adequate cash reserves and through continuous monitoring of budgeted and actual cash flows.

Note 19. Financial instruments (continued)

Remaining contractual maturities
The following tables detail the consolidated entity's remaining contractual maturity for its financial instrument liabilities. The tables have been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the financial liabilities are required to be paid. The tables include both interest and principal cash flows disclosed as remaining contractual maturities and therefore these totals may differ from their carrying amount in the statement of financial position.

Consolidated - 2026	Weighted average interest rate %	1 year or less $	Between 1 and 2 years $	Between 2 and 5 years $	Over 5 years $	Remaining contractual maturities $
Non-derivatives						
Non-interest bearing						
Trade payables	-	293,351	-	-	-	293,351
Other payables	-	1,423,217	-	-	-	1,423,217
Interest-bearing - fixed rate						
Lease liability	10.06%	104,631	3,788	-	-	108,419
Total non-derivatives		1,821,199	3,788	-	-	1,824,987

Consolidated - 2025	Weighted average interest rate %	1 year or less $	Between 1 and 2 years $	Between 2 and 5 years $	Over 5 years $	Remaining contractual maturities $
Non-derivatives						
Non-interest bearing						
Trade payables	-	291,671	-	-	-	291,671
Other payables	-	1,785,232	-	-	-	1,785,232
ATO payable	-	517	-	-	-	517
Interest-bearing - variable						
Invoice finance facility	9.62%	978,892	-	-	-	978,892
Interest-bearing - fixed rate						
Other loans	12.00%	50,500	-	-	-	50,500
Insurance premium funding	12.80%	8,819	-	-	-	8,819
Lease liability	10.40%	68,415	59,177	-	-	127,592
Total non-derivatives		3,184,046	59,177	-	-	3,243,223

The cash flows in the maturity analysis above are not expected to occur significantly earlier than contractually disclosed above.

Fair value of financial instruments
Unless otherwise stated, the carrying amounts of financial instruments approximates their fair value.

Note 20. Key management personnel disclosures

Compensation
The aggregate compensation made to directors and other members of KMP of the consolidated entity is set out below:

	Consolidated	
	2026 $	2025 $
Short-term employee benefits	612,466	673,181
Post-employment benefits	73,009	79,184
Share-based payments	111,591	69,077
	797,066	821,442

Note 21. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by RSM Australia Partners, the auditor of the company, and unrelated firms:

	Consolidated	
	2026 $	2025 $
Audit services - RSM Australia Partners		
Audit or review of the financial statements	72,729	70,200

Note 22. Contingent liabilities

The consolidated entity had no contingent liabilities as at 30 June 2026 and 30 June 2025.

Note 23. Commitments

The consolidated entity had no commitments as at 30 June 2026 and 30 June 2025.

Note 24. Related party transactions

Parent entity
Hiremii Limited is the parent entity.

Subsidiaries
Interests in subsidiaries are set out in note 27.

Key management personnel
Disclosures relating to KMP are set out in note 20 and the remuneration report included in the directors' report.

Transactions with related parties
There were no transactions with related parties during the current and previous financial year.

Receivable from and payable to related parties
The following balances are outstanding at the reporting date in relation to transactions with related parties:

	Consolidated	
	2026 $	2025 $
Current payables:		
Other payables to KMP (directors and management)	46,626	61,323

Note 24. Related party transactions (continued)

Loans to/from related parties
There were no loans to or from related parties at the current and previous reporting date.

Terms and conditions
All transactions were made on normal commercial terms and conditions and at market rates, except where stated otherwise.

Note 25. Parent entity information

Set out below is the supplementary information about the parent entity.

Statement of profit or loss and other comprehensive income

	Parent	
	2026 $	2025 $
Loss after income tax	(587,541)	(1,168,849)
Total comprehensive loss	(587,541)	(1,168,849)

Statement of financial position

	Parent	
	2026 $	2025 $
Total current assets	944,408	639,145
Total assets	2,766,019	1,912,569
Total current liabilities	459,293	1,623,944
Total liabilities	459,293	1,623,944
Equity		
Issued capital	14,491,972	11,982,136
Share-based payments reserve	127,947	178,331
Accumulated losses	(12,313,193)	(11,871,842)
Total equity	2,306,726	288,625

Guarantees entered into by the parent entity in relation to the debts of its subsidiaries
The parent entity guarantees the debts of Inverse Group to the level of indebtedness to Octet as at 30 June 2026 and 30 June 2025.

Contingent liabilities
The parent entity had no contingent liabilities as at 30 June 2026 and 30 June 2025.

Capital commitments - Property, plant and equipment
The parent entity had no capital commitments for property, plant and equipment as at 30 June 2026 and 30 June 2025.

Material accounting policy information
The accounting policies of the parent entity are consistent with those of the consolidated entity, as disclosed in note 2, except for the following:
- Investments in subsidiaries are accounted for at cost, less any impairment, in the parent entity.
- Dividends received from subsidiaries are recognised as other income by the parent entity and its receipt may be an indicator of an impairment of the investment.

Note 26. Business combinations

On 1 August 2025, the company completed the acquisition (announced on 9 July 2025) of 100% shares in Prince Migration & Education Pty Ltd ('Prince Migration'), a privately-owned migration services company. This acquisition will provide Hiremii with a platform for strategic expansion into the East Coast of Australia access to scarce talent in Asia, and diversification of revenue into new services lines. Total consideration paid for the acquisition was $205,766 in shares. In addition, performance rights have been granted to the vendor, as noted below.

The acquired business contributed revenues of $787,990 and profit after tax of $175,989 to the consolidated entity for the period from 1 August 2026 to 30 June 2026. If the acquisition occurred on 1 July 2026 the full year contributions would have been revenues of $822,114 and profit after tax of $163,317. The values identified in relation to the acquisition of Prince Migration are final as at 30 June 2026.

As part of the transaction, Hiremii has issued the following securities in connection with the acquisition:

- 3,957,029 fully paid ordinary shares in Hiremii, will be subject to a 12-month voluntary escrow commencing from date of issue;
- 2,697,771 Class A performance rights, which will vest upon Prince Migration achieving earnings before interest and tax ('EBIT') of $115,000 for the year ended 30 June 2026;
- 1,875,000 Class B performance rights, which will vest upon Prince Migration achieving EBIT of $340,000 for the year ended 2027; and
- 1,500,000 Class C performance rights, which will vest upon Prince Migration achieving EBIT of $600,000 for the year ended 30 June 2028.

Details of the acquisition are as follows:

	Fair value $
Cash and cash equivalents	49,032
Trade receivables	40,712
Other receivables	3,979
Right-of-use assets	78,695
Customer contracts	122,032
Trade payables	(2,236)
Other payables	(15,877)
Contract liabilities	(30,796)
Employee benefits	(34,817)
Lease liability	(82,399)
Net assets acquired	128,325
Goodwill	77,441
Acquisition-date fair value of the total consideration transferred	205,766
Representing:	
Hiremii Limited shares issued to vendor	205,766
Acquisition costs expensed to profit or loss	74,555

Note 27. Interests in subsidiaries

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described in note 2:

Name	Principal place of business / Country of incorporation	Ownership interest 2026 %	Ownership interest 2025 %
Oncontractor Pty Ltd	Australia	100.00%	100.00%
Hiremii Recruitment Pty Ltd	Australia	100.00%	100.00%
Hiremii Technology Pty Ltd	Australia	100.00%	100.00%
Inverse Group Pty Ltd	Australia	100.00%	100.00%
Hiremii Global Services Pty Ltd	Australia	100.00%	-

Note 28. Reconciliation of loss after income tax to net cash used in operating activities

	Consolidated 2026 $	Consolidated 2025 $
Loss after income tax expense for the year	(587,540)	(1,168,850)
Adjustments for:		
Depreciation and amortisation	292,558	165,603
Share-based payments	167,947	162,990
Revenue - non-cash	-	(25,000)
Other expenses - non-cash	-	25,000
Change in operating assets and liabilities:		
Decrease/(increase) in trade and other receivables	(374,779)	641,949
Increase in contract assets	(102,630)	(166,099)
Decrease/(increase) in prepayments	13,339	(29,155)
Increase/(decrease) in trade and other payables	(155,323)	134,524
Increase in contract liabilities	333,053	1,264
Increase in employee benefits	58,324	33,640
Net cash used in operating activities	(355,051)	(224,134)

Note 29. Non-cash investing and financing activities

	Consolidated 2026 $	Consolidated 2025 $
Shares issued in relation to business combinations	205,766	-
Shares issued to Directors in lieu of fees	72,142	24,032
Shares issued on conversion of performance rights	-	44,881
Broker fees share based payments	-	30,000
Options expired	84,254	362,600
Share Based Payment accrued to Reserve: Directors Fees pending approval	67,567	-
Performance rights expired	61,935	-
Performance rights issued: Remuneration	87,477	-
Performance rights issued: Vendor	12,903	-
	592,044	461,513

Note 30. Changes in liabilities arising from financing activities

Consolidated	Other loans $	Invoice finance facility $	Insurance finance premium $	Lease liabilities $	Lease receivables $	Total $
Balance at 1 July 2024	50,500	911,763	165,456	220,978	(47,177)	1,301,520
Net cash from/(used in) financing activities	-	67,129	(156,637)	(105,390)	47,177	(147,721)
Balance at 30 June 2025	50,500	978,892	8,819	115,588	-	1,153,799
Net cash used in financing activities	(50,500)	(978,892)	(8,819)	(12,551)	-	(1,050,762)
Balance at 30 June 2026	-	-	-	103,037	-	103,037

Note 31. Earnings per share

	Consolidated 2026 $	2025 $
Loss after income tax attributable to the owners of Hiremii Limited	(587,540)	(1,168,850)
	Number	**Number**
Weighted average number of ordinary shares used in calculating basic earnings per share	180,620,705	143,815,768
Weighted average number of ordinary shares used in calculating diluted earnings per share	180,620,705	143,815,768
	Cents	**Cents**
Basic earnings per share	(0.33)	(0.81)
Diluted earnings per share	(0.33)	(0.81)

60,809,522 (2025: 7,833,333) options and 6,534,211 (2025: 2,000,000) performance rights over ordinary shares are not included in the calculation of diluted earnings per share because they are anti-dilutive for the year ended 30 June 2026. These options could potentially dilute basic earnings per share in the future.

Note 32. Share-based payments

A share option plan has been established by the consolidated entity and approved by shareholders at a general meeting, whereby the consolidated entity may, at the discretion of the Board, grant options over ordinary shares in the company to certain key management personnel of the consolidated entity. The options are issued for nil consideration and are granted in accordance with performance guidelines established by the Board. No employee shares were issued during the year ended 30 June 2026 other than those issued to directors in lieu of fees.

The share-based payment expense recognised in profit or loss was $167,947 (2025: $162,990) during the period.

Share based payments to the value of $67,567 (2025: $ 24,032) were recognised for directors' fees payable in shares, subject to shareholders' approval.

Performance rights of $87,477 (2025: $Nil) were recognised during the period as part of remuneration and performance rights to the value of $12,903 (2025: $ 44,881) were recognised during the period for issues to vendors.

Note 32. Share-based payments (continued)

Set out below are summaries of options granted under the plan:

2026

Grant date	Expiry date	Exercise price	Balance at the start of the year	Granted	Exercised	Expired/ forfeited/ other	Balance at the end of the year
28/11/2022	13/12/2025	$0.101	1,000,000	-	-	(1,000,000)	-
28/11/2022	13/12/2025	$0.120	1,000,000	-	-	(1,000,000)	-
28/12/2023	28/12/2025	$0.045	2,500,000	-	-	(2,500,000)	-
			4,500,000	-	-	(4,500,000)	-
Weighted average exercise price			$0.074	$0.000	$0.000	$0.074	$0.000

2025

Grant date	Expiry date	Exercise price	Balance at the start of the year	Granted	Exercised	Expired/ forfeited/ other	Balance at the end of the year
11/04/2022	28/04/2025	$0.100	10,000,000	-	-	(10,000,000)	-
28/04/2022	28/04/2025	$0.100	3,000,000	-	-	(3,000,000)	-
28/11/2022	13/12/2025	$0.101	1,000,000	-	-	-	1,000,000
28/11/2022	13/12/2025	$0.120	1,000,000	-	-	-	1,000,000
28/12/2023	28/12/2025	$0.045	2,500,000	-	-	-	2,500,000
			17,500,000	-	-	(13,000,000)	4,500,000
Weighted average exercise price			$0.213	$0.000	$0.000	$0.100	$0.072

No options are exercisable at the end of the financial year under the plan.

The weighted average remaining contractual life of options outstanding at the end of the financial year was nil (2025: 0.81 years).

Performance rights
Performance rights (PRs) were issued as part of the consideration to acquire 100% of the issued share capital in Prince Migration & Education Pty Ltd (Prince Migration) from Gaogao Group Pty Ltd with completion of the transaction on 1 August 2025. The company issued 6,072,771 performance rights to Gaogao Group Pty Ltd with the following milestones:

- 2,697,771 Class A performance rights, which will vest upon Prince Migrating achieving earnings before interest and tax ('EBIT') of $115,000 for the year ended 30 June 2026;
- 1,875,000 Class B performance rights, which will vest upon Prince Migration achieving EBIT of $340,000 for the year ended 2027; and
- 1,500,000 Class C performance rights, which will vest upon Prince Migration achieving EBIT of $600,000 for the year ended 30 June 2028.

Each performance right will convert into one Share upon the satisfaction of the above milestones. The performance rights were granted on 1 August 2025.

Note 32. Share-based payments (continued)

Set out below are summaries of performance rights granted under the plan:

2026

Grant date	Expiry date	Exercise price	Balance at the start of the year	Granted	Exercised	Expired	Balance at the end of the year
14/09/2024	13/09/2025	$0.000	2,000,000	-	-	(2,000,000)	-
01/08/2025	31/12/2026	$0.000	-	2,697,771	-	-	2,697,771
01/08/2025	31/12/2027	$0.000	-	1,875,000	-	-	1,875,000
01/08/2025	31/12/2028	$0.000	-	1,500,000	-	-	1,500,000
15/09/2025	15/09/2028	$0.000	-	461,440	-	-	461,440
			2,000,000	6,534,211	-	(2,000,000)	6,534,211

2025

Grant date	Expiry date	Exercise price	Balance at the start of the year	Granted	Exercised	Expired	Balance at the end of the year
14/09/2024	13/09/2025	$0.000	-	3,000,000	(1,000,000)	-	2,000,000
			-	3,000,000	(1,000,000)	-	2,000,000

The weighted average remaining contractual life of performance rights outstanding at the end of the financial year was 1 year 11 months (2025: 3 months).

For the performance rights granted during the current financial year, the valuation model inputs used to determine the fair value at the grant date, are as follows:

Grant date	Expiry date	Share price at grant date	Exercise price	Expected volatility	Discount factor	Fair value at grant date
01/08/2025	31/12/2026	$0.052	$0.000	73.20%	9.62%	$0.0228
01/08/2025	31/12/2027	$0.052	$0.000	73.20%	9.62%	$0.0082
01/08/2025	31/12/2028	$0.052	$0.000	73.20%	9.62%	$0.0037
15/09/2025	13/10/2028	$0.050	$0.000	-	-	$0.0500

Note 33. Events after the reporting period

On 2 July 2026, 623,951 Performance Rights to staff were issued under the Employee Incentive Plan.

On 28 July 2026, Hiremii Limited announced the intention to rebrand to AQYR[8] Limited subject to shareholder approval at the Annual General Meeting in October 2026.

No other matter or circumstance has arisen since 30 June 2026 that has significantly affected, or may significantly affect the consolidated entity's operations, the results of those operations, or the consolidated entity's state of affairs in future financial years.

[8] Subject to shareholder approval at the 2026 AGM

Entity name	Entity type	Place formed / Country of incorporation	Ownership interest %	Tax residency
Hiremii Limited	Body Corporate	Australia	-	Australia *
Oncontractor Pty Ltd	Body Corporate	Australia	100.00%	Australia *
Hiremii Recruitment Pty Ltd	Body Corporate	Australia	100.00%	Australia *
Hiremii Technology Pty Ltd	Body Corporate	Australia	100.00%	Australia *
Inverse Group Pty Ltd	Body Corporate	Australia	100.00%	Australia *
Hiremii Global Services Pty Ltd	Body Corporate	Australia	100.00%	Australia *

* Hiremii Limited (the 'head entity') and its wholly-owned Australian subsidiaries have formed an income tax consolidated group under the tax consolidation regime.

In the directors' opinion:

- the attached financial statements and notes comply with the Corporations Act 2001, the Accounting Standards, the Corporations Regulations 2001 and other mandatory professional reporting requirements;

- the attached financial statements and notes comply with International Financial Reporting Standards Accounting Standards as issued by the International Accounting Standards Board as described in note 2 to the financial statements;

- the attached financial statements and notes give a true and fair view of the consolidated entity's financial position as at 30 June 2026 and of its performance for the financial year ended on that date;

- there are reasonable grounds to believe that the company and consolidated entity will be able to pay their debts as and when they become due and payable.

- the information disclosed in the attached consolidated entity disclosure statement is true and correct.

The directors have been given the declarations required by section 295A of the Corporations Act 2001.

Signed in accordance with a resolution of directors made pursuant to section 295(5)(a) of the Corporations Act 2001.

On behalf of the directors

Vaughan Webber
Chairman

26 August 2026

RSM Australia Partners

Level 32 Exchange Tower
2 The Esplanade Perth WA 6000
GPO Box R1253 Perth WA 6844

T +61 (0) 8 9261 9100
F +61 (0) 8 9261 9111

www.rsm.com.au

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF HIREMII LIMITED

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of Hiremii Limited (**Company**) and its subsidiaries (**Group**), which comprises the consolidated statement of financial position as at 30 June 2026, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, the consolidated entity disclosure statement and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

(i) Giving a true and fair view of the Group's financial position as at 30 June 2026 and of its financial performance for the year then ended; and

(ii) Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional & Ethical Standards Board Limited (the Code) that are relevant to our audit of the financial report of public interest entities in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial report of the current period. These matters were addressed in the context of our audit of the financial report as a whole and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matter	How our audit addressed this matter
Revenue **-** Refer to Note 5 in the financial statements	
The Group has recognised total revenue of $32,402,817 for the year ended 30 June 2026. We determined revenue recognition to be a key audit matter due to the following: • The balance is material to the Group and there are risks associated with management judgements, which include identification of contracts and performance obligations, determination of the transaction price and the timing of revenue recognition; and • Revenue recognition is a presumed fraud risk under Australian Auditing Standards.	Our audit procedures included: • Evaluating the Group's revenue recognition policy's compliance with Australian Accounting Standards; • On a sample basis, testing revenue transactions to supporting documentation to assess whether the revenue recognition criteria were met; • On a sample basis, testing revenue transactions before and after year-end to supporting documentation to evaluate whether revenue transactions have been recognised in the correct financial period; and • Assessing the disclosures in the financial statements against the requirements of Australian Accounting Standards.
Carrying value of intangible assets **-** Refer to Note 11 in the financial statements	
The Group has intangible assets of $1,176,625 as at 30 June 2026, comprising goodwill of $893,550 and other intangible assets of $283,075. The Group is required to test goodwill acquired in business combinations for impairment annually. In addition, the Group is required to assess at 30 June 2026 whether there is any indication that intangible assets may be impaired. If any such indication exists, the Group is required to estimate the recoverable amount of its other intangible assets. We determined this to be a key audit matter due to the extent of management judgement and estimates involved in: • Testing goodwill for impairment, including determining the cash generating unit (CGU) to which the goodwill relates and determining the recoverable amount of the related CGU utilising a value in use model which includes assumptions such as revenue growth rate, discount rate and terminal value growth rate; and • Assessing whether indicators of impairment are present in relation to the Group's other intangible assets.	Our audit procedures included: • Assessing the Group's accounting policy for compliance with Australian Accounting Standards; • Evaluating the Group's accounting for the acquisition of Prince Migration as a business combination, as set out in Note 25, and assessing the methods, assumptions and data utilised by management in the determination of the fair value of consideration paid and assets and liabilities acquired; • Critically evaluating management's assessment of whether impairment indicators for other intangible assets were present at 30 June 2026; • Considering the Group's determination of its CGUs based on our understanding of the operations of the Group's business and how the identifiable CGUs generate independent cash inflows; • Considering the appropriateness of the value in use model applied by the Group to assess the carrying value of the CGU to which goodwill was allocated; • Challenging the Group's forecast cash flows, EBITDA margin and growth assumptions; • Considering the sensitivity of the model by varying key assumptions, such as forecast EBITDA margins, discount rate, within a reasonably possible range;

	• Working with our valuation specialists, we developed a discount rate range considered comparable using publicly available market data for comparable entities and assessed the integrity of the value in use model used; • Critically evaluating management's assessment that no indicators of impairment are present in relation to the Group's other intangible assets; and • Assessing the disclosures in the financial statements against the requirements of Australian Accounting Standards.

Other information

The directors are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 30 June 2026 but does not include the financial report and the auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation of:

a. the financial report (other than the consolidated entity disclosure statement) that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001;* and

b. the consolidated entity disclosure statement that is true and correct in accordance with *the Corporations Act 2001*, and

for such internal control as the directors determine is necessary to enable the preparation of:

i. the financial report (other than the consolidated entity disclosure statement) that gives a true and fair view and is free from material misstatement, whether due to fraud or error; and

ii. the consolidated entity disclosure statement that is true and correct and is free of misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: https://auasb.gov.au/media/bwvjcgre/ar1_2024.pdf.

This description forms part of our auditor's report.

REPORT ON THE REMUNERATION REPORT

Opinion on the Remuneration Report

We have audited the Remuneration Report included in the directors' report for the year ended 30 June 2026.

In our opinion, the Remuneration Report of Hiremii Limited, for the year ended 30 June 2026, complies with section 300A of the *Corporations Act 2001*.

Responsibilities

The directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

RSM

RSM AUSTRALIA

Perth, Western Australia
Dated: 26 August 2026

MATTHEW BEEVERS
Partner

The shareholder information set out below was applicable as at 18 August 2026.

Distribution of equitable securities

Analysis of number of equitable security holders by size of holding:

	Ordinary shares		Options over ordinary shares		Performance Rights (PRs) over ordinary shares	
	Number of holders	% of total shares issued	Number of holders	% of total options issued	Number of holders	% of total rights issued
1 to 1,000	24	-	-	-	-	-
1,001 to 5,000	17	0.03	-	-	-	-
5,001 to 10,000	74	0.32	-	-	-	-
10,001 to 100,000	184	3.41	1	0.10	-	-
100,001 and over	116	96.24	31	99.90	5	100.00
	415	100.00	32	100.00	5	100.00

The number of holders holding less than a marketable parcel of fully paid ordinary shares as at 18 August 2026 is 154 holding a total of 1,247,362 fully paid ordinary shares.

Equity security holders

Twenty largest quoted equity security holders

The names of the twenty largest security holders of quoted equity securities (ASX: HMI) are listed below:

	Ordinary shares	
	Number held	% of total shares issued
MR JASON ALAN CARROLL	31,500,000	14.94
FB CORP LIMITED <FBCORPLTDATFWESTBOURNEA A/C>	22,450,000	10.65
BNP PARIBAS NOMINEES PTY LTD <IB AU NOMS RETAILCLIENT>	15,419,118	7.31
4IMPACT INTERNATIONAL PTY LTD	14,000,000	6.64
SHORE TREE HOLDINGS PTE LTD	14,000,000	6.64
TK7 HOLDINGS PTY LTD	14,000,000	6.64
MR YANBIN ZHANG	6,666,667	3.16
ABSALOM HORNBY PTY LTD <ABSALOM HORNBY FAMILY A/C>	6,095,563	2.89
BOMAT HOLDINGS PTY LTD <MILARM FAMILY A/C>	5,500,000	2.61
C O'BRIEN CONSULTING SERVICES PTY LTD <O'BRIEN FAMILY A/C>	4,965,755	2.35
J P MORGAN NOMINEES AUSTRALIA PTY LIMITED	4,906,796	2.33
GAOGAO GROUP PTY LTD <GAOGAO FAMILY A/C>	3,957,029	1.88
FLINT EQUITY PTY LTD <THE FLINT INVESTMENT A/C>	2,535,278	1.20
VLADKA INVESTMENT PTY LTD <VLADKA INVESTMENT A/C>	2,391,973	1.13
MR DAVID BUCKINGHAM + MRS KARINA JANE BUCKINGHAM <BUCKINGHAM FAMILY A/C>	2,306,095	1.09
BAY FINANCIAL PTY LTD	2,261,905	1.07
WYNTON CAPITAL PTY LTD	2,248,514	1.07
HALDANE CONSULTING SERVICES PTY LTD <HALDANE FAMILY A/C>	2,187,500	1.04
FACOORY INVESTMENTS (QLD) PTY LTD	2,165,737	1.03
INCHOI FUNDS MNGEMENT PTY LTD <E & K A/C A/C>	2,107,364	1.00
TOTAL	**161,665,294**	**76.67**

Unquoted equity securities

	Number on issue	Number of holders 100,001 and over
Options over ordinary shares - $0.07, expiring on 2 Oct 2026	3,333,333	2
Options over ordinary shares - $0.05, expiring on 21 Oct 2027	13,690,475	24
Options over ordinary shares - $0.05, expiring on 5 Dec 2027	1,785,714	3
Options over ordinary shares - $0.05, expiring on 28 Apr 2028	42,000,000	3
Performance rights over ordinary shares issued	7,158,162	5

Substantial holders
Substantial shareholders in the company as at 18 August 2026 as disclosed in substantial shareholder notices lodged with the ASX are set out below:

Substantial holder	Ordinary shares held	% of Total shares issued	Date of notice
4IMPACT INTERNATIONAL PTY LTD	14,000,000	6.66%	28/01/2026
SHORE TREE HOLDINGS PTE LTD	14,000,000	6.66%	28/01/2026
SPECIALISED INVESTMENT AND LENDING CORPORATION LTD < WB ABSOLUTE RETURN A/C>	20,875,000	13.80%	02/09/2025
MR JASON ALAN CARROLL	28,450,000	21.11%	17/07/2024

Voting rights
All fully paid ordinary shares carry one vote per share without restrictions.

Unquoted options and performance rights have no voting rights.

Holder details of unquoted securities
Holders of unquoted securities that hold more than 20% of a given class of unquoted securities as at 18 August 2026 (excluding securities issued under an employee incentive scheme) are noted below.

Holder	Security	Number held	% Held in Security class
LAZARUS SECURITIES PTY LTD <CLIENT A/C>	Options over ordinary shares - $0.07, 2 Oct 2026	1,111,111	33.33%
MR YANBIN ZHANG	Options over ordinary shares - $0.07, 2 Oct 2026	2,222,222	66.67%
ABSALOM HORNBY PTY LTD <ABSALOM HORNBY FAMILY A/C>	Options over ordinary shares - $0.05, 5 Dec 2027	833,333	46.67%
VLADKA INVESTMENT PTY LTD <VLADKA INVESTMENT A/C>	Options over ordinary shares - $0.05, 5 Dec 2027	714,286	40.00%
4IMPACT INTERNATIONAL PTY LTD	Options over ordinary shares - $0.05, 28 Apr 2028	14,000,000	33.33%
TK7 HOLDINGS PTY LTD	Options over ordinary shares - $0.05, 28 Apr 2028	14,000,000	33.33%
SHORE TREE HOLDINGS PTE LTD	Options over ordinary shares - $0.05, 28 Apr 2028	14,000,000	33.33%

On-Market Buy-back
The company is not currently performing an on-market buy-back.

hiremii

Hiremii Limited
ABN 48 642 994 214

hiremii.com

L1/251 St Georges Terrace
Perth, WA 6000

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