

ASX Release
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Decidr & CareerOne Extend Partnership into 3rd Year

Decidr AI Industries Ltd (ASX: DAI) (“DAI” or “the Company”), an agentic AI enablement group and 100% owner of Decidr.ai Pty Ltd (“Decidr”), is pleased to announce that Decidr and CareerOne Pty Ltd (“CareerOne”) have extended their strategic partnership for a further 12 months. It is the second renewal of the partnership and takes it into a third year.

Highlights

- **CareerOne partnership extended for a further 12 months**, the second renewal since it began in September 2024. CareerOne sits in the Company’s embedded partner channel, which was 54% of annualised exit-rate revenue¹ (“AER”) at 30 June 2026.
 - **Employers placed more than 10,600² orders** for CareerOne, Decidr-enabled hiring products in the last 12 months. The product line has grown approximately fourfold since FY24.
 - **107,000+ employer sessions²** through those products over the same period.
 - **4.5 million+ jobs processed in 12 months²**, with more than 1 million role-specific ApplyPasses generated by Banjo, CareerOne’s AI talent agent powered by Decidr.
 - **CareerOne is going after share of an Australian online jobs market of approximately \$2 billion³**, selling employers direct access to relevant candidates.
 - **Year three partnership focus to evolve jobs into tasks**, each mapped to skills, time, risk, cognitive requirements and AI suitability. It is the task-level method the Company set out in its FY26 investor presentation, applied to the employment market.
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¹ Annualized Exit Revenue “AER” = total invoiced revenue in the last month of the quarter × 12. AER includes ARR/MRR revenue, contract revenue. This reflects the multiple revenue lines including Decidr Partnerships (ARR/MRR, contract revenue), DecidrOS Foundation Customer (ARR) and Sugarwork revenues (ACV, ARR). This number excludes invoiced revenue from Edible Beauty.

² Data provided by CareerOne

³ CareerOne estimate of approximately \$2 billion in annual Australian expenditure on online job advertising and talent sourcing, based on publicly available industry and company data, including SEEK’s reported Australian revenue, and estimates for LinkedIn, Indeed and other market participants

Why a Third Year

The Company renewed because the products are selling. CareerOne's employers placed more than 10,600 orders for the new hiring products in the last 12 months and ran more than 107,000 employer sessions² through them. The partnership has been highly productive since it began in September 2025 with CareerOne's product line approximately four times the size it was in FY24, the year before the partnership began.

CareerOne was the first external party to validate Decidr's technology, and by February 2025 the first co-created products had processed more than 500,000 applications. In September 2025 C1.ai and Banjo, a co-created AI talent agent went into full production.

CareerOne estimates the Australian online jobs market at approximately \$2 billion. Its model goes further than the paid job advertisement and gives employers direct access to relevant candidates, and its priority for the next 12 months is to turn its employer distribution, data and product into a larger share of that market.

For Decidr this is the embedded partner model at work. The employers are CareerOne's customers, so Decidr reaches them without a sales team of its own and without the cost of acquiring them.

Jobs Data and the Graph of Work

A job advertisement is an employer's own description of work it needs done, and CareerOne processes more than 4.5 million² of them a year. Work today has no shared graph of tasks, roles, decisions and outcomes, and the Decidr Agentic Graph is being built to provide one. CareerOne's jobs data is a large and current record of how Australian employers describe work, which makes it a useful place to build part of that graph.

In year three, the partnership will focus on breaking jobs into tasks and map each task to skills, time, risk, cognitive requirements and AI suitability. The result is an important baseline to the Decidr Agentic Graph. It can show which work AI is changing, who is affected, what those people can already do and where they could move next.

The Agentic Graph remains in build, and the task-level work with CareerOne is a development priority for the coming year that has not been released as a product.

What the Partnership Has Built

The hiring products run on a data and AI layer built with Decidr technology. CareerOne reports that the platform²:

- processed more than 4.5 million jobs in the last 12 months, with approximately 300,000 live at any time;
- holds approximately 11 million workforce feature representations across skills, titles, certifications, perks and tags;
- holds more than 4.5 million indexed vectors, the numerical representations

underpinning the platform's semantic search and matching capability; and

- has generated more than 1 million role-specific ApplyPasses through Banjo.

Jobs and candidates are modelled over 2,000 dimensions, so a match rests on what a candidate can do and what the role needs, well beyond job titles and keywords.

Terms of the Extension

The extension runs for 12 months from September 2026. The partnership continues on the revenue share basis announced in September 2024, under which Decidr and CareerOne co-create AI-enabled products for employers and job seekers and share the revenue those products generate. CareerOne's contribution is reported each quarter within the embedded partner channel of the Company's AER.

Garen Azoyan, Chairman of CareerOne, said:

"Our partnership with Decidr brings together complementary capabilities at an important time for the workforce market. We are already seeing that translate into new products, stronger employer engagement and a deeper capability across jobs, skills and candidate matching.

"For CareerOne, it strengthens the opportunity to build on our existing commercial momentum, data assets and hiring products as the way people work and move between roles continues to evolve."

David Brudenell, Executive Chairman of Decidr AI Industries, said:

"CareerOne was the first outside party to back Decidr's technology, and its employers have now placed more than 10,000 orders for our co-created products. That is reason enough to renew. The bigger reason is what CareerOne sees. Every job ad is an employer describing work it needs done, and CareerOne handles millions of them a year. We are building a graph of work, and I cannot think of a better place in Australia to learn what work is made of. Our products change how work gets done. CareerOne helps people into the next job. I want Decidr working on both sides of that."

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This announcement has been authorised for release by the Board of DAI.

About Decidr AI Industries (ASX:DAI)

Decidr AI Industries (ASX:DAI) is an AI-enablement group building the infrastructure that allows organisations to become truly AI-native. The company owns 100% of Decidr.ai, developer of the Decidr Agentic Operating System—technology that unifies business data, workflows, and decisions into a deterministic, enterprise-grade AI layer.

DAI also owns Sugarwork, a leading knowledge-capture and workflow-automation platform, and Rumi, its ambient meeting intelligence technology integrated into Sugarwork, further strengthening its capabilities in organisational intelligence and enterprise AI adoption.

With these combined assets, DAI is accelerating product development, expanding into new industries and geographies, and enabling its portfolio and partners to unlock rapid growth through scalable, agentic AI.

To be updated on all DAI activities, news and access historical information register on the DAI Investor Portal: <https://decidrindustries.ai/auth/signup>

For more information see <https://decidrindustries.ai>