

HIEMII INVESTOR PRESENTATION

May 2021

hiemii

www.hiemigroup.com

WELCOME TO HIREMII

Hiremii Limited is a technology-driven recruitment and full-service labour hire company with two core business components, a fixed fee recruitment business (operated via its wholly owned subsidiary, Hiremii Recruitment Pty Ltd) and a recruitment and full-service labour hire business, providing digitised employee onboarding and labour hire services (operated via its wholly owned subsidiary, Oncontractor Pty Ltd).

CORPORATE SNAPSHOT as at 19 May 2021	
Share Price	\$0.14
Shares on Issue	69.3m
Market Capitalisation	\$9.7m
Cash at Bank	\$5.3m
Enterprise Value	\$4.4m
EV/FY20 Revenue	0.71X

OUR BOARD OF DIRECTORS



CEO and Managing Director

Christopher Brophy

MBA, MSc MEE, MAICD

Mr. Brophy has previously held the roles of CEO for OnContractor, Maintenance Services Director TRACE JV and Director at Secora Consulting, Non-Executive Director Vysarn Ltd (ASX:VYS), Director Pentium Hydro and Quick Connect Products.



Non-Executive Chair

Alison Gaines

BA, BLaw, Grad Dip Leg Pract, MA, Hon Doct of Uni, FAICD, IDP-C, LFAIM

Ms. Gaines is a 20+ year executive with CEO experience, largely in international executive search and board consulting. She recently established Gaines Advisory.



Non-Executive Director

David Buckingham

Eng Sc. BTech (Hons), ACA

Mr. Buckingham holds a Bachelor of Engineering (Hons) from Loughborough University, CA UK, UK ACT and GAICD. He was most recently the Group CEO and Managing Director of Navitas (ASX: NVT) from 2017-2019 and the CFO from 2016-2017.



Founder and Non-Executive Director

Conor O'Brien

Mr O'Brien is currently the managing director of a specialist international oil and gas labour hire company. Prior to this, Mr O'Brien was a lawyer practicing in taxation and commercial law. Mr O'Brien holds a Bachelor of Laws degree from the University of Western Australia.



Chief Financial Officer and Company Secretary

Ildiko Wowsny

Ms Wowsny has over 20 years' experience in finance and operations management beginning at Deloitte and moving on to listed and unlisted mining and oil & gas companies both nationally and internationally. Ms Wowsny has a double major in accounting and finance and is CPA qualified.

INDUSTRY OVERVIEW

RECRUITMENT



LABOUR HIRE



MARKET FORCES

Competitive rivalry

- Increasing competition over past years
- **Saturated Market - Growing enterprises**
- **New Firms –niche markets, wider regions**
- Low profit margins

Bargaining power of clients

Availability of unrestricted substitutes

Client Focus : Service – catering to client needs, culture, response rates (HIGH SKILL)

Price

Threat of new entrants

Capital Requirement - Low

Low Barriers to Entry

More Competition

Negligible Brand Loyalty

No Switching Cost.

Threat of substitutes

LinkedIn/Facebook

Improving SEEK Platform

Increasing external competition

Switching : Time Intensive, No Cost

Bargaining power of job seekers

Increasing online recruitment & substitutes

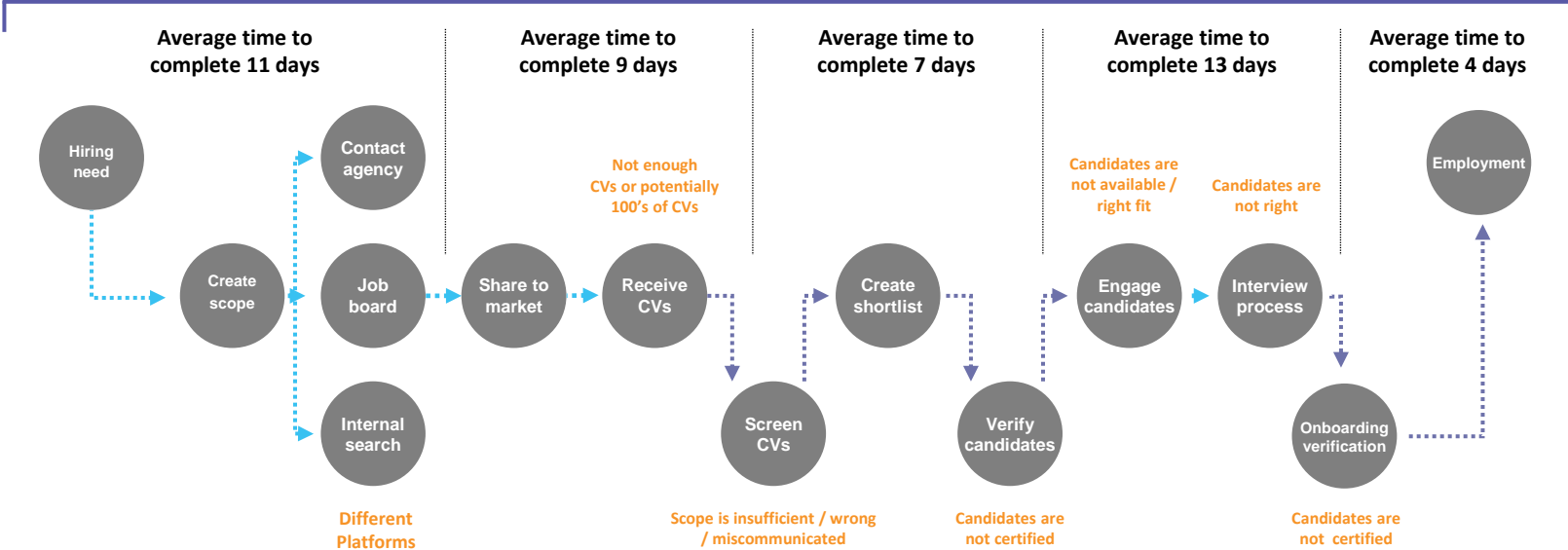
Growing skills requirements

Investment crowding out effect

TRADITIONAL RECRUITMENT PROCESS

Slow, costly and often requires multiple stakeholders and systems

40 to 68 DAYS AVERAGE



STRATEGY

Horizon 1

TRANSITION

Underway from Competitor to Customer orientated.

Labour Hire
Compliance, Verification and Contractor Management
Digital, Automation, Ecosystem

Market force	Differentiation
Price	Digital transformation
Unrestricted substitutes	Increased quality and utility
Negligible Brand Loyalty	Building awareness and reputation

Horizon 2

AT IPO

Combination of Customer and Technology.

Recruitment and Community
Payrolling and all in one solution
Artificial Intelligence, Machine Learning, Automation in Workflows

Market force	Creating barriers
Low Barriers to Entry	Creating barrier through AI and tech
Niche markets, wider regions	Removing geographic constraints
Capital Requirement – Low capital , high labour costs	Transformation to capital intensive

Horizon 3

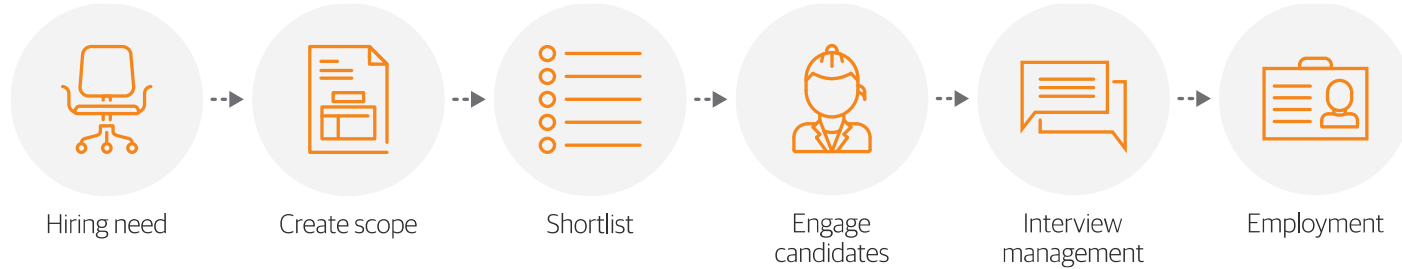
TRANSFORMATIVE

Capital and Technology.

SaaS and others
ERP Integrations and Factoring
Machine Learning, Ai Automation in Workflows and Integrations

Market force	Uncontested market
Increasing online recruitment & substitutes	Providing an all-in-one solution
Improving platforms	Provide SaaS and remove costs of job boards

HIREMII RECRUITMENT PROCESS



https://youtu.be/j_eNQ5-CZww

ONCONTRACTOR ADDITONAL SERVICES



Rostering



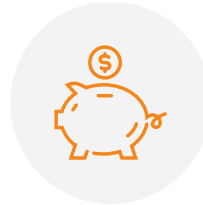
Time & Attendance



Award Engine



Reporting



Superannuation
& PAYG



Payroll



<https://youtu.be/TJYjM2IHm3I>

BENEFITS



Easy

Short and simplified experience with less need to backtrack



Transparent

Process tracking provides candidates and business users with an understanding of exactly where they are in the hiring process.



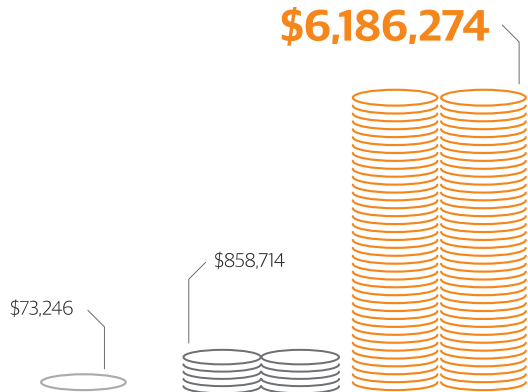
Economical

Cost and administrative savings across the source to engage process for clients

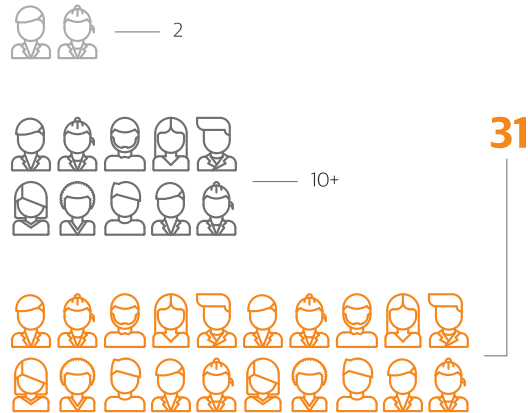
PERFORMANCE FY18 TO FY20

● FY 2018 Full Year
 ● FY 2019
 ● FY 2020

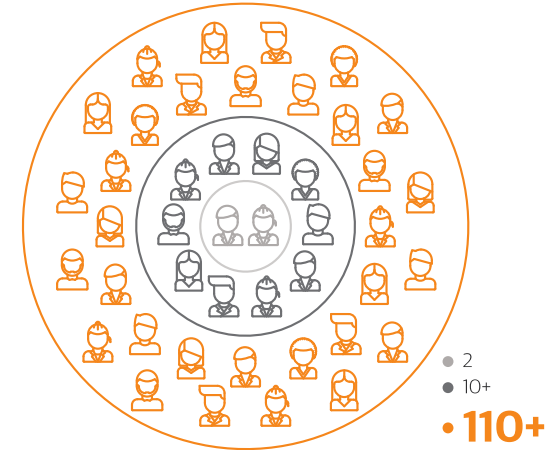
SALES REVENUE



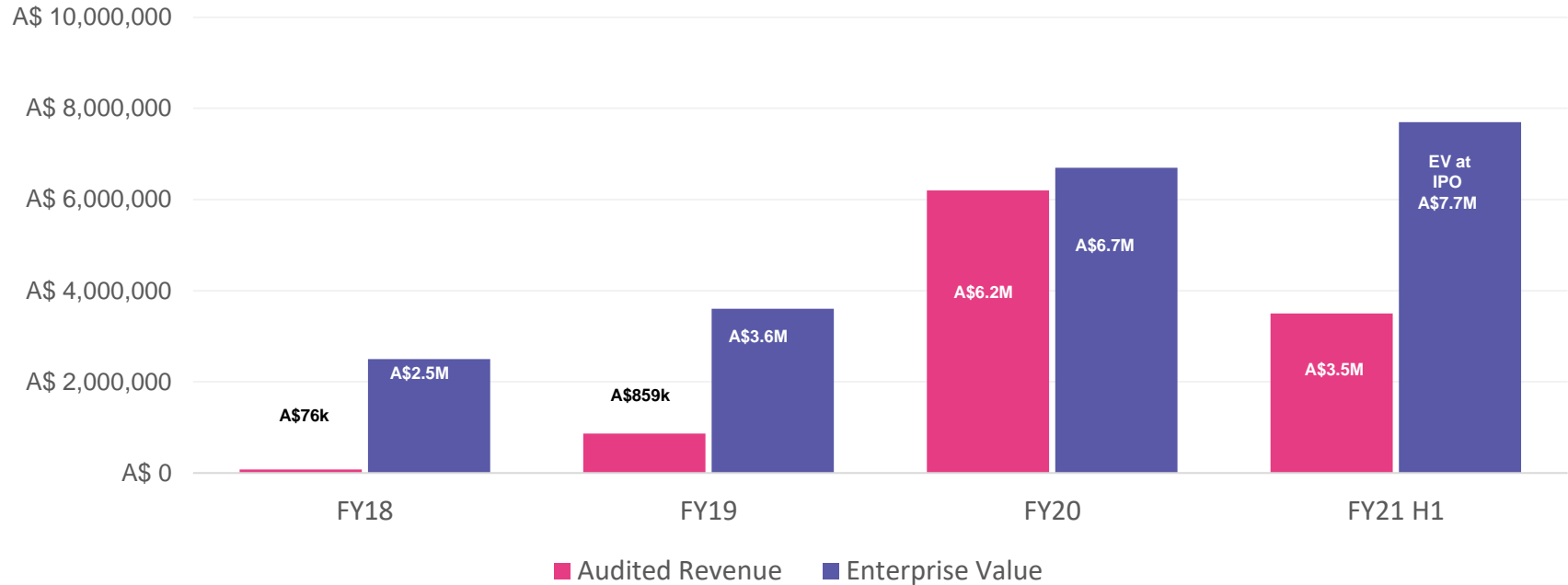
CLIENTS



LABOUR HIRE DEPLOYMENTS



REVENUE VS ENTERPRISE VALUE



INVESTMENT HIGHLIGHTS



TEAM - The Hiremii Limited's management team and Board bring significant and diverse experience with recruitment, technology and financial skills having previously held senior positions across recruitment, technology and finance.



TECHNOLOGY - provides clients with a service offering that simplifies the labour hire and recruitment processes and provides candidates with a tool that matches their skills and experience with appropriate employers and positions.



MACHINE LEARNING AND AI - existing machine learning capability but also potential applications for artificial intelligence on the Hiremii Platform (following, and subject to, the conversion of the Hiremii Platform's machine learning capabilities to artificial intelligence), including artificial intelligence assisted interview and performance reviews.



MARKET - The Hiremii Group has expanded its client footprint from six clients in June 2019 to 31 registered clients as at end of January 2021 (an approximate 500% increase) with active clients including, amongst others, PwC Australia and UGL.



REVENUE GROWTH - Hiremii Limited has achieved significant revenue growth in its relatively short period of operation, with revenues increasing 620% in the 12 month period ending on 30 June 2020.



SCALABLE - The Hiremii Platform is scalable and can process a large volume of candidate profiles and client positions without needing to hire more recruiters/representatives to support.

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CONTACT

Investor Enquiries

investors@hiremii.com

www.hiremiigroup.com