

HIRE / Technologies™

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Review of Performance

Q4 2020

TSX-V: HIRE

Forward Looking Statement

This presentation contains “forward-looking information” within the meaning of applicable Canadian securities laws (“forward-looking information”), with respect to the financial condition, results of operations, corporate structure and business of HIRE Technologies Inc. (“HIRE”). In certain cases, forward-looking information can be identified by the use of words such as “plans”, “expects”, “is expected”, “budget”, “target”, “scheduled”, “estimates”, “forecasts”, “intends”, “anticipates”, “determine”, “continue”, “projects”, “potential”, “proposed” or “believes”, or variations or the negative of such words and phrases, or statements that certain actions, events or results “may”, “would”, “are likely to”, “might” or “will”, “occur” or “be achieved” or the negative of these terms or comparable terminology. Forward-looking information contained in this presentation includes, but is not limited to, statements regarding: (a) the competitive and business strategies of HIRE; (b) estimates of sales growth; (c) HIRE’s ongoing investment strategy; (d) the performance of HIRE’s business and operations; (e) the intention to grow the business, operations and potential activities of HIRE; (f) the competitive conditions of the industry; (g) the intention to acquire certain other companies and businesses in our industry; (h) client retention; (i) the impact of the economy and, in particular economic downturns, on the business and the industry; and (j) future outlook and goals;

Forward-looking information is not a guarantee of future performance and is based upon a number of estimates and assumptions of management in light of management’s experience and perception of trends, current conditions and expected developments, as well as other factors that management believes to be relevant and reasonable in the circumstances, including, without limitation, assumptions about:

- the continued ability to fund our operations and each of the components in our acquisition strategy;
- the successful implementation of our strategy and our ability to realize the benefits of the strategy;
- our ability to develop and market new products and services;
- the stability of operational and employee costs;
- our ability to identify and complete successful acquisitions and to integrate those acquisitions into our business; and
- our ability to successfully exit certain businesses or restructure our operations.

While HIRE considers these assumptions to be reasonable, the assumptions are inherently subject to significant business, social, economic, political, regulatory, competitive and other risks and uncertainties, contingencies and other factors that could cause actual actions, events, conditions, results, performance or achievements to be materially different from those projected in the forward-looking information. Furthermore, by their very nature, forward-looking information involves a variety of known and unknown risks, uncertainties and other factors which may cause the actual plans, intentions, events, results, performance or achievements of HIRE to be materially different from those expressed or implied in this presentation. Such risks, uncertainties and other factors include, without limitation, those related to: Such factors include, among others: risks related to the recent outbreak of COVID-19, which may have material adverse effects on the global financial markets, and its business, financial position, financial performance, and cash flows; the impact on the business of broader economic factors; alignment of HIRE’s cost structure with revenue; HIRE’s limited operating history and needs for additional capital; uncertainty relating to liquidity and capital requirements; risks inherent in HIRE’s acquisition strategy; HIRE may not be able to obtain financing necessary to implement HIRE’s business plan; HIRE may not be able to obtain access to technology necessary to compete in the recruiting industry; HIRE operates in a highly competitive industry and may be unable to retain clients or market share; barriers to client portability are low; reliance on key management; and compliance with financial reporting and other requirements as a public company.

As a result, there can be no assurance that forward-looking information will prove to be accurate, as actual results and future events could differ materially from those anticipated in this presentation. Accordingly, readers should not place undue reliance on the forward-looking information contained in this presentation. Such cautionary statements qualify all forward-looking statements made in this presentation. HIRE undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by applicable law.

These materials are provided for informational purposes only, and do not constitute an offer to sell, or a solicitation of an offer to buy or sell, any security or instrument.

Key Points and Highlights

HIRE is investing in and shaping the future of human resource management with a technology-first focus, by consolidating and modernizing the staffing marketplace. The company owns and operates staffing firms as well as platform technology that it uses to help those firms become more technologically advanced. The company is a disciplined capital allocator due to its technology DNA and extensive experience in building and growing staffing companies of all types. HIRE has a large recurring revenue base and helps our clients manage change in the workplace in order to achieve success.



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2020

Deal Activity



was acquired by

HIRE / Technologies

in a transaction valued at

\$400,000

September 1, 2020



was provided with convertible notes by

HIRE / Technologies

10% Convertible Note

\$200,000 USD

September 29, 2020



was acquired by

HIRE / Technologies

in a transaction valued at

\$1,226,587

December 11, 2020



was acquired by

HIRE / Technologies

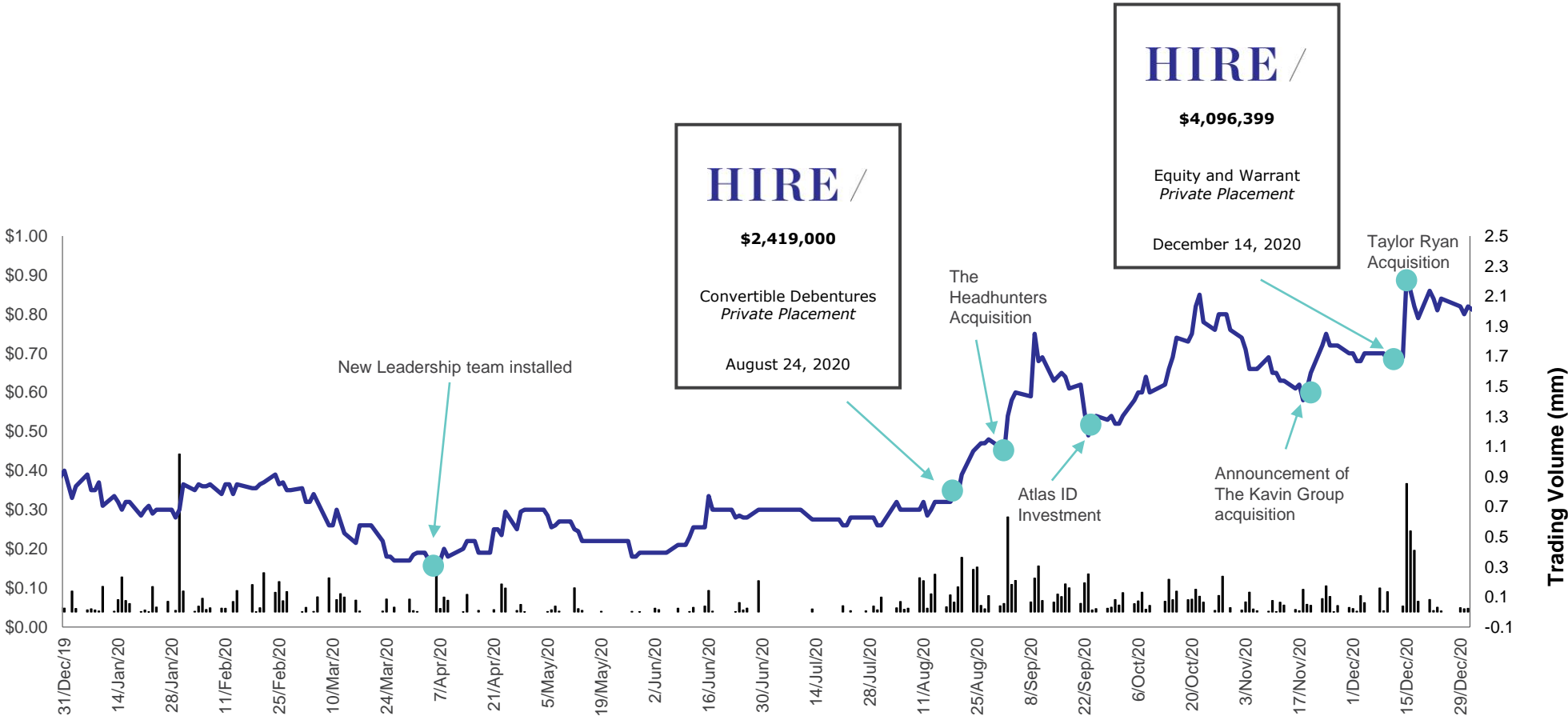
in a transaction valued at

\$4,112,000

December 17, 2020

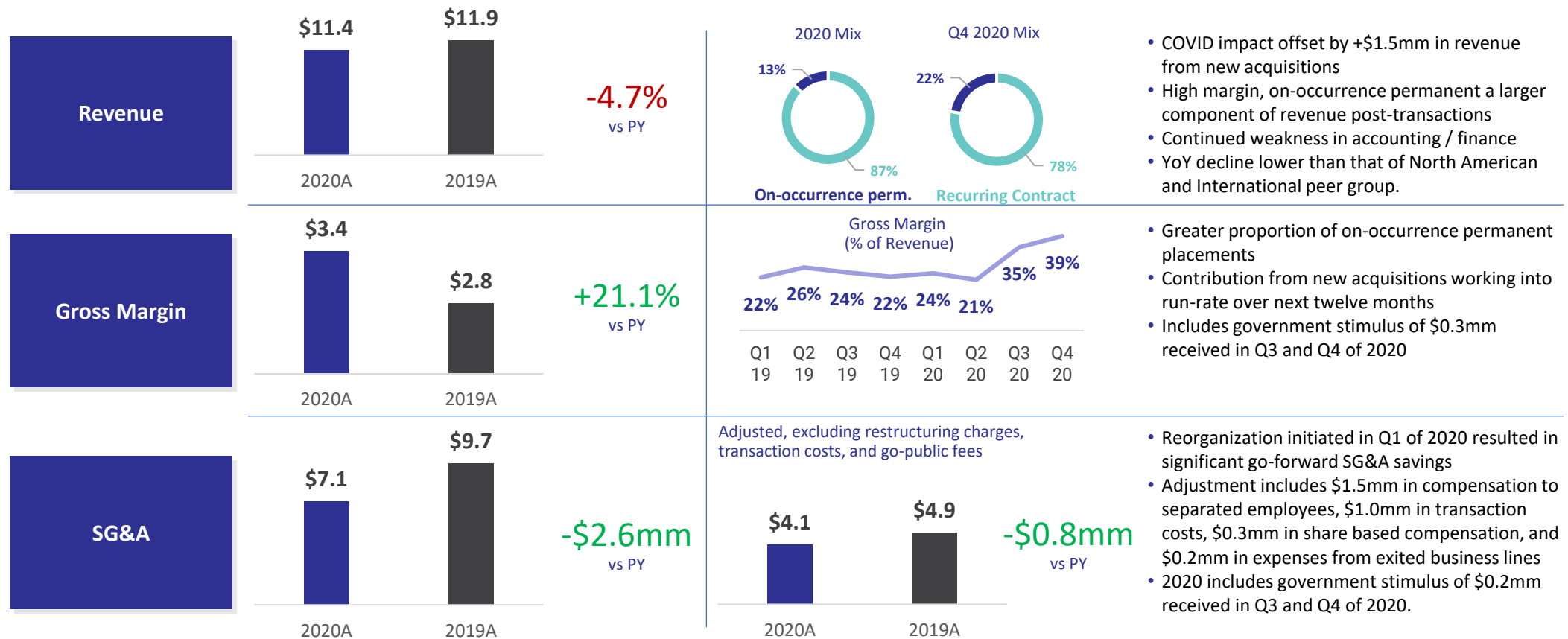
2020 Highlights

148% share price increase for the year.



2020 Financial Summary

COVID-19 impact mitigated by reorganization and acquired businesses. Performance exceeds Peer Group¹.



2020 Financial Summary

Full-year impact of reorganization and acquisitions to cycle into results in next nine months.

	2020A	2019A	Change vs PY	Adjusted	2020A	2019A	Change vs PY	Notes
EBITDA	(\$10.3)	(\$6.8)	+\$3.5mm	Adjusted	(\$0.6)	(\$2.0)	-\$1.4mm	<ul style="list-style-type: none"> Adjusted EBITDA excludes restructuring, unrealized gains & losses on financial instruments, share based compensation, and includes rent payments Non-cash unrealized loss on convertible debenture derivatives was \$6.8mm
Net Loss	(\$10.7)	(\$7.2)	+\$3.5mm	Adjusted	(\$0.8)	(\$2.3)	-\$1.5mm	<ul style="list-style-type: none"> Includes \$0.1mm in non-recurring rent
Net Loss per Share	(\$0.22)	(\$0.25)	+\$0.03 per share	Adjusted	(\$0.02)	(\$0.08)	+\$0.06 per share	<ul style="list-style-type: none"> YoY improvement attributable to reorganization and early contributions from The Headhunters and The Kavin Group acquisitions.

Q&A

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