

HIRE / Technologies™

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Q2 2021 Results
August 26, 2021

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.

All amounts in \$ CAD unless otherwise noted.

Key Investment Highlights

- Canada's only public consolidator of technology, staffing and HR firms
- Diverse revenue streams provide greater opportunities for growth and minimize risk under varying economic conditions
- Technology is changing the staffing industry – automating the hiring and retention process is critical for employers, especially post pandemic
- Strong management team with deep industry relationships and demonstrated track records
- Alignment with shareholders – insider participation of 18%.



Simon Dealy
Chief Executive Officer
sdealy@hire.company



Dan Teguh
Chief Financial Officer
dteguh@hire.company

+44%

QTD Organic Growth

- +165% Taylor Ryan
- +76% The Kavin Group
- +29% The Headhunters

+116%

YTD Revenue Growth

- +173% increase in job orders
- +31% increase in job placements
- +16% Peer Group weighted average¹

\$6.4mm

QTD Revenue

- Since inception record
- +\$3.5mm from 2020 acquisitions


¹Randstad N.V., The Adecco Group, Robert Half International Inc., ManpowerGroup, Kforce Inc., TrueBlue, Resources Connection Inc., and The Caldwell Partners International Inc.

2021

Deal Activity


was acquired by
HIRE /
in a transaction valued at
\$1,791,856
April 1, 2021

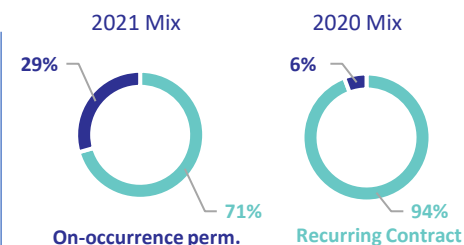
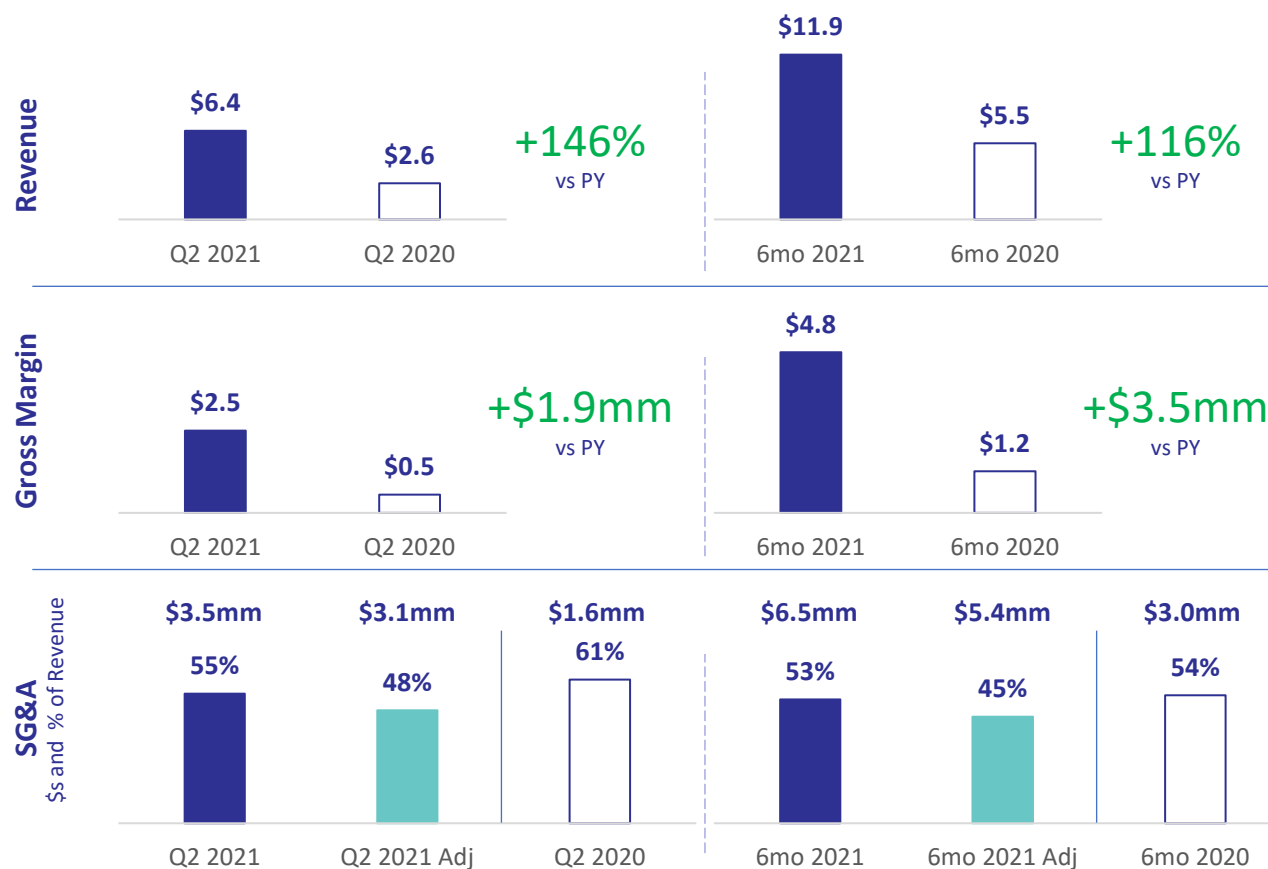
- Cloud-based people management application designed around data analytics, meeting facilitation, immediate feedback, predictive insights, and the Net Manager Score™
- Up to \$1.5mm USD in additional share consideration based on the achievement of revenue targets over a three-year period


Executive Search
to be acquired by
HIRE /
in a transaction valued at
\$6,500,000
August 6, 2021
(Announced)

- Leaders and Co., Consulting in Governance and Leadership Inc. is an executive search firm ranked on the *Hunt Scanlon Top 60*.
- 5 partners and 15 staff all continuing in the business with operations in Quebec and British Columbia
- \$4.4mm in cash, \$1.1mm in shares and \$1.0mm earnout subject to prescribed financial thresholds.

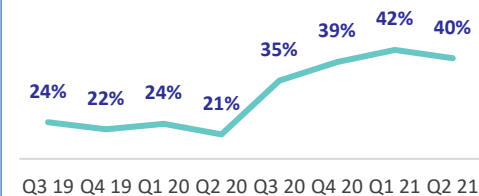
Q2 2021 Financial Summary

Record Top-line performance and prudent spend.



- 6mo revenue exceeds FY 2020
- \$6.5mm from acquisitions
- 44% and 24% YoY organic growth for Q2 and 6mo.

Gross Margin (% of Revenue)



- Greater proportion of high margin on-occurrence permanent placements in 2021
- Margin tightening in IT and light industrial segments

Adjusted SG&A excludes non-operating items, external professional fees on M&A, share based compensation, and future contingent remuneration from acquisitions.

- Improved proportionate spend on a percentage of revenue basis on an unadjusted and adjusted basis.

Q2 2021 Financial Summary

Bottom line performance reflects near-term investments to meet near-term growth.



2H 2021 Focus

- Focus on strong integration and translate to value creation
- Continue to drive organic growth from favourable market conditions
- Continue to execute on the acquisition program.

Q&A

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investors@hire.company