

HIRE / Technologies™

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Q3 2021 Results
November 24, 2021

TSX-V: HIRE

Speakers



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Chief Executive Officer



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Chief Financial Officer

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 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.

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All amounts in \$ CAD unless otherwise noted.

Our Vision

To become a global provider of human resource solutions.

Our Mission

Create a world-class portfolio of brands focused on technology that will shape the future of human resources through synergies, scalability, and reach.

Q3 2021

Highlights

- Revenue growth of **203%**
- Organic Growth of **35%**
- Adjusted EBITDA of **\$0.3mm** (vs loss of \$0.1mm in Q3 2020)
- Cash on-hand of **\$2.4mm** (vs. \$0.4mm at June 30, 2021)
- Industry leading year-to-date revenue growth of **144%** exceeds industry peers¹
- HIRE named one of **Canada's Top Growing Companies** by The Globe and Mail
- Completed the acquisition of **Leaders**

+28%

YTD Organic Growth

- +192% Taylor Ryan
- +43% The KavIn Group
- +21% ProVision
- +15% The Headhunters

+144%

YTD Revenue Growth

- +70% increase in recurring contract orders
- +46% increase in on-occurrence orders
- vs 16% peer group weighted average¹

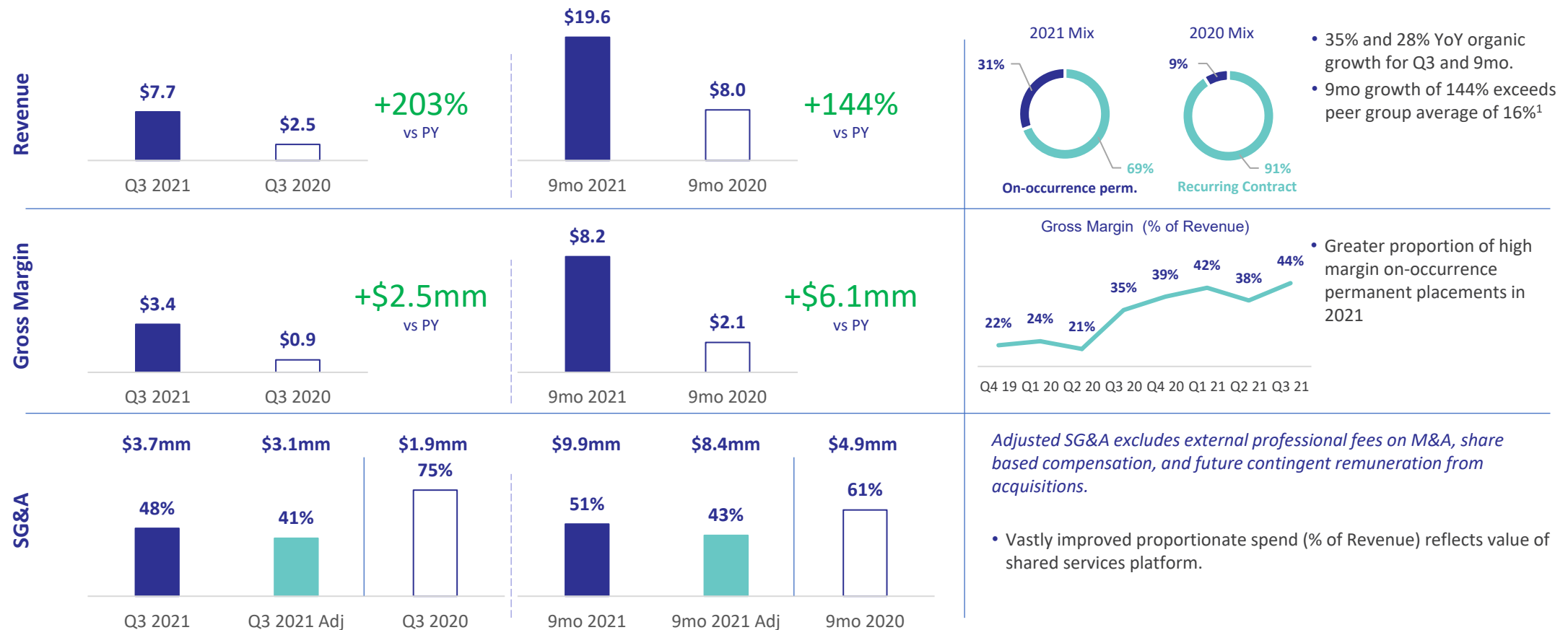
\$7.7mm

QTD Revenue

- Since inception record
- +\$4.0mm from acquisitions

Q3 2021 Financial Summary

Record revenue and gross margin. Spend reflects value creation from scale.



Q3 2021 Financial Summary

Significant improvement across bottom-line metrics.



Key Areas of Focus

Organic Growth

Maximize revenue through cross-selling, geographic expansion, and service diversification

Acquisitions

Focus on identifying and pursuing accretive acquisitions

Financial Performance

Strengthen balance sheet and optimize operating performance through synergies and scale

Technology

Expand technology solutions to deliver on a technology-first strategy

Investor Relations

Enhance investor relations program to increase visibility and shareholder engagement

Q&A

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