Decidr AI Industries Ltd.

ASX Release
14 November 2025

AGM Chairperson Address

Good afternoon shareholders, colleagues, and partners,

It's a privilege to welcome you to this year's Annual General Meeting — the first under our new name, Decidr AI Industries. This past year has been one of significant transformation, where we've not only redefined who we are as a company, but positioned Decidr at the frontier of a new category in technology — Agentic AI.

When we first set out our strategy in 2024, we described a vision of creating a horizontal AI platform capable of enabling organisations to become truly "AI-native." Over the past twelve months, that vision has accelerated from concept to execution, and Decidr now stands as one of the early leaders in building the operating infrastructure of the Agentic Economy.

Transformation and Platform Launch

At the centre of this transformation is DecidrOS, our flagship platform and the foundation of our Agentic ecosystem.

In May this year, the executive team made the strategic decision to accelerate development and fast-track the platform's commercialisation. This culminated in the Beta launch in October 2025, where we began onboarding a select group of Preview Customers across Australia.

DecidrOS combines our horizontal AI architecture with a no-code orchestration system, enabling businesses to rapidly deploy Agentic Apps that automate complex, cross-functional processes. It represents a shift from building single-purpose automation to creating an adaptable, networked ecosystem of connected AI agents.

This marks the beginning of an exciting journey with our early partners — real businesses that are helping us shape the next generation of intelligent operations. Together, we are exploring how DecidrOS can unify data, automate decision-making, and connect workflows across finance, sales, marketing, HR, and operations. Their collaboration and feedback are already influencing the next iteration of the platform ahead of its full release.

Our Beta customers are now actively engaged in transforming their existing business workflows into fully agentic organisations powered by DecidrOS. This involves re-mapping traditional operational processes into agentic flows that connect data, tools, and teams in real time. Early results suggest measurable improvements in efficiency, coordination, and decision velocity — validating our belief that DecidrOS will be the operating system for the next generation of AI-native businesses.

Commercial Momentum and Partnerships

Over the last 12 months, Decidr has achieved strong commercial traction through a rapidly expanding partner network — now numbering more than 12 strategic and enterprise partnerships across multiple sectors.

Key partners include:

- **CareerOne**, where the renewal of our partnership followed an eightfold increase in monthly recurring revenue, powered by the successful rollout of **C1.ai**, now processing hundreds of thousands of job applications each month.
- **Sugarwork** captures institutional knowledge and turns it into structured workflows. Decidr is partnering with Sugarwork to fuse this expertise into our Agentic Operating System, enabling companies to convert their tacit know-how into automated, AI-native operations.
- **The Growth Faculty**, where our collaboration created **AI Mentors**, bringing leadership and education into the Agentic age.
- **Go1**, with whom we co-developed **Skillstarter**, an AI-powered learning app that curates personalised upskilling pathways from Go1's extensive content library — scheduled for rollout in **Q2 FY26**.
- **ELMO Software** and **eBev**, both of which launched Agentic Apps that are already demonstrating strong product-market fit.
- And the **Australian Institute of Management (AIM)**, which continues to adopt DecidrOS technology to deliver AI-enabled education and workflow automation across its enterprise client base.

These partnerships all follow a consistent strategy — embedding Decidr technology directly inside large customer ecosystems to generate recurring revenue streams and scale network effects. This "embedded Agent" approach is what gives Decidr its unique defensibility and growth potential. This partnership strategy approach provides access to hundreds of thousands of potential end business users.

Financial Position and Operating Efficiency

Decidr remains well funded to execute on its strategic roadmap. The Company finished the September quarter with $29.5 million in cash, following a successful institutional placement and strong option conversion.

Throughout the year, Decidr continued to invest heavily in R&D, partnership establishment and go-to-market acceleration — particularly in advancing DecidrOS to Beta and driving partner integrations. As a result, R&D and marketing expenses increased during FY25, reflecting our commitment to long-term platform leadership.

In October, we conducted a company-wide restructure to align our workforce with our new Agentic operating model. Decidr now uses its own technology internally to automate and orchestrate operations, leading to the removal of approximately $0.7 million in annualised staff costs while improving scalability and operational resilience.

This transition not only makes Decidr more efficient but demonstrates our belief in "using Decidr to build Decidr" — operating the business through the very agentic tools we provide to others.

Looking Ahead

As we look to FY26 and beyond, Decidr is entering a phase of commercial expansion and platform maturity.

Over the coming year, we will:

- Transition DecidrOS from Beta to full commercial release, expanding access across our partner and enterprise networks;
- Scale recurring revenue through embedded deployments with partners across HR, learning, procurement, and recruitment sectors;
- Continue the development of the Agentic Graph — the intelligent connectivity fabric linking data, systems, and decisions across the Agentic Web.

A key focus will also be the rollout of Pre-Boarding Development — an initiative that connects incoming customers and partners into the Agentic Graph before they go live on DecidrOS. This pre-boarding framework ensures that data schemas, workflows, and system integrations are mapped in advance, enabling customers to experience immediate productivity gains from day one. It also strengthens the interconnectedness of the Agentic Graph itself, compounding network effects as more organisations join and share standardised Agentic models.

Together, these developments advance our broader vision of the Agentic Economy — where interconnected AI agents collaborate, transact, and make decisions autonomously. Over time, this network will redefine how industries coordinate value and knowledge — and has the potential to underpin future sovereign applications that support national productivity and resilience.

Decidr's purpose is clear: to build the infrastructure that enables this next generation of intelligent economic coordination.

Closing

To our shareholders, customers, and partners — thank you for your continued trust and support.

Over the past year, we've proven that Decidr can move from vision to execution. The year ahead will be about scale, reach, and intelligence — scaling our platform, extending our network, and deepening the intelligence that powers it.

Decidr AI Industries is building not just a company, but a connected ecosystem — one that unites people, data, and intelligent agents into a shared future of possibility.

Thank you.

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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 with a controlling interest in AI platform Decidr.ai. Following the successful deployment of organisational AI applications built on Decidr's proprietary technology, the Group is increasing its focus on AI-enablement. We will leverage this technology to drive innovation through new product development, expanding into multiple industries and geographies to unlock rapid growth and gain a competitive edge for its existing businesses and go-to-market strategy.

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

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