

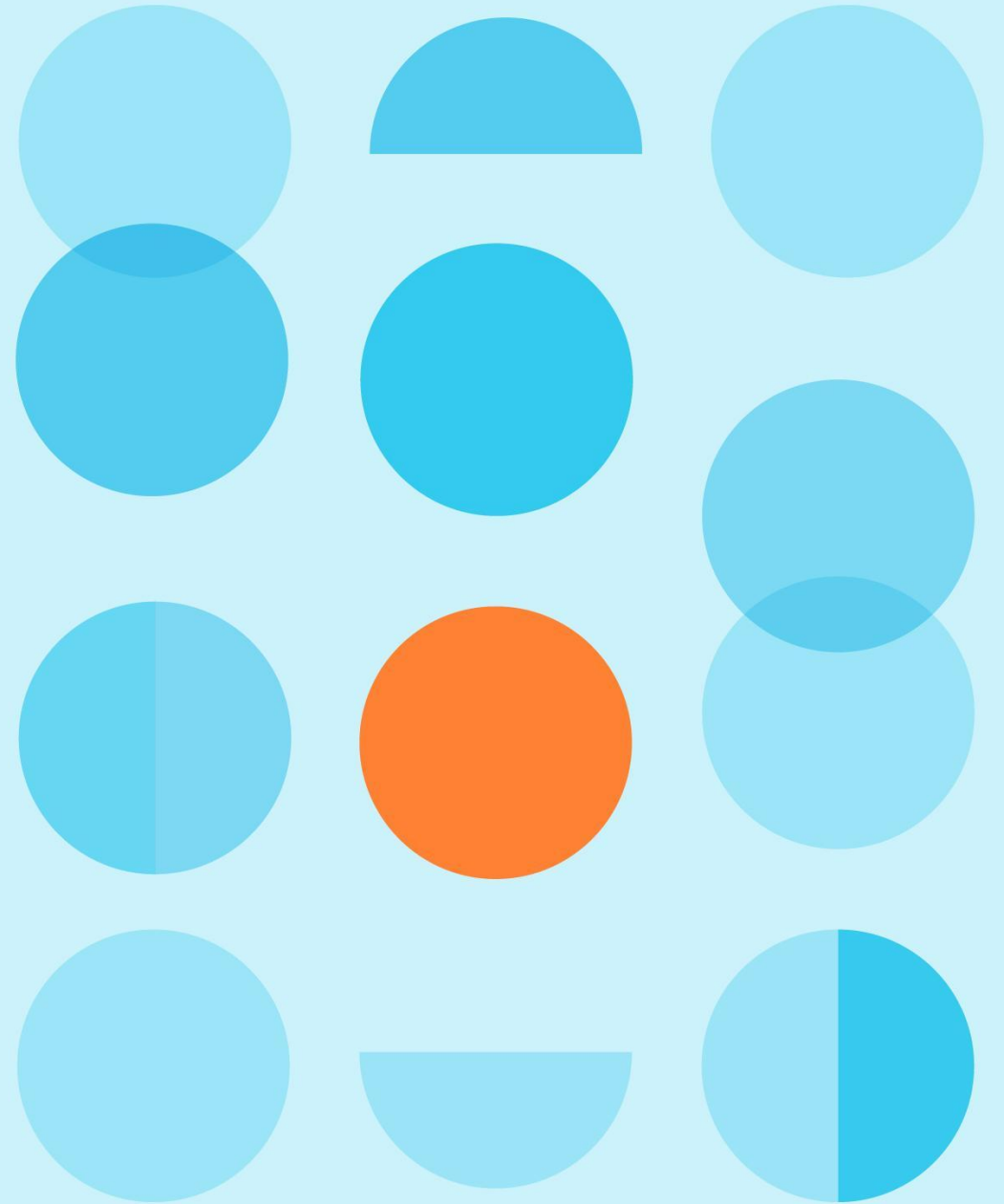
only
used
personal
only

LiveHire (ASX:LVH) Quarterly Activities Report: Q3 2023

28 April 2023

livehire

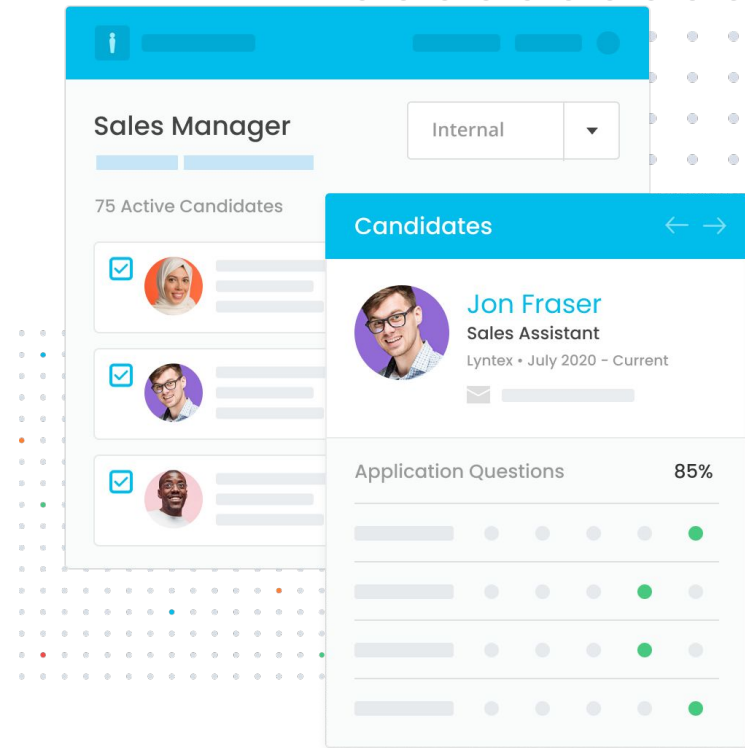
Empowering the flow of the world's talent



Contents:

Sections	Slide No.
Strategic Review Update	3
Highlights from the Quarter	7
Direct Sourcing Business Performance	9
SaaS Business Performance	13
Cashflow Performance	17
Business insights and the market opportunity	19
Appendices	24

Strategic Review



Strategic Review Conclusion and Next Steps

A strategic review was launched in December to focus on capital management and the acceleration to breakeven. Specific areas of focus included:

- ✓ Optimised go-to-market strategies aligned with top partners and opportunities
- ✓ Best practice review of technology architecture
- ✓ Reassessment of investments within the Company's key geographies and segments

The strategic review identified 4 key areas for improvement:

- 1) Capital management**, reduce costs and focus on best near term opportunities for cash receipts in anticipation of potential macro headwinds and time to ramp revenue in direct sourcing business - ensure cash preservation and reduce path to breakeven.
- 2) Review of Product & Technology function**, including Build/Buy/Borrow decisions, location and capability of leadership and overall structure.
- 3) Direct Sourcing portfolio optimisation**, improve deal forecasting and success rate with strongest, most committed and capable partners.
- 4) Shareholder optimisation**, particularly in the context of on-going corporate activity in the Company's sector.

Strategic Review Conclusion and Next Steps

As a result of these findings, the following initiatives have been actioned:

- 1) **Cost Reductions** - initial goal of 20% cost reductions were 80% implemented by end of Q3 23 with further reductions (beyond 20%) in Q4 23 in line with contractual commitments. Salary reductions with US team actioned and further cost reductions being formalised, including board and executives.

Board and management will continue to review costs closely against cash receipts.
- 2) **Change in technology leadership** - appointment of experienced US based executive to build best practice technology and cost-effective model to maximise revenue opportunities, formal start date expected to be in June 2023.

Arrived acquisition - LiveHire's competitiveness enhanced by unlocking new clients who require shift scheduling with Direct Sourcing, expansion of US addressable market into key verticals (including healthcare, retail).
- 3) **Portfolio Optimisation and Top Partners / Deal Alignment** - MSA signed between Allegis, largest MSP, and LiveHire to offer LiveHire's world class direct sourcing solution to AGS clients across APAC, North America, EEA and the UK. Second deal won with TAPFIN, a major global oil and gas company and current MSP client, for Direct Sourcing. LiveHire listed as Total Workforce technology with SAP based on integrations with both SuccessFactors and Fieldglass.
- 4) **Capital structure / investment** - refer to following slide.



Strategic Review: Capital structure / investment

LiveHire has appointed [Venero Capital Advisors](#), an independent US based corporate finance firm offering strategic and capital raising, merger & acquisition advisory to businesses in the fast growing “Future of Work” sector.

LiveHire (ASX:LVH) as part of its strategic review, engaged Venero to find potential strategic investors, merger partners, and/or acquirers. LVH will update the market as this progresses.

Highlights from the Quarter



LiveHire: Q3 23 Highlights

LiveHire Contingent Hiring (Direct Sourcing) continues to focus on implementation and ramping of Ideal Client Profile (ICP) clients:

- ✓ TAPFIN signs a new client, a Fortune 500 oil and gas service provider (medium size²).
- ✓ LiveHire signs strategic partnership with Allegis Group (one of the 4 top global providers).
- ✓ Progress of the two large existing DS clients sees continued signs of improvement in key lead indicators however slower than anticipated.
- ✓ Pipeline includes 7 clients at late stage (5 of these super or large), consistent with Q2 23.

LiveHire Permanent Hiring (SaaS) remains steady at \$6.0m ARR:

- ✓ Closing ARR for Q3 23 \$6.0m, flat with Q2 23 and up 15% YOY. (refer to SaaS Performance slide 14)
- ✓ Client revenue retention (NRR% rolling 12mths) was 90%, down 3% on Q2 23.
- ✓ Closing clients of 179, flat with Q2 23. (refer to SaaS Performance slide 14)
- ✓ Sales cycles extending in line with market conditions. Continued focus on quality pipeline of 91 client opportunities live, down from 100 last quarter; 14 of these at proposal stage.

Closing cash balance for the quarter of \$8.9m:

- ✓ Cash customer receipts of \$2.2m for the quarter in line with Q1 23, down on Q2 23 following tight focus on reducing debtors balance in Q2. (refer to Cash Performance slide 18)
- ✓ Operating cashburn¹ for the quarter was (\$2.2m), improved by 14% on Q2 23 which was (\$2.5m). This includes one offs of R&D refund of \$1.1m and non-recurring restructure costs of ~(\$0.5m).
- ✓ Progress on reducing cashburn continues as a key focus, challenged by:
 - Cash receipts below expectations due to SaaS overall market conditions and Direct Sourcing continuing to experience protracted ramp up. While DS lead indicators continue to trend positively, cash receipts are slower than expected.
 - Key partners are presenting new growth opportunities, attractive from a revenue and margin perspective but potentially requiring additional working capital to realise.

As a result, the board has appointed an advisor to elicit and evaluate capital management options, with particular focus on the US capital markets where the Company's most significant growth opportunities exist.

Direct Sourcing Business Performance



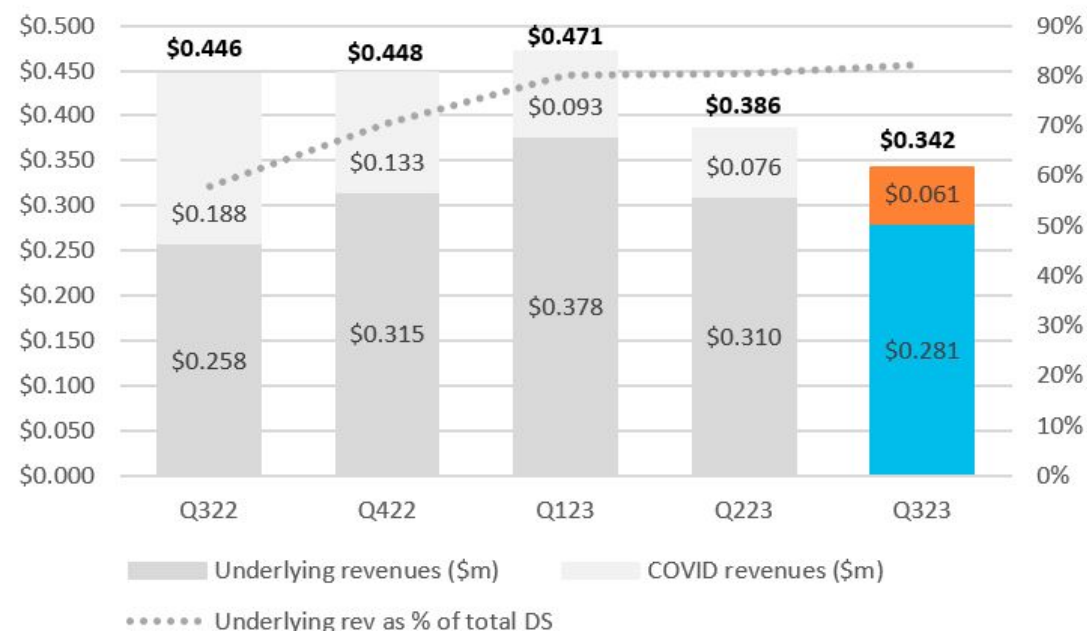
Direct sourcing focuses on ramping of key ICP clients with strong revenue potential

Direct Sourcing Performance	Q3 22	Q4 22	Q1 23	Q2 23	Q3 23	YOY
North America						
Closing Partners	23	26	26	26	28	22%
Closing Clients	30	30	31	24	25	(17%)
Revenue (\$m) (Transactional)	\$0.446	\$0.448	\$0.471	\$0.386	\$0.342	(23%)

Strategic partnership signed with Allegis, plus TAPFIN signs second LVH client:

- 2 new partners signed, Allegis Group and Russell Tobin. Allegis is one of the two largest Managed Services Providers globally. Russell Tobin is the staffing arm of the Pride Global network, a human capital solutions firm with offerings in vendor management and payroll programs.
- 1 new client (medium size) contracted during the quarter (with implementation in late Q4 23) brings total clients to 25.
- Underlying DS revenue down 11% in Q3 23 v Q2 23 principally due to churned Non-ICP clients in Q2 23 and repositioning of two historical ICP clients.

Direct Sourcing Revenue (\$m) Split by Quarter



LiveHire is well-positioned for growth with some of the world's largest technology and service providers

AMS

"AMS is excited to partner with LiveHire on our Direct Sourcing Accelerator Program to deliver an out-of-the-box branded direct sourcing program for midsize companies in North America. By leveraging world class technology and services, this solution reduces costs, provides access to great talent, and improves time to fill metrics."

Mark Jones, Executive Vice President, AMS



"Russell Tobin and Pride One are deeply committed to our clients in providing the best contingent workforce solutions available, and Direct Sourcing is a priority for many. We were already running highly successful programs but wanted to add even more value by partnering with one of the best Direct Sourcing Technologies on the market—LiveHire. They were an obvious choice based on their unrivaled candidate experience and the efficiencies it gives our curation teams.

Partnership is also about People and LiveHire's team is highly responsive and are foremost experts in the field, so choosing LiveHire as our strategic partner was a simple choice and we are already seeing great results and synergies working together.

Kate Goss, Managing Director, Pride One



"I could not be more excited about our newly formed strategic partnership with LiveHire. It brings to life a shared vision for world-class candidate engagement and elevation of the experience for hiring teams and candidates within our Universal Workforce Model and direct sourcing solutions."

Steven M Schumacher, President, ALLEGIS

Direct Sourcing Key Client Performance

What's important to drive success:

- Speed to Submit: Turbo launch team builds talent pools ahead of demand, provides qualified candidates to Direct Sourcing recruiters to improve hiring manager consideration (interviews and offers) significantly.
- Quality of candidates: Increased quality metrics (e.g. screening of candidates) improves the quality of candidates submitted to hiring managers and leads to increased interviews and offers.

Key learnings since launch:

- The more the talent pools and community build over time, the more qualified candidates to submit to hiring managers and the more confidence they have in direct sourcing.
- Innovation and intervention by Turbo launch team building qualified pools of candidates is improving our time to submit.
- Volume of requisitions is not yet at steady state for both programs but steadily progressing. 3 interviews required for all hires at global sports retailer is protracting the cycle from requisition to hire.

Consolidation of metrics for key clients since launch:

Consolidated Metrics	Life to Date
Talent Community Connections (TCCs)	27,241
Positions	263
Average time to submit (days)	5.2
Submissions	661
Interviews	71
Offers	9

Fortune 100 global sports manufacturer & retailer launched on the 6th of February 2023.

Fortune 100 global oil & gas client launched on the 6th March 2023. Numbers at 27 April 2023 (AEST).

Key trends of success metrics:

- ✓ Time to submit down from 7 days to 3 days.
- ✓ Screens per recruiter per day increased 300%, when comparing the first 6 weeks to the last 4 weeks.
- ✓ Interviews per recruiter per day increased 185%, when comparing the first 6 weeks to the last 4 weeks.

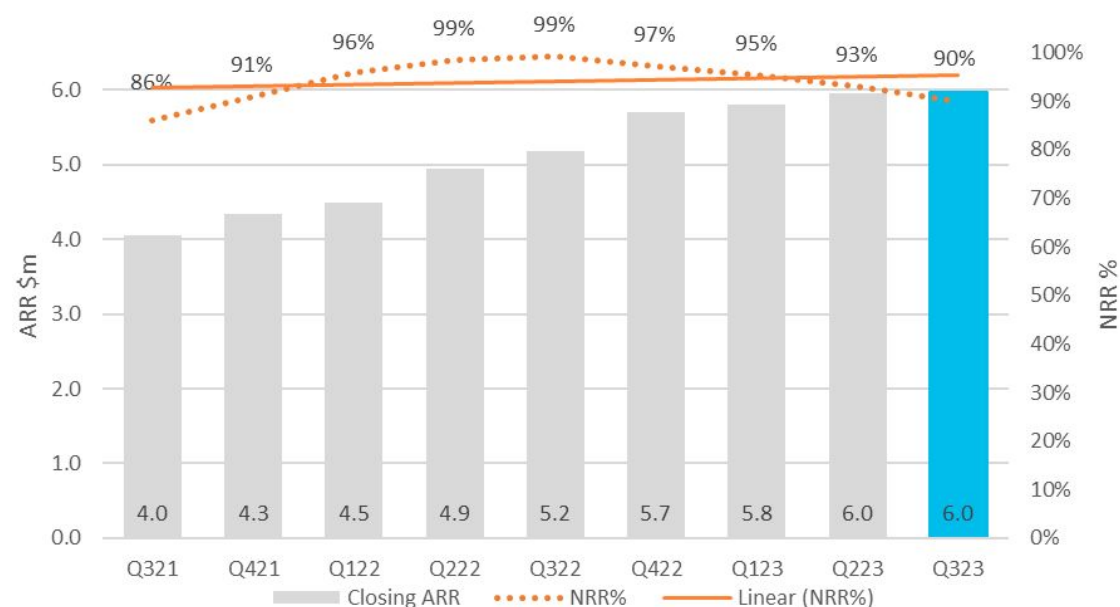
SaaS Business Performance



Steady SaaS quarter with solid pipeline ahead

SaaS Performance	Q3 22	Q4 22	Q1 23	Q2 23	Q3 23	YOY
Permanent Hiring (SaaS)						
Closing Clients	164	174	175	179	179	9%
Closing ARR ¹ (\$m) (Annualised)	\$5.187	\$5.693	\$5.808	\$5.956	\$5.966	15%
NRR rate % (Rolling 12mths)	99%	97%	95%	93%	90%	(9%)

Closing ARR & NRR % (Qtr v Qtr)



¹ Closing ARR includes the movement in foreign exchange rate for SaaS clients who are contracted in foreign currency.

Steady quarter for SaaS with a solid pipeline looking ahead to Q4 23:

- ✓ Closing clients of 179, flat with Q2 23.
- ✓ Closing ARR for Q3 23 of \$6.0m, flat with Q2 23, and up 15% YOY.
- ✓ Client revenue retention (NRR% rolling 12mths) of 90%, 3% down on Q2 23. One client loss who changed requirements and is tendering for an alternate solution was partially offset with focus on upgrades during the quarter.
- ✓ 91 client opportunities; 14 of these at proposal stage.

We introduced 6 new SaaS clients in the quarter including



HARRIS HMC

pitt&sherry

scape



A|M|S

Why do clients buy LiveHire?

"Liron our Account Director was super helpful, UI very easy to use, able to support our unique business needs."

Skye Logan
Talent Manager, Scape Australia

scape

We spoke with quite a few ATS systems as we needed a system that would meet most of the current business needs. LiveHire was easily the best choice as from the start as their sales team especially Liron has been very helpful. The platform is very user friendly and we are excited to be building a talent community to hopefully be able to reduce our spend on job ads!

Josette Lewis
HR Officer, Carers NSW



CASE STUDY:



Addressing Talent Shortages at Jemena/Zinfra

Jemena owns and operates a diverse portfolio of energy assets across the east coast of Australia. For the last 25 years Jemena/Zinfra has worked to make traditionally complex HR systems, frameworks and processes, simple. By using LiveHire they have been able to do just that.

Problems to solve

- An ageing workforce that will likely retire in the next 5 years, leaving a gap in their workforces experience
- Turnover rising from 7% to 12% across the group with higher rates in specific pockets of business
- Attracting and engaging talent in a tight labour market
- Creating alignment between Talent Acquisition and Talent Management functions

Solution

Jemena leverages the LiveHire platform for total talent acquisition at their organisation and is integrating with SAP SuccessFactors through LiveHire's open APIs for an end-to-end solution. By using the LiveHire technology, Jemena has been able to send brand-specific messages via SMS and email to candidates from each brand (Jemena and Zinfra), resulting in rapid candidate responses in just 14 minutes. LiveHire also delivers higher quality talent for Jemena, with a candidate conversion rate that is 15x better than job boards. Jemena has made significant improvements in time-to-hire and the TA team takes a proactive approach to recruitment by creating talent pools for key roles.

Confidential & Private. © 2023 LiveHire Limited. All rights reserved.

The results



Improved time-to-hire by 25% and candidate conversion by 15x



14 minute candidate response time via SMS



60% employee referral success rate



172% increase in hired apprentices/trainees in past 4 years



Over 700 candidates across Talent Pools

We didn't have the bandwidth to Talent Pool on our own as we were in that perfect storm of increasing open role volume, and a talent team that was 30% under-resourced, so we engaged LiveHire's People Services team to pool candidates for 20 of our most difficult jobs. This has delivered great results with our monthly days to hire reducing by 25% in the last 3 months.

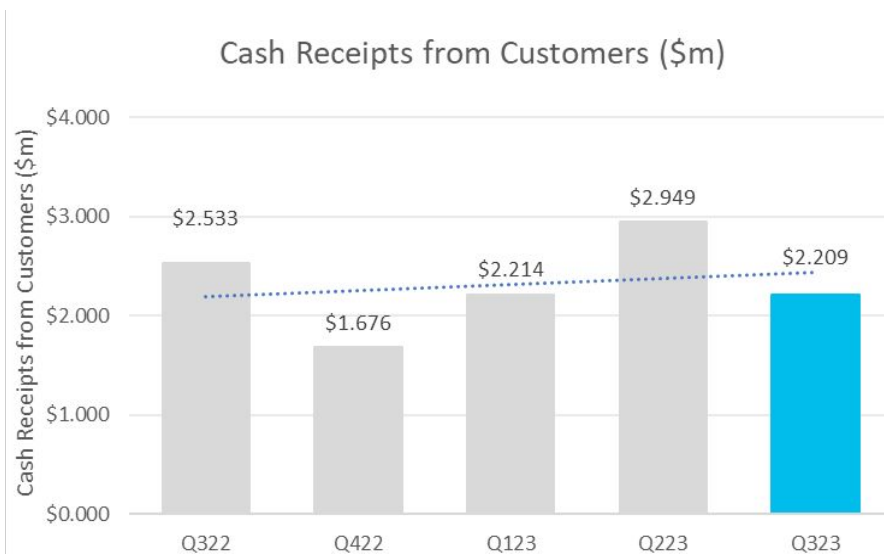
Fiona Haymes, Group HR Operations Manager

Cash Performance



Reduced operating cashburn following receipt of R&D tax incentive in Q3 23

Cash Performance	Q3 22	Q4 22	Q1 23	Q2 23	Q3 23	YOY
Cash Receipts from Customers (\$m)	\$2.533	\$1.676	\$2.214	\$2.949	\$2.209	(13%)
Operating Cashburn (\$m) ¹	(\$2.229)	(\$2.123)	(\$3.554)	(\$2.533)	(\$2.171)	3%
Total Cashburn (\$m)	(\$1.987)	(\$1.976)	\$6.565 ²	(\$2.695)	(\$2.299)	(16%)
Closing Cash (\$m)	\$9.306	\$7.330	\$13.895	\$11.200	\$8.901	(4%)



Continued focus on driving down operating cashburn:

- ✓ Cash receipts of \$2.2m for the quarter is down 25% from Q2 23 and in line with Q1 23, after heavy focus on reducing debtors balance in Q2 23.
- ✓ Operating cashburn was (\$2.2m) for the quarter which was a 14% improvement on Q2 23, which included:
 - ✓ Receipt of R&D tax incentive in Jan 23 of \$1.1m
 - ✓ Strategic review non-recurring costs of ~(\$0.5m), including employee staff termination costs & leave provision payouts plus Arrived transaction costs.
 - ✓ Non-recurring costs of up to ~(\$0.5m) expected in future quarters.
- ✓ Closing cash of \$8.9m.

¹ Operating Cashburn - reflects Net Cash from Operating Activities as per the Appendix 4C (this includes govt subsidies such as R&D refunds)

² Total cashburn for Q1 23 includes \$10.1m cash inflow from rights issue capital raise

Business insights and the market opportunity

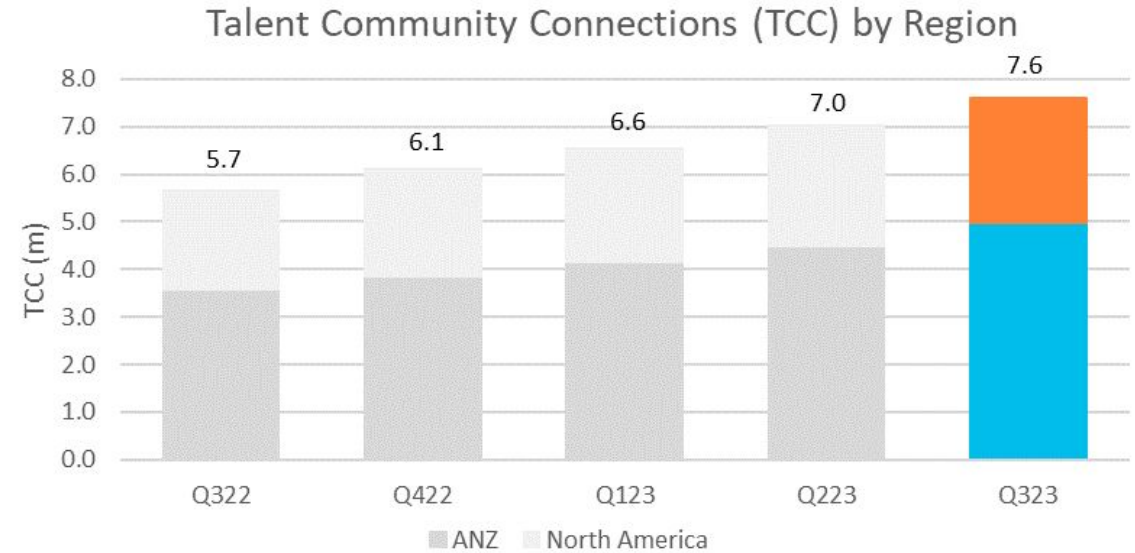


Consistent growth in TCC's (North America)

Platform activity shows consistently strong growth in TCC's each quarter:

✓ TCC's for the quarter up 9% to 7.6m v 7.0m in Q2 23:

- ANZ up 10% to 5.0m and
- North America up 6% to 2.6m

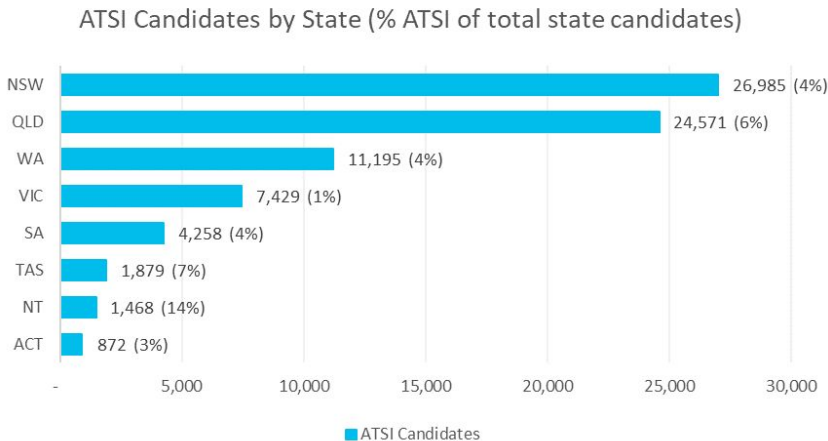


Note: None of the information included in this presentation should be considered individually material, unless specifically stated. All figures in this announcement are provided on an unaudited basis. All references to dollar amounts or figures is in Australian currency unless stated otherwise.

LVH ESG Insights: Strong representation of ATSI profiles & Gender Diversity

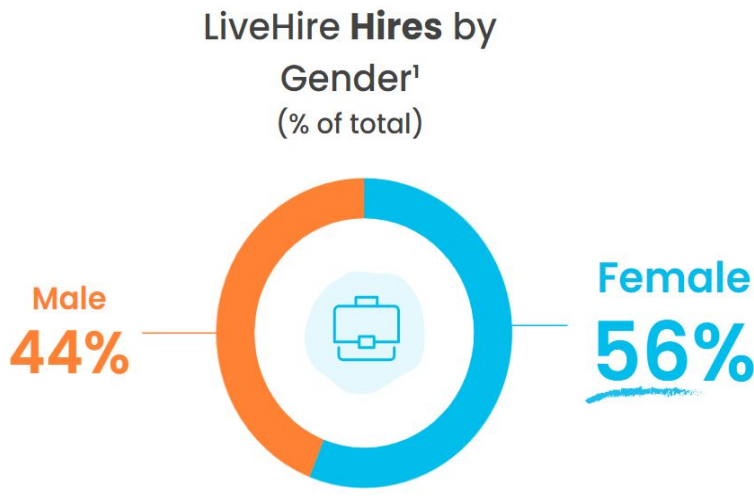
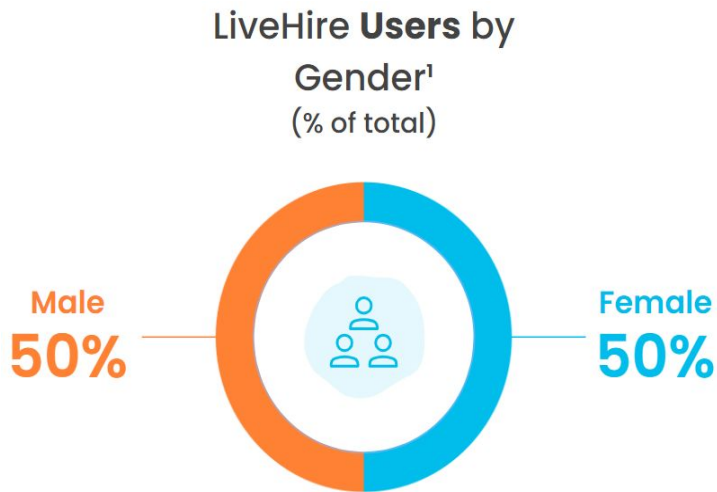
LVH platform currently has over 75k ATSI profiles identified. Representing 25% of the total ATSI working population²:

- ✓ 66% of Aboriginal and Torres Strait Islander (ATSI) candidates located in NSW and QLD; account for 4-6% of all candidates in these states.
- ✓ The retail industry hired the most ATSI candidates by volume, whereas proportionally, Public Admin & Safety, Transport and Construction hire ATSI candidates at the highest rate.
- ✓ ATSI candidates are more likely to accept a job invite than non-ATSI candidates, especially in male-dominated industries.



LiveHire gives a genuine commitment to help shift the gender balance:

- ✓ Improved gender diversity outcomes with our talent community concept and engagement model.



Note: The information included on this slide is sourced from internal reporting systems of LiveHire.

¹ Results achieved across 100+ clients, 13 different industry sectors, and over 2.0m candidate connections

² Based on ATSI working population of 299,700 in 2018-19 survey: <https://www.indigenoushpf.gov.au/measures/2-07-employment#keyfacts>

Influencing the market globally

A snapshot of events and presentations this quarter

FREE Live Webinar

Trend Alert

The Agile Workforce with Bill Boorman



Thought Leadership Webinar with international speaker Bill Boorman

Executive Luncheon

livehire

How to Create an Agile Workforce in a Rapidly Changing Economy

Event sponsors

HackerRank

QuantumWork Advisory

renhead

RAISE

LiveHire hosted a lunch and panel discussion in Silicon Valley for talent leaders



ProcureCon conference, Karen Gonzalez, LiveHire EVP of North America, participated in a panel discussion on Direct Sourcing

FREE Live Webinar

Legal Update Staying compliant after recent changes to the Fair Work Act

With Expert Guest Speakers from WMD Law
Anika Fleet and Dean Grounwater



Thought Leadership Webinar with special guest employment lawyers to explain changes to the fair work act

FREE Live Webinar

Are you ready to optimise your LiveHire solution?



When:
16 March, 2023



Time:
12:30 pm AEDT



Client upsell webinar to showcase optional modules to existing clients



LiveHire hosted Executive Luncheons for Senior HR and TA Leaders in Brisbane, Adelaide, Sydney & Melbourne.

LiveHire's Addressable Market & Current Progress

	Direct Sourcing market	SaaS market	
	Contingent hiring sold to procurement/finance	Permanent hiring sold to HR	+ Internal mobility sold to HR
Competitive value proposition	<ul style="list-style-type: none"> Disintermediate the ~20%⁵ mark-ups paid on temporary employees Reducing mark-ups to realise savings Plus faster, better hires 	<p>By creating a pre-existing talent community clients can*:</p> <ul style="list-style-type: none"> Reduce time to hire from 25 days to 7 days Increase recruiter efficiency with AI from 50 to 3 candidates Reduce per hire cost from \$5,800 to \$2,500 <p>(*Vodafone client example)</p>	<ul style="list-style-type: none"> Know all skills & use AI to search and move talent into internal roles Communicate seamlessly by SMS Avoid turnover through poor internal job markets
Market Focus	North America	Australia	New Zealand
Estimated size of market	<ul style="list-style-type: none"> \$US80b+¹ spend in the US on MSPs LiveHire's fee @ 1-2% could indicate an \$US800m+ TAM 	<ul style="list-style-type: none"> 4,000 companies² \$100m potential tech spend Large, medium, small 	<ul style="list-style-type: none"> 1,000+ companies³ \$10m potential tech spend Large, medium
Go to market	Via partners who have a strong financial incentive to introduce to sell the solution to their clients	Direct sales force	
Current consolidated position	<p>28 partners (as at March 2023)</p> <p>25 clients</p> <p>Examples of clients: Ontario Ministry of Health, Allstate, Enbridge⁴</p>	<p>179 clients (as at March 2023)</p> <p>Example of clients: Komatsu, Jemena, Serco, Kinetic</p>	

¹MSP Global Landscape Summary 2020: \$US86B MSP in US in 2019, LVH assumes technology costs of 1-2%. ²ABS Counts of Australian Businesses, including Entries and Exits 2020, 4,160 companies with 200+ employees

³ Data provided by ContactAffix as at March 2020, referencing NZ companies with 250+FTE ⁴The Ian Martin Group managing the student contract program for Enbridge Inc. ⁵ <https://www.headcountmgmt.com/everything-but-staffing>

Appendices



Appendix 4C – Breakdown of Cash Outflows relating to Operating Activities

Breakdown of Payments		Current quarter \$A'000	Year to date \$A'000
1	Cash outflows from operating activities		
1	Payments for		
	(a) research and development	0	0
	(b) product manufacturing and operating costs	(322)	(1,207)
	(c) advertising and marketing	(173)	(466)
	(d) leased assets	0	0
	(e) staff costs	(3,638)	(11,459)
	(f) administration and corporate costs	(1,035)	(3,336)
	Total Cash Outflows from operating activities	(5,168)	(16,468)

Related Party Payments of \$272,783 for Q3 23 include amounts relating to executive Directors salaries and NED fees.

Staff termination costs (inc, payout of leave provisions) of \$324,494 for Q3 23 not included above (refer to 1.8 of Appendix 4C).

Direct Sourcing client tiers and Ideal partners and clients defined

In an emerging Direct Sourcing market LiveHire continues to gain invaluable insights into our partners and clients, along with a definition of success at scale.

Description	Key Learning
Size of clients - categorised into 4 types based on program size.	<ol style="list-style-type: none">1) Super - EACV (Estimated Annual Contract Value) range - \$400k to \$2m2) Large - EACV range - \$200k to \$400k3) Medium - EACV range - \$100k to \$200k4) Project - EACV range - \$30k to \$750k
Ideal Partner Profile (IPP)	<ol style="list-style-type: none">1) MSPs and Staffing Suppliers with strong end client relationships2) Focus on partners who make direct sourcing a #1 / #2 business priority3) Focus on partners with proven ability to curate and deliver hiring outcomes4) Partnered approach to achieving steady state ramp in 18 months or less
Ideal Client Profile (ICP)	<ol style="list-style-type: none">1) Committed to launch and scale a full direct sourcing program2) An executive sponsor within the end client, leading the internal change management required3) A transparent 3-way partnership between the end client, the curator and LiveHire4) Partnered approach to achieving steady state ramp in 18 months or less

LiveHire's Performance Metrics – Glossary

Below we explain a handful of the headline performance metrics, and inputs into key metrics, that we use every day to manage and drive LiveHire's performance.

Monthly Recurring Revenue

Monthly recurring revenue is a point in time monthly view of LiveHire's recurring revenue components. This is a combination of fixed monthly recurring revenue streams, variable monthly recurring revenue streams, and monthly recognised recurring revenue streams for upfront paying clients.

Annualised Recurring Revenue (ARR)

ARR represents contracted recurring revenue components of term subscriptions normalised to a one-year period.

Opening ARR

Opening ARR represents the ARR at the beginning of the period.

New Business ARR

New Business ARR represents the ARR derived from new clients secured in that period.

ARR Churn – Customer Losses

ARR Churn represents the value of ARR which was not renewed by clients lost in that period.

Net Revenue Retention (NRR) rate %

Calculated as $(\text{Opening ARR} + \text{upsell ARR} - \text{downsell ARR} - \text{churn} / \text{lost ARR}) / \text{Opening ARR}$. NRR is an indicator that measures how well a business can not only renew but generate additional revenue from its clients post initial sale.

ARR Churn

$\text{ARR Churn} = \text{Customer Losses} + \text{Net Upsell ARR}$

Closing ARR

Closing ARR represents the ARR at the end of the period and is calculated as:
 $\text{Opening ARR} + \text{New Business ARR} + \text{Net Upsell ARR} - \text{Churn ARR Customer Losses}$.

Churn %

ARR Churn as a percentage of Opening ARR.

Annualised Recurring Revenue Per Client (ARRPC)

ARRPC is calculated as: $\text{Closing ARR} / \text{number of clients}$

ARRPC is a key metric and can be grown by securing higher value clients, and by adding new products and functionality to provide more value to clients.

Client

A client is defined as being an entity from which ARR is generated at a point in time.

Talent Community Connection (TCC)

A talent community connection (TCC) represents a connection between a company and an employment candidate on the LiveHire platform. An individual candidate may join multiple talent communities resulting in multiple TCCs per candidate. TCCs include unclaimed candidate profiles created by a company or its service providers or by the candidate through a job application process. TCCs may also include claimed candidate profiles that remain on the platform available to be connected with live talent communities after being archived by their only active company connection.

Note: None of the information included in this presentation should be considered individually material, unless specifically stated. All figures in this announcement are provided on an unaudited basis. All references to dollar amounts or figures is in Australian currency unless stated otherwise.

LiveHire's Financial Metrics – Glossary

Below we explain a handful of the headline performance metrics, and inputs into key metrics, that we use every day to manage and drive LiveHire's performance.

Recurring Revenue

Recurring revenue is the component of statutory reported operating revenue that relates to recurring revenue streams earned during the period being reported on. Recurring revenue streams include hosting fees, user licence fees and ongoing support and maintenance fees.

Non-Recurring Revenue

Non-recurring revenue is the component of statutory reported operating revenue that relates to one-off revenue streams earned during the period being reported on. This predominantly consists of upfront implementation and integrations fees as well as professional services fees.

Management EBITDA

EBITDA excluding Share Based Payments and R&D rebate income, and prior to the transfer of certain costs to the software development asset. It provides a normalised view that excludes significant non-cash expenses, income not considered part of core operations, and includes all salary costs (including those able to be capitalised under the applicable accounting standards).

Ideal Client Profile (ICP)

Clients who are committed to the structure, scale and change management of a deal to be successful over time

Applications

Applications is the total number of candidates submitting applications for roles on the LiveHire platform in the quarter (excluding applications for Covid roles which are in final decline). Applications generally predetermine next quarter's revenue.

Statutory EBITDA

EBITDA including Share Based Payments and R&D rebate income, and after the transfer of certain costs to the software development asset.

Annual Cash Burn excluding financing activities

Cash Burn excluding financing activities is calculated as operating and investing cash flows as reported in the statutory cash flow statement.

It does not include net cashflows from financing activities (e.g. capital raise).

Estimated Annual Contract Value (EACV) – Direct Sourcing

EACV refers to the expected annual contract value that a direct sourcing client will pay LiveHire when the client is at full ramp. LiveHire expects the client to take 18-24mths to ramp to this rate of use. Ramping may also be impacted by forex movements.

Management's assumption an average of \$215k EACV per client has been calculated on a blended sales basis across the paybooks (in \$US) of the companies LiveHire intends to target and the LiveHire fee (%) that would be calculated across each paybook. The size of each paybook was assumed in USD and has been converted to AUD based on an exchange rate of 1.41.

Opportunities Live

Organisations that have had a discovery meeting and / or demonstration of the product and are in active consideration of the LiveHire solution.

Get In Touch



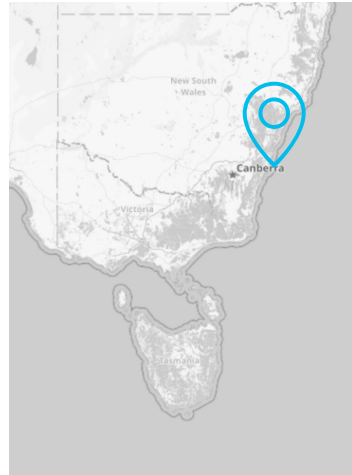
www.livehire.com



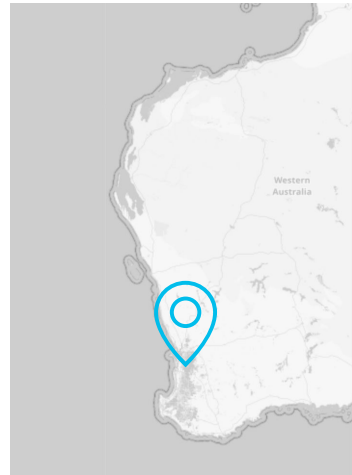
investors@livehire.com



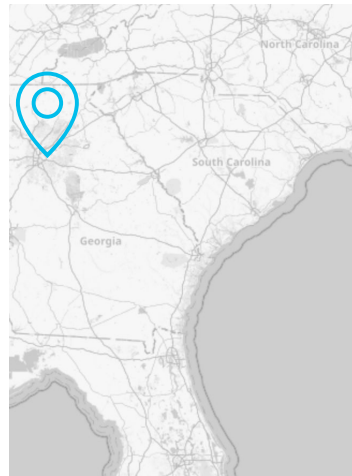
[@livehireme](https://twitter.com/livehireme)



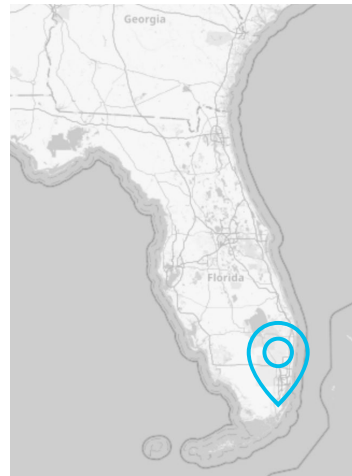
Sydney, AU



Perth, AU



Atlanta, USA

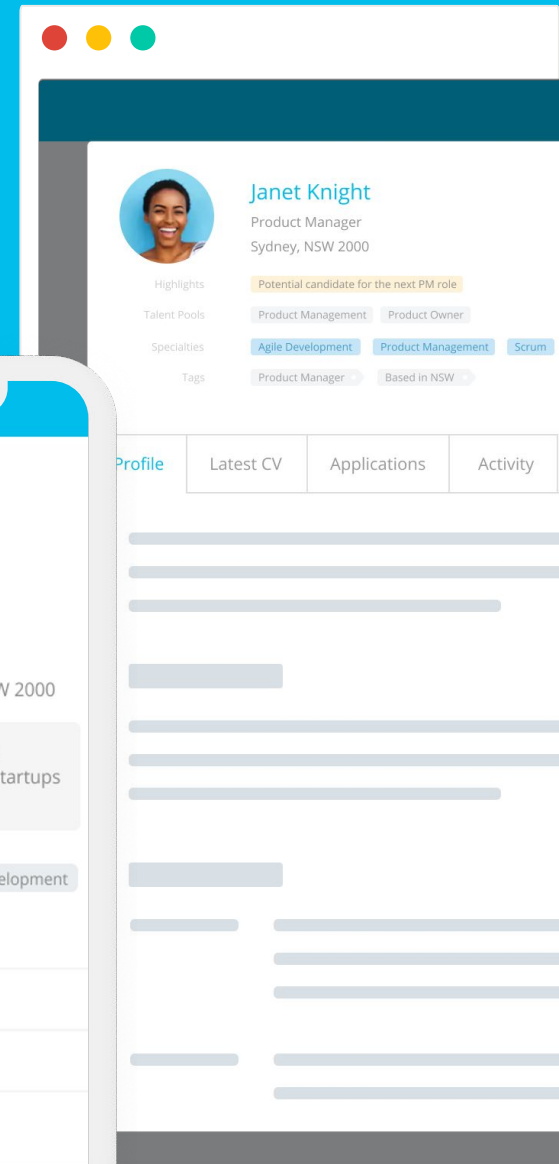
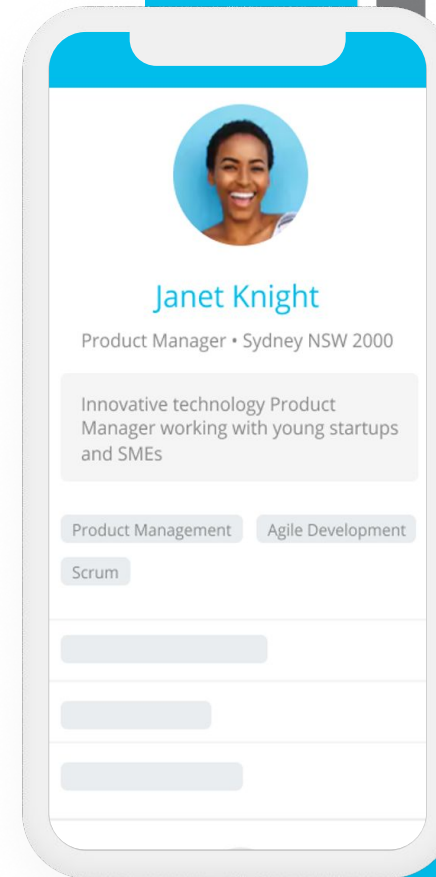


Miami, USA



Melbourne

Level 5, 90 Queen Street,
Melbourne, VIC 3000



Appendix 4C

Quarterly cash flow report for entities subject to Listing Rule 4.7B

Name of entity

LiveHire Limited

ABN

59 153 266 605

Quarter ended ("current quarter")
31st March 2023

Consolidated statement of cash flows	Current quarter \$A'000	Year to date \$A'000
1. Cash flows from operating activities		
1.1 Receipts from customers	2,209	7,372
1.2 Payments for		
(a) research and development		
(b) product manufacturing and operating costs	(322)	(1,207)
(c) advertising and marketing	(173)	(466)
(d) leased assets		
(e) staff costs	(3,638)	(11,459)
(f) administration and corporate costs	(1,035)	(3,336)
1.3 Dividends received (see note 3)		
1.4 Interest received	77	165
1.5 Interest and other costs of finance paid	(20)	(58)
1.6 Income taxes paid		
1.7 Government grants and tax incentives	1,055	1,055
1.8 Other – staff termination costs	(324)	(324)
1.9 Net cash from / (used in) operating activities	(2,171)	(8,258)
2. Cash flows from investing activities		
2.1 Payments to acquire:		
(g) entities		
(h) businesses		
(i) property, plant and equipment	3	(86)
(j) investments		
(k) intellectual property		
(l) other non-current assets		

Consolidated statement of cash flows		Current quarter \$A'000	Year to date \$A'000
2.2	Proceeds from disposal of:		
	(a) entities		
	(b) businesses		
	(c) property, plant and equipment		
	(d) investments		
	(e) intellectual property		
	(f) other non-current assets		
2.3	Cash flows from loans to other entities		
2.4	Dividends received (see note 3)		
2.5	Other (provide details if material)		
2.6	Net cash from / (used in) investing activities	3	(86)

3.	Cash flows from financing activities		
3.1	Proceeds from issues of equity securities (excluding convertible debt securities)	(13)	10,123
3.2	Proceeds from issue of convertible debt securities		
3.3	Proceeds from exercise of options		
3.4	Transaction costs related to issues of equity securities or convertible debt securities		
3.5	Proceeds from borrowings		
3.6	Repayment of borrowings		
3.7	Transaction costs related to loans and borrowings		
3.8	Dividends paid		
3.9	Other (provide details if material)		
3.10	Net cash from / (used in) financing activities	(13)	10,123

4.	Net increase / (decrease) in cash and cash equivalents for the period		
4.1	Cash and cash equivalents at beginning of period	11,200	7,330
4.2	Net cash from / (used in) operating activities (item 1.9 above)	(2,171)	(8,258)
4.3	Net cash from / (used in) investing activities (item 2.6 above)	3	(86)
4.4	Net cash from / (used in) financing activities (item 3.10 above)	(13)	10,123

Consolidated statement of cash flows		Current quarter \$A'000	Year to date \$A'000
4.5	Effect of movement in exchange rates on cash held	(118)	(208)
4.6	Cash and cash equivalents at end of period	8,901	8,901

5.	Reconciliation of cash and cash equivalents at the end of the quarter (as shown in the consolidated statement of cash flows) to the related items in the accounts	Current quarter \$A'000	Previous quarter \$A'000
5.1	Bank balances	8,201	10,500
5.2	Call deposits	700	700
5.3	Bank overdrafts		
5.4	Other (provide details)		
5.5	Cash and cash equivalents at end of quarter (should equal item 4.6 above)	8,901	11,200

6. Payments to related parties of the entity and their associates

6.1 Aggregate amount of payments to related parties and their associates included in item 1

6.2 Aggregate amount of payments to related parties and their associates included in item 2

**Current quarter
\$A'000**

273

Note: if any amounts are shown in items 6.1 or 6.2, your quarterly activity report must include a description of, and an explanation for, such payments:

The above relates to payment of Directors' salaries, superannuation and fees.

7. Financing facilities

Note: the term "facility" includes all forms of financing arrangements available to the entity.

Add notes as necessary for an understanding of the sources of finance available to the entity.

- 7.1 Loan facilities
- 7.2 Credit standby arrangements
- 7.3 Other (please specify)
- 7.4 **Total financing facilities**

Total facility amount at quarter end \$A'000	Amount drawn at quarter end \$A'000

7.5 Unused financing facilities available at quarter end

- 7.6 Include in the box below a description of each facility above, including the lender, interest rate, maturity date and whether it is secured or unsecured. If any additional financing facilities have been entered into or are proposed to be entered into after quarter end, include a note providing details of those facilities as well.

8. Estimated cash available for future operating activities	\$A'000
8.1 Net cash from / (used in) operating activities (Item 1.9)	(2,171)
8.2 Cash and cash equivalents at quarter end (Item 4.6)	8,901
8.3 Unused finance facilities available at quarter end (Item 7.5)	
8.4 Total available funding (Item 8.2 + Item 8.3)	8,901
8.5 Estimated quarters of funding available (Item 8.4 divided by Item 8.1)	4.1

Note: if the entity has reported positive net operating cash flows in item 1.9, answer item 8.5 as "N/A". Otherwise, a figure for the estimated quarters of funding available must be included in item 8.5.

8.6 If Item 8.5 is less than 2 quarters, please provide answers to the following questions:

1. Does the entity expect that it will continue to have the current level of net operating cash flows for the time being and, if not, why not?

Answer:

2. Has the entity taken any steps, or does it propose to take any steps, to raise further cash to fund its operations and, if so, what are those steps and how likely does it believe that they will be successful?

Answer:

3. Does the entity expect to be able to continue its operations and to meet its business objectives and, if so, on what basis?

Answer:

Note: where item 8.5 is less than 2 quarters, all of questions 8.6.1, 8.6.2 and 8.6.3 above must be answered.

Compliance statement

- 1 This statement has been prepared in accordance with accounting standards and policies which comply with Listing Rule 19.11A.
- 2 This statement gives a true and fair view of the matters disclosed.

Date: 28th April 2023

Authorised by: Ben Brooks, Chief Financial Officer
(Name of body or officer authorising release – see note 4)

Notes

1. This quarterly cash flow report and the accompanying activity report provide a basis for informing the market about the entity's activities for the past quarter, how they have been financed and the effect this has had on its cash position. An entity that wishes to disclose additional information over and above the minimum required under the Listing Rules is encouraged to do so.
2. If this quarterly cash flow report has been prepared in accordance with Australian Accounting Standards, the definitions in, and provisions of, *AASB 107: Statement of Cash Flows* apply to this report. If this quarterly cash flow report has been prepared in accordance with other accounting standards agreed by ASX pursuant to Listing Rule 19.11A, the corresponding equivalent standard applies to this report.
3. Dividends received may be classified either as cash flows from operating activities or cash flows from investing activities, depending on the accounting policy of the entity.
4. If this report has been authorised for release to the market by your board of directors, you can insert here: "By the board". If it has been authorised for release to the market by a committee of your board of directors, you can insert here: "By the [name of board committee – eg Audit and Risk Committee]". If it has been authorised for release to the market by a disclosure committee, you can insert here: "By the Disclosure Committee".
5. If this report has been authorised for release to the market by your board of directors and you wish to hold yourself out as complying with recommendation 4.2 of the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations*, the board should have received a declaration from its CEO and CFO that, in their opinion, the financial records of the entity have been properly maintained, that this report complies with the appropriate accounting standards and gives a true and fair view of the cash flows of the entity, and that their opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.