



## ASX: LVH MARKET RELEASE

### Issue of Performance Rights

**25 October 2021 | Melbourne, Victoria**

LiveHire Limited (ASX: LVH) (“LiveHire” or the “Company”) announces that it has issued 7,898,423 performance rights under the EIP (“Performance Rights”) to key employees of the Company, as various long- and short-term incentives, on the following terms:

- 4,271,320 Performance Rights will vest 3 months following the date of issue of the Performance Rights (“Grant Date”), provided that the relevant employee remains employed by the Company on that date and no notice of termination has been given;
- 200,000 Performance Rights will vest on the first anniversary of the Grant Date, provided that the relevant employee remains employed by the Company on that date and no notice of termination has been given;
- 2,976,161 will vest over 3 years from the Grant Date, subject to certain performance-based vesting criteria, provided that the relevant employee remains employed by the Company on the relevant date and no notice of termination has been given;
- the above Performance Rights will expire 4 years from the Grant Date;
- 450,942 Performance Rights:
  - were issued as a result of the FY21 short-term incentive program and, accordingly, will not be subject to vesting conditions;
  - will expire 15 years from the Grant Date; and
  - will be subject to a holding lock being applied to 50% of the Performance Rights (and any ordinary shares issued on conversion of such Performance Rights) restricting the sale or disposal of those Performance Rights and ordinary shares until the earlier of:
    - 15 years from the date of issue of those Performance Rights; or
    - the date on which the relevant employee ceases employment with the Company; and
- the terms of the EIP will apply to all Performance Rights.

LiveHire considers talent as a critical contributing factor to deliver the growth and success of the LiveHire Talent Ecosystem. Aligning key employees to value delivery, retention and IP creation is at the core of building a high performing culture and a competitive product in the global enterprise software market. The issuing of these Performance Rights by the Board is reflecting this objective.

An Appendix 3G will be lodged separately today.

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**For more information:**

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Michael Rennie, LiveHire’s Chairman and Executive Director, authorised the release of this announcement to the ASX

**About LiveHire**

LiveHire is an award-winning<sup>1</sup>, market-leading recruitment, talent mobility and direct sourcing platform. It revolutionises the candidate experience and enables businesses and curation partners to thrive with talent on demand. The platform makes managing the flow of talent into and through businesses seamless, delivering value through detailed visibility of talent, shifting both permanent and contingent recruitment from reactive to proactive, improving fit, reducing time and cost to hire, with an unrivalled candidate experience.

Founded in 2011, LiveHire is an Australian company headquartered in Melbourne, with offices also in Sydney, Perth and Miami.

[www.livehire.com](http://www.livehire.com)

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<sup>1</sup> [https://drivenxdesign.com/SYD17/winners\\_list.asp](https://drivenxdesign.com/SYD17/winners_list.asp)