

## ASX: LVH MARKET RELEASE

### Issue of EIP Securities

5 April 2022 | Melbourne, Victoria

LiveHire Limited (ASX: LVH) ("**LiveHire**" or the "**Company**") advises that, in accordance with the Company's employee incentive plan ("**EIP**") and following approvals granted at the last annual general meeting held on 17 November 2021 ("**AGM**"), the Company has issued the following securities under the EIP to various key executives and employees of the Company:

- 2,662,286 unlisted options ("**Options**") exercisable into Shares issued to CEO and Executive Director, Christy Forest. The Options have an exercise price of \$0.36 per Option and expire on 5 April 2027;
- 621,528 unlisted service rights convertible into Shares ("**Service Rights**"), of which:
  - o 152,778 Service Rights were issued to Christy Forest;
  - o 85,417 Service Rights were issued to Non-Executive Chair, Michael Rennie (formerly Executive Chair); and
  - o 83,333 Service Rights were issued to Chief Financial Officer, Ben Brooks; and
- 3,926,401 unlisted performance rights convertible into Shares ("**Performance Rights**"), of which:
  - o 325,000 Performance Rights were issued to Christy Forest as a result of the FY21 short term incentive program ("**STI Rights**");
  - o 162,500 STI Rights and 669,000 long term incentive Performance Rights ("**LTI Rights**") were issued to Michael Rennie;
  - o 166,667 STI Rights and 519,947 LTI Rights were issued to Executive Director, Antonluigi Gozzi; and
  - o the remaining 2,083,287 Performance Rights were issued to various senior executives.

All securities issued to the Directors of the Company received shareholder approval at the last AGM. Please refer to the Notice of AGM for the full terms of the Options, Performance Rights and Service Rights.

The Options and LTI Rights ("**LTI Securities**") will vest on 30 June 2024 ("**Vesting Date**"). The number of LTI Securities that will vest on the Vesting Date will be calculated with reference to the VWAP over the 10 days on which trades in Shares occur immediately following release of the FY24 Annual Report ("**FY24 Share Price**"). Accordingly, the number of LTI Securities that will vest on the Vesting Date are set out in the following table:

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Performance Level	FY24 Share Price	% of LTI Securities to vest
Stretch	\$0.87 or more	100%
Between Target and Stretch		Pro-rata
<b>Target</b>	<b>\$0.70</b>	<b>50%</b>
Between Threshold and Target		Pro-rata
Threshold	\$0.55	25%
Below Threshold		0%

An Appendix 3G in respect of the above securities will be lodged separately. Appendices 3Y in respect of the changes to the interests of the Directors are also enclosed.

### **Cancellation of Performance Rights**

Additionally, the Company has cancelled 300,000 Performance Rights due to their expiry. An Appendix 3H will be lodged separately.

### **For more information:**

Christy Forest – CEO and Executive Director

[investors@livehire.com](mailto:investors@livehire.com)

Subscribe to LiveHire's newsletter at: <http://eepurl.com/b2EMFL>

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

Cris Buningh, LiveHire's Non-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.

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

# Appendix 3Y

## Change of Director's Interest Notice

*Information or documents not available now must be given to ASX as soon as available.  
Information and documents given to ASX become ASX's property and may be made public.*

Introduced 30/09/01 Amended 01/01/11

<b>Name of entity</b>	<b>LiveHire Limited</b>
<b>ABN</b>	<b>59 153 266 605</b>

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

<b>Name of Director</b>	Christy Lyn Forest
<b>Date of last notice</b>	13 September 2021

### Part 1 - Change of director's relevant interests in securities

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust*

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

<b>Direct or indirect interest</b>	Direct
<b>Nature of indirect interest (including registered holder)</b> Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
<b>Date of change</b>	5 April 2022
<b>No. of securities held prior to change</b>  Christy Lyn Forest	2,414,065 fully paid ordinary shares (85,937 of which are subject to a holding lock)  500,000 Loan Back Shares  2,925,000 Options exercisable at \$0.32 on or before 11 February 2026 (subject to performance-based vesting criteria)

+ See chapter 19 for defined terms.

**Appendix 3Y**  
**Change of Director's Interest Notice**

<b>Class</b>	<ol style="list-style-type: none"> <li>1. Unlisted performance rights issued under the Company's employee incentive plan (<b>EIP</b>) (<b>Performance Rights</b>)</li> <li>2. Unlisted options issued under the Company's EIP (<b>Options</b>)</li> <li>3. Unlisted service rights issued under the Company's EIP (<b>Service Rights</b>)</li> </ol>
<b>Number acquired</b>	<ol style="list-style-type: none"> <li>1. 325,000 Performance Rights</li> <li>2. 2,662,286 Options</li> <li>3. 152,778 Service Rights</li> </ol>
<b>Number disposed</b>	Nil
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	Nil cash consideration. The Performance Rights, Options, and Service Rights have been issued under the EIP as a short term and long-term incentive.
<b>No. of securities held after change</b>  Christy Lyn Forest	<p>2,414,065 fully paid ordinary shares (85,937 of which are subject to a holding lock)</p> <p>500,000 Loan Back Shares</p> <p>325,000 Performance Rights</p> <p>152,778 Service Rights (subject to time-based vesting criteria)</p> <p>2,925,000 Options exercisable at \$0.32 on or before 11 February 2026 (subject to performance-based vesting criteria)</p> <p>2,662,286 Options exercisable at \$0.36 on or before 5 April 2027 (subject to performance-based vesting criteria)</p>
<b>Nature of change</b> <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	Issue of securities under the EIP, upon receiving shareholder approval at the Company's annual general meeting held on 17 November 2021.

**Part 2 – Change of director's interests in contracts**

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

<b>Detail of contract</b>	N/A
<b>Nature of interest</b>	
<b>Name of registered holder (if issued securities)</b>	

+ See chapter 19 for defined terms.

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<b>Date of change</b>	
<b>No. and class of securities to which interest related prior to change</b> <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	
<b>Interest acquired</b>	
<b>Interest disposed</b>	
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
<b>Interest after change</b>	

**Part 3 – +Closed period**

<b>Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?</b>	NO
<b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>	
<b>If prior written clearance was provided, on what date was this provided?</b>	

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Introduced 30/09/01 Amended 01/01/11

<b>Name of entity</b>	LiveHire Limited
<b>ABN</b>	59 153 266 605

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

<b>Name of Director</b>	Michael Rennie
<b>Date of last notice</b>	16 November 2021

#### **Part 1 - Change of director's relevant interests in securities**

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust*

Note: In the case of a company, interests which come within paragraph (j) of the definition of "notifiable interest of a director" should be disclosed in this part.

<b>Direct or indirect interest</b>	Direct
<b>Nature of indirect interest (including registered holder)</b> <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	N/A
<b>Date of change</b>	5 April 2022
<b>No. of securities held prior to change</b>	
Michael Rennie	2,378,948 fully paid ordinary shares 1,500,000 Options exercisable at \$0.60 on or before 11 December 2023 731,250 Performance Rights (subject to performance-based vesting criteria) 96,094 Service Rights (subject to time-based vesting criteria)
Ms Anna Miroslawa Swoboda <Tiger Lily A/C> * <small>*Michael Rennie is a beneficiary of the trust</small>	385,000 fully paid ordinary shares

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**Change of Director's Interest Notice**

<b>Class</b>	<p>1) Unlisted performance rights issued under the Company's employee incentive plan (<b>EIP</b>) (<b>Performance Rights</b>)</p> <p>2) Unlisted service rights issued under the Company's EIP (<b>Service Rights</b>)</p>
<b>Number acquired</b>	<p>1. 831,500 Performance Rights</p> <p>2. 85,417 Service Rights</p>
<b>Number disposed</b>	Nil
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	Nil cash consideration. The Performance Rights and Service Rights have been issued under the EIP as a short-term and long-term incentive.
<b>No. of securities held after change</b>	
Michael Rennie	<p>2,378,948 fully paid ordinary shares</p> <p>1,500,000 Options exercisable at \$0.60 on or before 11 December 2023</p> <p>1,562,750 Performance Rights (subject to performance-based vesting criteria)</p> <p>181,511 Service Rights (subject to time-based vesting criteria)</p>
Ms Anna Mirosława Swoboda <Tiger Lily A/C> *	385,000 fully paid ordinary shares
*Michael Rennie is a beneficiary of the trust	
<b>Nature of change</b> <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	Issue of securities under the EIP, upon receiving shareholder approval at the Company's annual general meeting held on 17 November 2021.

**Part 2 – Change of director's interests in contracts**

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

<b>Detail of contract</b>	N/A
<b>Nature of interest</b>	

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**Appendix 3Y**  
**Change of Director's Interest Notice**

<b>Name of registered holder (if issued securities)</b>	
<b>Date of change</b>	
<b>No. and class of securities to which interest related prior to change</b> <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	
<b>Interest acquired</b>	
<b>Interest disposed</b>	
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
<b>Interest after change</b>	

**Part 3 – <sup>+</sup>Closed period**

<b>Were the interests in the securities or contracts detailed above traded during a <sup>+</sup>closed period where prior written clearance was required?</b>	NO
<b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>	
<b>If prior written clearance was provided, on what date was this provided?</b>	

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Introduced 30/09/01 Amended 01/01/11

<b>Name of entity</b>	LiveHire Limited
<b>ABN</b>	59 153 266 605

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

<b>Name of Director</b>	Antonluigi Gozzi
<b>Date of last notice</b>	29 November 2021

### Part 1 - Change of director's relevant interests in securities

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust*

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

<b>Direct or indirect interest</b>	Direct
<b>Nature of indirect interest (including registered holder)</b> Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
<b>Date of change</b>	5 April 2022
<b>No. of securities held prior to change</b>  Antonluigi Gozzi  Endeavour Voyager Pty Ltd <Voyager Trust A/C>	400,000 Loan Back shares  562,500 Performance Rights (subject to performance-based vesting criteria)  19,980,780 fully paid ordinary shares

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**Change of Director's Interest Notice**

<b>Class</b>	Unlisted performance rights issued under the Company's employee incentive plan ( <b>EIP</b> ) ( <b>Performance Rights</b> )
<b>Number acquired</b>	686,614 Performance Rights
<b>Number disposed</b>	Nil
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	Nil cash consideration. The Performance Rights have been issued under the EIP as a short term and long-term incentive.
<b>No. of securities held after change</b>  Antonluigi Gozzi  Endeavour Voyager Pty Ltd <Voyager Trust A/C>	400,000 Loan Back shares  1,249,114 Performance Rights (subject to various performance-based vesting criteria)  19,980,780 fully paid ordinary shares
<b>Nature of change</b> <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	Issue of securities under the EIP, upon receiving shareholder approval at the Company's annual general meeting held on 17 November 2021.

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## Part 2 – Change of director’s interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of “notifiable interest of a director” should be disclosed in this part.

<b>Detail of contract</b>	N/A
<b>Nature of interest</b>	
<b>Name of registered holder (if issued securities)</b>	
<b>Date of change</b>	
<b>No. and class of securities to which interest related prior to change</b> <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	
<b>Interest acquired</b>	
<b>Interest disposed</b>	
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
<b>Interest after change</b>	

## Part 3 – <sup>+</sup>Closed period

<b>Were the interests in the securities or contracts detailed above traded during a <sup>+</sup>closed period where prior written clearance was required?</b>	NO
<b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>	
<b>If prior written clearance was provided, on what date was this provided?</b>	

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