livehire

Right place

Right time

Leading the movement

Annual Report 2022

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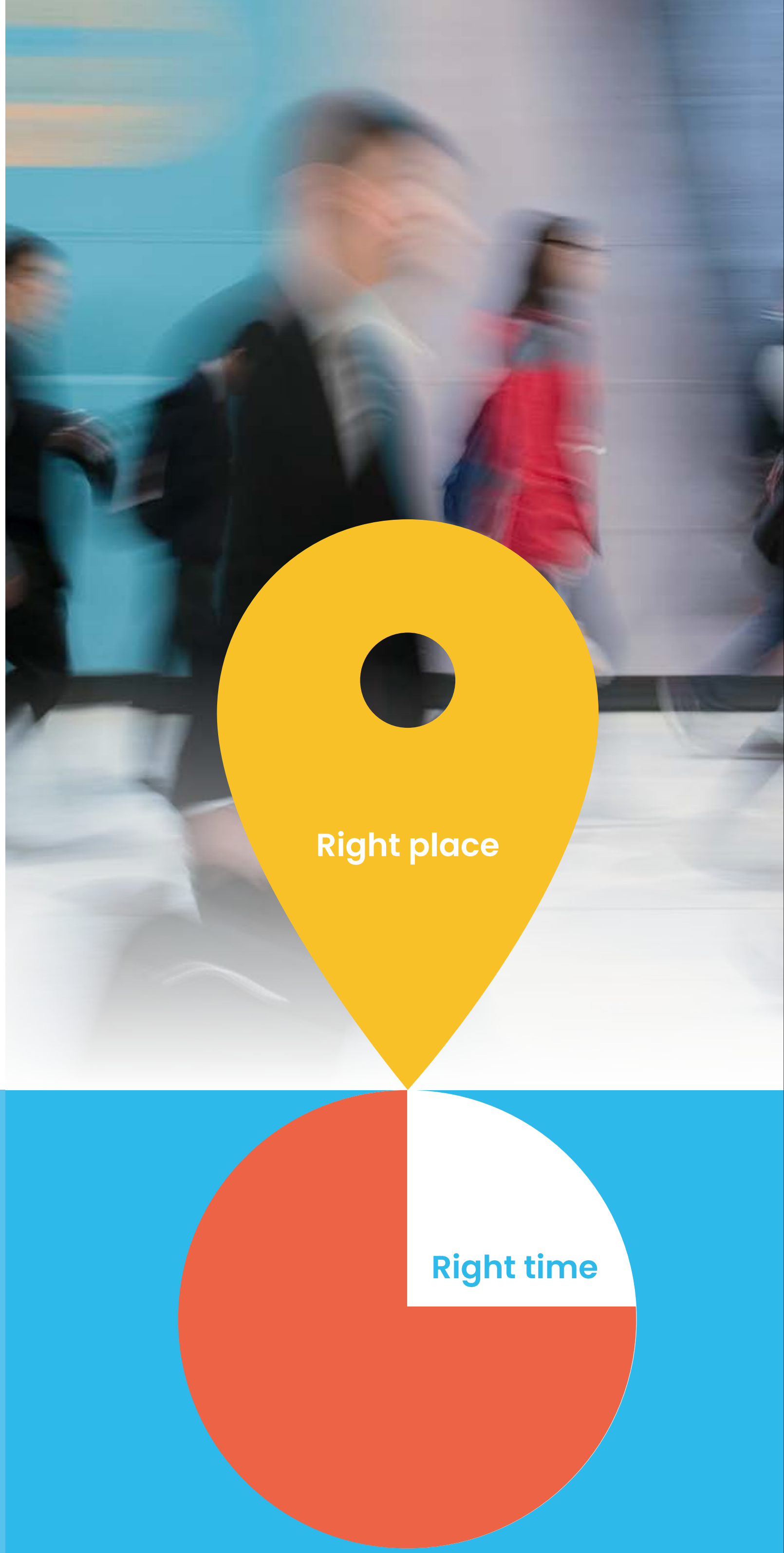
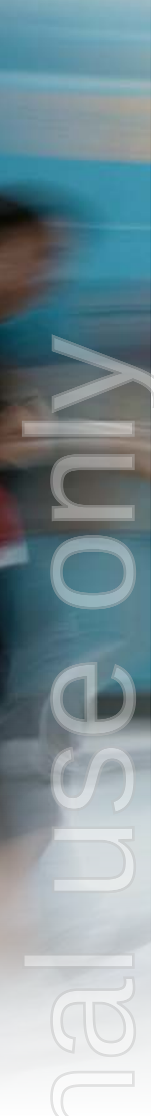




All figures quoted in this report are in Australian Dollars unless otherwise indicated.

Leading the movement

LiveHire continues to lead the direct sourcing movement creating significant value for our partners and clients in North America.

This was highlighted by a watershed moment for the industry when LiveHire successfully won, in a competitive process, the Master Service Agreement (MSA) with Manpower Group's Managed Service Provider division, TAPFIN, in June 2022 for Direct Sourcing.

Not only does it validate the Direct Sourcing market, but also that the LiveHire technology is a leading platform.

North America

Contingent hiring[1]
Direct Sourcing

US$80 billion+[2]
North American contingent hiring spend

US contingent workforce
56%
larger than pre-pandemic[3]

32%
of organisations are replacing full time employees with contingent workers[4]

Disintermediate the ~20% mark-ups paid on temporary employees[5]

Market opportunity

A global war for talent places a premium on candidate experience and speed of quality hires.

Accelerators

82%
of companies in North America
reporting an increased need for contingent workers

84%
of job seekers say
the reputation of a company as an employer is important[7]

70%
reporting an increased
need for workforce technology[6]

New partners:

Talent Solutions TAPFIN ManpowerGroup

QuantumWork

ATRIUM

1 Contingent workforce in North America is known as the contractor workforce in Australia and New Zealand.
2 MSP Global Landscape Summary 2020: US$86 billion managed service provider (MSP) market in 2019. LVH assumes technology costs of 1–2%
3 Brightfield Extended Workforce Intelligence Report, February 2022
4 https://www.gartner.com/smarterwithgartner/9-future-of-work-trends-post-covid-19/
5 headcountmgmt.com/everything-but-staffing
6 Ardent Partners, The Future of Work Exchange Report for 2021
7 https://fs.hubspotusercontent00.net/hubfs/2969551/eBook/HR%20Trends/HR%20Trends%20Report%202021.pdf

Benefits

Agility and Speed

World-class candidate and recruiter experience

Enables diversity

25%
of Australian companies can't find the talent they need [1]

78%
of Australian CEOs identified key skills shortages as a top threat to growth.

18%
have only made significant progress on upskilling programs. [2]

Asia-Pacific
Permanent hiring SaaS

Accelerators

69%
of employers struggling
to fill positions up from just 14% in 2010, talent shortages in the U.S. have more than tripled in a decade [3]

85.2m
talent deficit
is expected by 2030 and result in USD 8.5 trillion in unrealised annual revenue [4]

54%
of companies
globally report talent shortages, attracting and retaining skilled workers has rarely been more challenging [5]

New clients:

ViVENTiS

serco

endeavour group

1 https://www.accenture.com/_acnmedia/PDF-149/Accenture-Fast-Track-Insurance-Report-3-31-21-Final.pdf
2 https://www.pwc.com.au/about-us/insights/non-executive-directors/business-led-upskilling.html
3 Manpower Group Survey 2020: U.S. Talent Shortages at Ten Year High: To Attract and Retain the Best Talent Employers Need to Understand What Workers Want
4 Korn Ferry Future of work the global talent crunch
5 Forbes: Why U.S. Talent Shortages Are At A 10-Year High

2022 Highlights

This year LiveHire was named one of the Most Innovative Companies in Australia and New Zealand.

FINANCIAL REVIEW BOSS MOST INNOVATIVE COMPANIES

“A watershed partnership in direct sourcing, record results in APAC, and our world-class global security certifications combine for momentum and strength going into FY23”

- Christy Forest (CEO)

Clients + Partners

SaaS

174
Subscription Clients
▲ 138 from 2021

97%+
Net Retention Rate (NRR)
▲ 90%+ in 2021

52
new sales generating $1.5m in new ARR
▲ $1.1m in 2021

Direct Sourcing

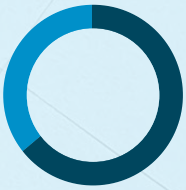
26
Direct Sourcing Partners
▲ 14 in 2021

30
Direct Sourcing Clients
▲ 14 in 2021

147
Client Opportunities
▲ 50 in 2021 (194% increase)

Talent

6.1m
talent community connections (TCCs)
▲ 46% from 2021



Australia and New Zealand
● **3.9m**
North America
● **2.2m**

$5.4b+
total salary of hires
▲ 53% from 2021

51%
female hires on platform

96%
candidate satisfaction

Financial

$(7.1m)
total cash burn
▲ 9% from 2021

$7.3m
in customer revenue
▲ 32% from 2021

SaaS & other
● **$5.3m**
Direct Sourcing
● **$2.0m**

$7.3m
cash in bank

Technology

Full platform scalability
1.9m
TCCs in 2022

War for Talent Market leader

in candidate engagement and satisfaction award-winning interface

58,666
Total 2022 placements
▲ 48% from 2021

Empowering the flow of the world's talent pipeline

Leading the Movement as we cross the chasm

We are excited to see all the hard work is paying off and that we are now so very well positioned in the fast emerging and very large contingent staffing market.

Our mission at LiveHire is to empower the flow of the world's talent.

This year has been our strongest yet in Australia and New Zealand. We now have strong net revenue retention of 97%, annual recurring revenue (ARR) growth of 31%, and larger companies returning to the buying fold post COVID.

In North America the contingent Managed Direct Sourcing market has had its crossing the chasm moment, with one of the worlds largest and most influential Managed Service Providers TAPFIN joining the movement and choosing LiveHire as it's preferred partner.

In Australia and New Zealand our scale is now significant with 3.1 million candidates in our system being 23% of the Australian workforce. Over $5 billion salary value of hires were made on our platform this last year by 174 clients.

A big thank you to our team of sales and customer success people ably led by Zac Beeten.

In North America we have invested in both the people and technology needed to win the biggest partners and clients. We grew the team from 3 to 11 and invested in GDPR and ISO compliance. This has paid off handsomely with our TAPFIN partnership win.

We ended the year with 30 Direct Sourcing clients and 26 industry partners. Many of our clients are well known Fortune 500 companies.

We have learnt a lot about what makes an ideal partner and an ideal client during this last year. Armed with that we are now poised to enjoy significant growth. We have a world leading product in a very large market, with partners and companies who are now awake to the benefits.

Congratulations must go to our CEO Christy Forest and our North American team including Karen Gonzalez, for this tremendous achievement.

Our Technology and Development team led by Gigi Gozzi and Matt Ryan has performed superbly again this year. The team has facilitated a 1.5 times increase in activity on the platform with universally positive client feedback.

We have rejuvenated the board with the appointment of new Directors Lesa Francis and Cris Buningh who both have extensive experience in contingent staffing in North America and globally.

We have supplemented this with a stellar Advisory Board packed with global contingent staffing experience in firms such as Coca Cola, Cisco and Atlassian.

We are gearing up for more growth in North America by selectively expanding our partnerships and delivering on the significant TAPFIN partnership opportunity.

We are excited to see all the hard work is paying off and that we are now so very well positioned in the fast emerging and very large contingent staffing market. We are leading the movement!

MLRennie

Michael Rennie (He/Him)
Chairman

30
Direct Sourcing
clients and 26 industry partners

97%
net revenue
retention in Australia and New Zealand

31%
ARR growth
with larger companies returning to the buying fold

$5+
billion
salary value of hires were made on our platform this last year [1]

23%
Australian workforce
with a candidate profile in our system [2]

1 https://www.abs.gov.au/statistics/labour/earnings-and-working-conditions/average-weekly-earnings-australia/nov-2021

2 https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release

Leading the movement

This past year, LiveHire achieved its most significant milestones in company history.

Deep experience in delivering speed and quality of hires became the enabler for reimagination of recruitment in both Asia-Pacific and North America.

LiveHire broke all past records in Asia-Pacific and emerged as the leading technology in the Direct Sourcing movement in North America.

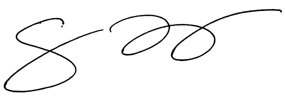
Fuelling these milestones was the most significant post-pandemic workforce trend of "reimagining workforce management processes," with 82% of companies in North America reporting an increased need for contingent workers and 70% reporting an increased need for workforce technology[1]. LiveHire's expertise in delivering speed and quality of hires helped companies reimagine recruitment in both Asia-Pacific and North America. Direct Sourcing shifted from an exploration by corporate clients in North America to a procurement-led mandate, a crossing of the chasm to implement a disruptive approach to save the company potential tens of millions of dollars.

With this as our backdrop, we saw the greatest acceleration of client demand in our fourth quarter and welcomed a total of 52 new clients in SaaS and 20 net new sales in Direct Sourcing in FY22. As a proven candidate-centric and recruiter productive technology, we provide companies significant advantage in what continues to be an increasingly competitive labour market. Most importantly, we are honoured to be the preferred technology partner for TAPFIN's roll-out of Direct Sourcing across their 200+ clients and will mobilise meaningfully from here with them as we continue healthy acceleration of our growth in Asia-Pacific.

Our strong results in FY22 included total revenue from customers growing by 32% to $7.3 million up from $5.5 million in FY21. The SaaS business delivered annualised recurring revenue (ARR) of $5.7 million (up 31% from FY21) and total revenue of $5.3 million (up 29% from FY21). Of this, 88% was recurring which was in line with FY21. In addition, the Direct Sourcing business contributed $2.0 million in FY22 (up 41% from FY21).

However, I am most proud of the LiveHire teams and their ability to flex with uncertain times, working remotely across multiple time zones in the US and Australia while delivering explosive growth for our business. I would like to thank our Executive Chairman, Michael Rennie, for his ongoing support and ability to tell our story with passion and conviction.

Finally, I would also like to thank the shareholders for their ongoing support and their ability to share in our vision LiveHire's future. I look forward to another exceptional year ahead.



Christy Forest (She/Her)
Chief Executive Officer, LiveHire Limited

$7.3 million
▲ 32%
Total revenue from customers (FY22)

$5.7 million
▲ 31%
SaaS business delivered ARR (FY22)

$2.0 million
▲ 41%
Direct Sourcing business (FY22)

52
New clients in SaaS (FY22)

20
Net new sales in Direct Sourcing in 2022

1 Ardent Partners, The Future of Work Exchange Report for 2021

Business review

"2022 has been the year where LiveHire grew its feature set to capture the North American Direct Sourcing market, as the leading technology for large enterprises, recruiters and partners. Our branded talent communities, our engaging contractor experiences, and our recruiter productivity differentiate LiveHire in the market from our competition. Our strategy also focused on direct integrations with the leading VMSs globally, as well as a major step change in our Open API Talent marketplace, which is allowing clients to embed many third party products into LiveHire at speed and without overheads."

Gigi Gozzi, Founder, CPTO

Our operations

Product development

- Recruiting process automation
- HR technology software integrations
- Offer management and advanced analytics

Partner and client engagement

- Enablement of strategic partnerships
- Successful adoption of LiveHire technology
- Support increasing number of client implementations

Internal capability

- Expansion of North American sales implementation and customer success team
- Completed globally recognised security certifications (ISO 270001) and SOC 2 Type 1
- Investment in strong team and business structure to execute growth strategy across Australia and North America

Operational Performance

As the challenges from the global pandemic subsided toward the end of our financial year, our revenue from customers was up 32% to $7.3 million in FY22 (vs $5.5 million in FY21). Even with LiveHire's upfront investment in growth in North America the company has been able to continue to increase operating margins through continued optimisation and cost minimisation across the business.

ANZ sales productivity/FTE continued to grow year-on-year and is up 27% vs FY21.

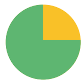
SMS cost per hire has reduced year-on-year and is down 16% vs FY21.

204 total clients (SaaS and Direct Sourcing) is up 34% from FY21. Cost per Client was down 42% from FY21.

Operating costs (ex. share-based compensation) increased from $11.4 million in FY21 to $14.7 million, a 29% year-on-year increase as the company invested ahead in the North American market.

Total cash burn was $7.1 million, which was 9% up from $6.5 million in FY21.

Closing cash as at 30 June 2022 was $7.3 million.



204
total clients
▲ 34%
SaaS and Direct Sourcing

$14.7 million
▲ 29%
Operating costs (ex. share-based compensation)

FINANCIAL PERFORMANCE

The financial results of the Company for the year ended 30 June 2022 are:

	30-JUN-22	30-JUN-21	% CHANGE
Recurring revenue ($)	**4,715,797**	3,714,924	27%
Non-recurring revenue ($)	**623,172**	420,938	48%
Direct sourcing revenue ($)	**1,969,632**	1,397,552	41%
Revenue from continuing operations ($)	**7,308,601**	5,533,414	32%
Net loss after tax ($)	**(12,004,889)**	(8,293,282)	(45)%
Loss per share ($)	**(0.041)**	(0.028)	(46)%

Key financial insights outlined below:

Share-based compensation expense was $3.3m, up from $1.4m in FY21 driven by increase in performance rights issued to employees as part of the Employee Incentive Plan (EIP). Performance rights are used to ensure employee retention and have been used to attract key personnel in North America. Refer to Note 17 of the Financial Statements.

Additions to capitalised Software Development were $2.1m, up from $1.1m of additions in FY21. Investment in global expansion into North America and data security and privacy requirements ensures continued scaling. Refer to Note 11 of the Financial Statements.

The company is in the final stages of a fully underwritten non-renounceable Entitlement Offer which will provide approximately $10.08m in early FY23. Refer to subsequent events Note 25 of the Financial Statements.

Direct Sourcing

The North American Direct Sourcing market opportunity is significant. LiveHire can disintermediate the ~20% mark-ups charged on the US$80 billion-plus contractor staffing spend. With a 1–2% technology fee we have a US$800 million-plus opportunity.

Our path to market is primarily through partners who have a strong incentive to introduce our technology to their existing Fortune 1000 relationships and beyond.

12 new partners were signed in FY22 taking our total for the year to 26.

A diverse mix of partners across staffing suppliers, managed service providers (MSPs), vendor management systems (VMS's) and consulting has ensured we have access to a range of clients in many industries. From existing clients, LiveHire identified 6 non Ideal Client Profile (ICP) clients which will generate immaterial revenues in the future and were removed from our numbers.

LiveHire has rebalanced its efforts towards the successful ramp of the 30 other clients as at end of FY22 and growing the pipeline of large and well fitted deals.

Strong revenue of $2.0 million for FY22 has been supported by investment in the US team which has grown from 3 to 11 staff during the year. Additional resourcing in sales, implementation and client success will provide the foundation for strong growth and speed to execution for the future.

$2.0 million

Total revenue from Direct Sourcing customers (FY22)

12 new partners

signed in FY22 taking our total for the year to 26

SaaS

The SaaS business continues to grow and gain traction through product–market fit in Australia and New Zealand.

Well-fitted clients delivered high retention rates (97% NRR in FY22), a record for our business and industry standard.

Record high retention rates continued to be supported by quality sales with nearly 75% of total sales multi year. Though COVID driven circumstances and longer procurement cycles for larger companies have resulted in lower price points for new sales, Q4 22 was a record quarter with over $600k in new ARR sales. Total sales exceeded the previous year, with 52 in FY22 vs 45 in FY21.

Continued expansion of current clients through internal mobility and product enhancements drives retention and margin growth.

Our closing ARR of $5.7 million in FY22 was up 31% on FY21 ($4.3 million) and total revenue from SaaS customers was up 29% to $5.3 million in FY22, vs $4.1 million in FY21.

Recurring Revenue as a per cent of total SaaS revenue was 88% in FY22 which was in line with FY21 (~90%).

$5.3 million

▲ 29%

Total revenue from SaaS customers (FY22)

$5.7 million

▲ 31%

Closing ARR

Outlook

Our strong momentum going into FY23 and watershed agreement with TAPFIN ensures LiveHire is in a leading position to take advantage of the growing market opportunity in North America in Direct Sourcing. We have consolidated our position in the ANZ market with our SaaS offering.

Four key elements ensure success across these markets, echoing our differentiators and first mover advantages:

1. Full Platform Scalability

We have expanded operations in various countries (USA, Canada, Philippines) and embedded Google location features across the system to make it seamless for recruiters and candidates to adopt the platform from anywhere.

1.9 million TCCs were added in FY22, which was an increase of 46% on previous year and 60% increase in TCCs in North America (increasing from 1.4m in FY21 to 2.2m in FY22).

2. Client ROI

Product innovation focusing on large recruitment teams, working simultaneously across multiple world locations (US, India, Canada, Philippines, AU, NZ).

3. War for Talent

LiveHire is the market leader in candidate engagement and satisfaction. We have continued to differentiate by providing clients the ability to use multiple brands for themselves and their clients from within the same Talent Community. This means they can mobilise very quickly when a client signs a new Direct Sourcing deal.

Candidate satisfaction of 96%. Award-winning interface (Design Awards winner 2021).

4. Interoperability

Open APIs and integrations are critical when working with large enterprises. We have built a large set of new APIs for our clients, so that they can easily integrate their other systems into LiveHire.

1.5 million profiles migrated to LiveHire from previous databases.

1.9 million
▲46%
TCCs added

96%
candidate satisfaction

1.5 million
Profiles migrated to LiveHire

Director’s Report

1. Information on the board of Directors

The Directors submit their report of LiveHire Limited **(LiveHire** or **the Company)** for the financial year ended 30 June 2022 **(Financial Year)**.

The Directors of the Company at the date of this report are as follows:

Mr Michael Rennie (He/Him)

Chairman, Non-Executive Director

Michael is an Non-Executive Director and the Chairman of LiveHire.

Michael spent 33 years with McKinsey & Company, the world’s leading management consultancy. He held various roles including Managing Partner of McKinsey in Australia for six years and the global leader of the organisation, people and HR practise for ten years. He also served on McKinsey’s global board.

Michael’s work has been focused around four themes: Human Resources, People and Change, Technology, and Growth and Innovation.

Michael oversaw McKinsey’s global research on the future of technology in HR, which examined the top 50 major technology innovations that would impact clients of McKinsey in HR over the next 20 years, led by a Silicon Valley-based team.

Michael is a board member of the NSW Environmental Protection Authority and is Deputy Chairman of the Centre for Independent Studies, a leading think-tank.

He was a founding member of the Male Champions for Change and served on the Board of the Hunger Project, which focuses it’s work on women’s empowerment in developing countries. He was long time Chair of the Inspire Foundation for youth mental health.

Ms Christy Forest (She/Her)

CEO, Executive Director

Christy Forest is the CEO and Executive Director at LiveHire.

Christy joined the LiveHire Board in September 2017 with a strong interest in the LiveHire platform and transformational business model that changes the way people find meaningful work.

Christy brings more than 20 years of experience in leading high-growth talent and technology businesses. As the Global Head of Member Services and the first woman on CEB’s Executive Committee, she developed a passion for delivering and scaling high quality customer experiences worldwide. As the MD APAC for CEB, she pioneered new markets, products and processes, consistently delivering the highest regional growth for the company.

Best known for balancing the drive for performance with collaboration and humanity in the workplace, Christy’s greatest passion is animating a sense of purpose for teams and organisations.

Christy completed her undergraduate degree at the University of Virginia, an MBA from Northwestern’s Kellogg Graduate School of Management, and is a member of the Australian Institute of Company Director’s. In her spare time, Christy is an avid yogi, wife, and mum of two.

Mr Antonluigi Gozzi (He/Him)

Founder, Executive Director, Chief Products Officer

Antonluigi is Co Founder and Chief Products Officer at LiveHire.

Antonluigi leads the development team, and has managed the in-house development of LiveHire's technology platform and proprietary intellectual property since incorporation of the Company.

Antonluigi's passions are technology, big data and network analytics, and businesses that use technology to improve the quality of life of their users and make society more efficient and transparent for all.

Prior to founding LiveHire in 2011, Antonluigi worked in management consulting and delivered projects for some of Australia's largest corporates, including BHP Billiton, Leighton and Fairfax both in Australia and overseas.

Antonluigi has a Masters of Engineering from the University of Parma, Italy, and is member of the Australian Institute of Company Directors.

Ms Lesa Francis (She/Her)

Non-Executive Director

Lesa is an independent Non-Executive Director of LiveHire.

Lesa joined the LiveHire board in June 2021.

With over 30 years of experience leading teams and companies, Lesa brings a unique perspective to the board in how she works with both individuals and teams to drive extraordinary results. Lesa has served as President/CEO of two top 10 staffing firms in their segment. She was the first woman named CEO of a $1 billion staffing company and has been recognized by Glassdoor as one of the highest rated CEOs nationwide. Lesa was named to the inaugural Power 50 Women in Staffing and named to Staffing Industry Analysts' Staffing Industry Hall of Fame. She is also a past Chairman of the Board of the American Staffing Association, focused on the advocacy and integrity of the staffing industry.

Lesa's experience working within both public and private equity environments, bringing teams together through mergers and acquisitions, and identifying and developing top talent has culminated in the creation of LJF Consulting Group.

Cris Buningh (He/Him)

Non-Executive Director

Cris is an independent Non-Executive Director of LiveHire.

Cris joined the LiveHire board in March 2022.

Cris brings over 30 years in program management roles where he worked on redesigning and realizing new businesses and processes. Cris is an expert in strategic sourcing of people, services, IT and technology. He is able to design and implement new commercial, operating and collaboration models and leverage digital strategies to enable agile and dynamic business & sourcing models.

He has built deep knowledge of the staffing and professional services industry and the related solutions and platforms used in this global market.

With deep industry experience in a range of commercial industries including Energy, Pharma, Industrial Trade, FMCG, Retail, IT and Telecom, Cris brings his experience as an all-rounder Global Commercial Executive and Thought leader to the LiveHire board.

Cris graduated from Twente University with a degree in Physics and an MBA.

2. Information on our team

Our culture

We strive to create a culture of collaboration, inclusivity, fun, humour and deep thinking while working towards a common goal.

A culture of realistic idealists that want to take something that's broken and make it better for candidates, recruiters and employers.

We roll up our sleeves and work together towards a shared vision.

We are distinctive in that we don't have commercial relationships with candidates but we take their concerns and feedback seriously.

We value mobility within a career, giving our people the opportunity to see something that needs to be changed and empowering them to run with it until the problems are solved.

We are fun, collaborative, innovative and successful.

Our departments

A team of high-performing rockstars.

Whether it be our Commercial, Product & Engineering or Corporate teams, it takes everyone working together to achieve our goal of empowering the flow of the world's talent.

Great leadership, collaboration, communication and transparency about team goals and our product roadmap ensure our success as a business.

We strive to create a culture of collaboration, fun, humour and deep thinking while working towards a common goal.

Our values

Open and Honest

We encourage each other, learn from one another and always communicate clearly and transparently.

Curious always

We push ourselves past our comfort zones to create the best outcomes for our clients and candidates.

Reach Hire

We don't limit ourselves or doubt our ability to achieve our goals, but we are always looking for the next step to deliver for our clients and employees. We lead by example.

Own It Together

As one team, we work together towards a common goal and overcome any challenges that come our way. We celebrate every success as a team and learn from any mistakes as a team.

Trivia

Meditation

In person team building sessions (after 2.5 years remote work)

Monthly Celebrations

Our team spirit

We succeed as a team so we've created an environment where all employees are able to bring their best self to work. Our work practices are flexible, to suit our COVID-induced 'new normal'. We celebrate in person when restrictions allow and we celebrate over Zoom when we're all at home. We also check in with one another regularly and run pulse surveys to ensure we know how our team is feeling. These check-ins ensure we continue to offer our team the best support possible.

50%[1]
female board members

1 Including company secretary Charly Duffy

3. OPERATING AND FINANCIAL REVIEW

A review of the Group's operations during the year and the results of those operations is set on pages 11 to 12 of this Annual Report. These pages also deal with the Group's operations, financial position, business strategies and prospects for future financial years.

4. DIRECTORS' SHARE AND OPTION HOLDINGS

The following table sets out each current Director's relevant interest in shares, performance rights and options to acquire shares of the Company or a related body corporate as at the date of this report 29 August 2022.

DIRECTORS	FULLY PAID ORDINARY SHARES (INCLUDING LOAN BACK SHARES)	PERFORMANCE RIGHTS	UNLISTED OPTIONS	SERVICES RIGHTS
Michael Rennie	2,763,948	1,562,750	1,500,000	181,511
Christy Forest	2,914,065	325,000	5,587,286	152,778
Antonluigi Gozzi	19,980,780	1,249,114	–	–
Lesa Francis	–	–	–	81,752
Cornelis (Cris) Buningh	–	–	–	–
Rajarshi Ray[1]	150,000	–	–	–
Kathryn Giudes[2]	–	–	–	–

1 As at the date of Rajarshi's resignation, 10 March 2022
2 As at the date of Kathryn's resignation, 11 March 2022

5. DIRECTORS' MEETINGS

Summary of Attendances

The number of Directors' meetings held during the financial year and the number of meetings attended by each Director during the time the Director held office are:

	FULL BOARD		NOMINATION & REMUNERATION COMMITTEE		AUDIT & RISK MANAGEMENT COMMITTEE	
DIRECTORS	NUMBER ELIGIBLE TO ATTEND	NUMBER ATTENDED	NUMBER ELIGIBLE TO ATTEND	NUMBER ATTENDED	NUMBER ELIGIBLE TO ATTEND	NUMBER ATTENDED
Michael Rennie	14	14	5	5	–	–
Antonluigi Gozzi	14	14	–	–	2	2
Christy Forest	14	14	–	–	–	–
Lesa Francis	14	13	–	–	–	–
Cris Buningh	3	3	–	–	–	–
Rajarshi Ray	10	10	5	5	2	2
Kathryn Giudes	10	10	5	5	2	1

Director Membership & Movements

As at the date of this report the Company has a Board, Remuneration & Nomination Committee and an Audit & Risk Committee whose members are below:

Board Movements

Rajarshi Ray resigned as Director on 10 March 2022.

Kathryn Giudes resigned as Director on 11 March 2022.

Cris Buningh was appointed as director on 11 March 2022.

Michael Rennie moved from Executive Chairman to non-Executive Chairman on 11 March 2022.

A&R Committee Movements

Rajarshi Ray resigned as committee Chair on 10 March 2022.

Michael Rennie was appointed as interim committee Chair on 11 March 2022.

A&R Committee Members:

Michael Rennie (Chair)

Antonluigi Gozzi

Christy Forest

N&R Committee Movements

Kathryn Giudes resigned as committee Chair on 11 March 2022.

Cris Buningh was appointed as committee Chair on 11 March 2022.

N&R Committee Members:

Cris Buningh (Chair)

Michael Rennie

Christy Forest

6. REMUNERATION REPORT (AUDITED)

6.1 Introduction

This remuneration report provides a summary of the Group's remuneration policy and practices during the past financial year as they apply to the Group's Directors and executives. The remuneration report has been prepared in accordance with the requirements of section 300A of the *Corporations Act 2001* and Corporations Regulation 2M.3.03 and has been audited by the Group's external auditor.

The report contains an overview that is intended to provide a 'plain English' explanation for shareholders of the Key Management Personnel ('KMP') and executives' remuneration outcomes for FY22 and the existing remuneration framework.

6.2 Key Management Personnel (KMP)

KMP, as defined by Accounting Standard AASB 124 *Related Party Disclosures* (AASB 124), for the year ended 30 June 2022 are detailed in the table below. Accounting standards define KMP as those Executives and Non-executive Directors with the authority and responsibility for planning, directing and controlling the activities of the Group, either directly or indirectly. Following a review of senior executives against the criteria for determining Executive KMP, it was deemed that the Chief Executive Officer (CEO) and the Chief Financial Officer (CFO) qualify as executive KMP.

6.2.1 Executive and Non-Executive KMP

Details of KMP of the Company who held office during the year are as follows:

DIRECTORS	POSITION	TERM AS KMP
Michael Rennie	Non-Executive Director & Chairman [1]	Full financial year
Rajarshi Ray	Non-Executive Director	Ceased 10th March 2022
Lesa Francis	Non-Executive Director	Full financial year
Kathryn Guides	Non-Executive Director	Ceased 11th March 2022
Cris Buningh	Non-Executive Director	Appointed 11th March 2022
Christy Forest	Chief Executive Officer & Executive Director	Full financial year
Antonluigi Gozzi	Executive Director – Chief Products Officer	Full financial year

1 On 11 March 2022 Michael Rennie moved from Executive Director to a Non-Executive Director.

OTHER KMP	POSITION	TERM AS KMP
Ben Brooks	Chief Financial Officer	Full financial year

6.2.2 Remuneration Framework

LiveHire Board

- Overall responsibility for the remuneration strategy and outcomes for Executive and Non-executive Directors.
- Reviews and, as appropriate, approves recommendations from the Group's NRC.

Nomination, Remuneration Committee (NRC)

Management & Board Remuneration Policy Monitors, recommends and reports to the Board on:

- Alignment of remuneration incentive policies and guidelines for executive and senior leaders with long term growth and shareholder value
- Superannuation arrangements
- Employee share plans
- Recruitment, retention and termination policies and procedures for senior management
- Board remuneration including the terms and conditions of appointment and retirement, Non-Executive remuneration within the fee pool approved by shareholders
- Induction of new Non-Executive Directors and evaluation of Board performance
- Remuneration of Executive KMP and other senior executives who report directly to the CEO (Senior Executives)

People, Culture, Talent Management & Diversity Monitors, recommends, and reports to the Board on:

- Talent pools available for succession planning into executive and senior leadership positions
- The effectiveness of the Group's diversity policies and initiatives, including an annual assessment and submission to the Workplace Gender Equality Agency of performance against measurable objectives and the relative proportion of a diverse workforce, including women at all levels
- Management development frameworks and individual development progress for key talent
- Monitoring internal and external surveys conducted by the Group in relation to the culture of the organisation, including monitoring these trends over periods of time
- Initiatives to improve and drive a strong performance culture
- Assessing performance against the Group's compliance with external reporting requirements

CEO

Makes recommendations to the NRC for:

- Incentive targets and outcomes relating to short and long-term incentive plans
- Remuneration policy for all employees
- Reviewing long-term incentive participation
- Individual remuneration and contractual arrangements for executives

External Advisors

There were no remuneration advisors appointed in FY22. (Note in FY21 Godfrey Remuneration Group (GRG) provided a remuneration recommendation as defined under section 300A of the Corporations Act. The independent advice considered market trend information and salary benchmark data relevant for remuneration decisions.)

Managing Risk

The Board retains discretion to adjust variable remuneration outcomes as deemed appropriate. All variable remuneration outcomes are subject to Board approval prior to grant and/or payment. The Board retains discretion to review the allotment of shares at vesting through clawback provisions.

REMUNERATION REPORT (AUDITED) (continued)

6.2.3 Executive Remuneration Framework and Programs FY22

The NRC is responsible for reviewing and recommending remuneration arrangements for Directors and Executives. The performance of the Group depends on the quality of its Directors and Executives. The Executive remuneration framework is designed to attract and retain high-calibre talent by rewarding them for achieving goals aligned to delivering profitability, strategy and shareholder value for the Group.

The key features of the Group's Executive remuneration and Non-Executive remuneration frameworks are outlined below.

Remuneration Principles

The Group's remuneration framework is based on the principles that remuneration is performance-driven, aligned with shareholder interests and provides market-competitive remuneration opportunities.

Remuneration Strategy

Performance Driven

Remuneration rewards executives based on annual company performance compared against business plans and longer-term shareholder return. The variable components of remuneration (both short term and long term) are driven by challenging targets with both internal and external measures of financial and non-financial company performance. A meaningful proportion of executive remuneration is 'at risk'.

Aligned with Shareholders

Executives' remuneration is aligned with shareholder interests through emphasizing variable remuneration. Incentive plans and performance measures are aligned with the Group's short- and long-term success.

Ownership of the Company's shares is encouraged using equity as the vehicle for the long-term incentive plan (LTIP), and through the short-term incentive plan (STIP).

Market Competitive Remuneration

Remuneration opportunities, including those elements that can be earned subject to performance, are set at competitive levels that will attract, motivate and retain high-quality executives. Executive remuneration is reviewed annually.

The Group aims to provide market-competitive remuneration:

- fixed remuneration for executives is targeted at market median; and
- variable remuneration (through STIP and LTIP) provides the opportunity to earn total remuneration (fixed remuneration plus variable remuneration) that is market competitive.

Fixed Remuneration

Remuneration should reward executives based on annual performance against business plans and longer-term shareholder returns. The variable components of remuneration (both short term and long term) are driven by challenging targets focused on both internal and external measures of company financial and non-financial performance. A meaningful proportion of executive remuneration is 'at risk'.

Variable Remuneration

Variable component of Executive target remuneration mix allows a greater share of remuneration to be 'at risk' and subject to company performance.

STIP (at risk)

- 30% for CEO & Executive Chairman (based on target result)
- 20% for Direct reports (based on target result)

LTIP (at risk)

- 60% for CEO & Executive Chairman (based on target result)
- 30% for Direct reports (based on target result)

Managing Risk

The Board retains discretion to adjust variable remuneration outcomes as deemed appropriate. All variable remuneration outcomes are subject to Board approval prior to grant and/or payment. The Board retains discretion to review the allotment of shares at vesting through clawback provisions.

6.2.4 Voting and comments made at Company's 2021 Annual General Meeting (AGM)

At the 2021 Annual General Meeting (AGM), 99.68% of shareholders voted to approve the adoption of the remuneration report for the year ended 30 June 2021. The Company did not receive any specific comments at the AGM regarding its remuneration report.

In addition to the approval of the adoption of the remuneration report, shareholders also approved the following resolutions:

- Approval of Director participation in EIP and issue of options to Christy Forest
- Approval of Director participation in EIP and issue of Performance Rights to Michael Rennie and Antonluigi Gozzi
- Approval of Director participation in EIP and issue of Service Rights to Michael Rennie, Christy Forest and Rajarshi Ray
- Approval of Director participation in EIP and issue of STI Rights to Michael Rennie, Christy Forest and Antonluigi Gozzi

6.2.5 Use of remuneration consultants

Note as per above, there were no remuneration consultants engaged during FY22.

6.2.6 Composition of variable or 'at risk' remuneration

The following table details the components of the Group's variable or 'at risk' remuneration (STI and LTI) for FY22:

	CEO AND EXECUTIVE CHAIR		DIRECT REPORTS	
VARIABLE REMUNERATION ELEMENT	TARGET	INDICATIVE STRETCH	TARGET	INDICATIVE STRETCH
STVR	30%	45%	20%	30%
LTVR	60%	120%	30%	60%
Total	90%	165%	50%	90%

6.2.7 Performance and remuneration outcomes in FY22

Management has achieved a blended 'Target' result against the FY22 key performance metrics.

STI	THRESHOLD	TARGET	STRETCH
Maximum % of FY22 STI to vest	33.33% of FY22 STI	66.67% of FY22 STI	100% of FY22 STI

The following table shows the gross revenue, losses and share price of the Company as at 30 June for the last five financial years:

	30-JUN-22	30-JUN-21	30-JUN-20	30-JUN-19	30-JUN-18
Revenue ($)	7,308,601	5,533,414	3,456,367	2,622,814	1,650,517
Net loss after tax ($)	(12,004,889)	(8,293,282)	(14,644,872)	(13,792,699)	(10,092,222)
Share Price ($)	0.39	0.41	0.18	0.41	0.59

REMUNERATION REPORT (AUDITED) (continued)

6.3 Non-Executive Director's remuneration

Non-executive Directors are paid a base fee for service to the Board.

The Board, in accordance with the Company's Constitution and the ASX listing rules specify that the Non-Executive Directors fee pool shall be determined from time to time by a general meeting. The Board did not seek any increase for the Non-Executive Director pool at the 2021 AGM. Accordingly, as set out in section 5.3(f) of the Company's Replacement Prospectus lodged with the ASX on 23 May 2016, the Non-Executive Director fee pool is an aggregate of A$600,000 p.a. The Board will not seek any increase for the Non Executive Director pool at the 2022 AGM.

Non-executive Directors did receive a fee increase in FY22 to get parity across NEDs and pay at market rate. The Chairman is paid fees of $175,000 including superannuation (including committee fees). Other non-executive Directors are paid fees of $70,000 USD including subcommittee membership fees as follows:

- Director fees to be inclusive of membership of one committee.
- Chair of committees to be paid an additional fee of $10,000 AUD including superannuation.

Fees are paid in Directors' local currency. The fees are converted from the above USD and AUD amounts to the local currency, ensuring parity.

Based on the current Board and committee composition, the total fees for FY22 relating to Non-Executive directors was $414,064 including superannuation. Refer to below tables for details relating to year ended 30 June 2022 and 30 June 2021.

Remuneration of Non-Executive Directors of the Company for the year ended **30 June 2022** is set out below:

	SHORT-TERM EMPLOYEE BENEFITS		POST-EMPLOYMENT BENEFITS	OTHER EMPLOYEE BENEFITS	SHARE-BASED PAYMENTS				
30-JUN-22	SALARY & FEES $	NON-MONETARY $	SUPER-ANNUATION $	ANNUAL /LONG SERVICE LEAVE $	OPTIONS $	LOAN BACK SHARES $	SERVICE RIGHTS $	PERFORMANCE RIGHTS $	TOTAL $
NON-EXECUTIVE DIRECTORS									
Michael Rennie [1]	155,897	–	15,590	–	5,063	–	30,750	143,596	**350,896**
Rajarshi Ray [2]	52,727	–	5,273	–	–	–	–	–	**58,000**
Kathryn Guides [3]	52,727	–	5,273	–	–	–	–	–	**58,000**
Lesa Francis	93,359	–	–	–	–	–	30,080	–	**123,439**
Cris Buningh	33,218	–	–	–	–	–	–	–	**33,218**
Total Non-Executive	**387,928**	**–**	**26,136**	**–**	**5,063**	**–**	**60,830**	**143,596**	**623,553**

1 Michael Rennie moved from Executive Director to Non-Executive Director on 11 March 2022.
2 Rajarshi Ray ceased being a Non-Executive Director on 10 March 2022, Cris Buningh was appointed as a non-executive director on 11 March 2022.
3 Kathryn Guides ceased being a Non-Executive Director on 11 March 2022.

The relative proportions of remuneration that are linked to performance and those that are fixed are as follows:

	FIXED REMUNERATION		AT RISK	
	2022	2021	2022	2021
NON-EXECUTIVE DIRECTORS				
Michael Rennie	49%	65%	51%	35%
Rajarshi Ray	100%	100%	0%	0%
Kathryn Guides	100%	0%	0%	0%
Lesa Francis	76%	78%	24%	22%
Cris Buningh	100%	0%	0%	0%

REMUNERATION REPORT (AUDITED) (continued)

Remuneration of Non-Executive Directors of the Company for the year ended **30 June 2021** is set out below:

	SHORT-TERM EMPLOYEE BENEFITS		POST-EMPLOYMENT BENEFITS	OTHER EMPLOYEE BENEFITS	SHARE-BASED PAYMENTS				
30-JUN-21	SALARY & FEES $	NON-MONETARY $	SUPER-ANNUATION $	ANNUAL /LONG SERVICE LEAVE $	OPTIONS $	LOAN BACK SHARES $	SERVICE RIGHTS $	PERFORMANCE RIGHTS $	TOTAL $
NON-EXECUTIVE DIRECTORS									
Rajarshi Ray	64,145	–	5,467	–	–	–	–	–	**69,612**
Adam Zorzi [1]	12,790	–	1,215	–	–	14	–	–	**14,019**
Reina Nicholls [2]	76,675	–	6,829	–	–	–	–	–	**83,504**
Lesa Francis	2,130	–	202	–	–	–	660	–	**2,992**
Total Non-Executive	**155,740**	–	**13,713**	–	–	**14**	**660**	–	**170,127**

1 Adam Zorzi ceased being an Executive Director on 9 September 2020, Rajarshi Ray replaced him from 9th September 2020.
2 Reina Nicholls ceased being an Executive Director on 22 June 2021, Kathryn Guides replaced her from 1 July 2021.

6.4 Executive Director's & Other KMP remuneration

During the financial year ended **30 June 2022** Executive Director's & Other KMP received short-term employee benefits, post-employment benefits, long-term employee benefits and share-based payments.

	SHORT-TERM EMPLOYEE BENEFITS		POST-EMPLOYMENT BENEFITS	OTHER EMPLOYEE BENEFITS	SHARE-BASED PAYMENTS [1]				
30-JUN-22	SALARY & FEES $	NON-MONETARY $	SUPER-ANNUATION $	ANNUAL /LONG SERVICE LEAVE $	OPTIONS $	LOAN BACK SHARES $	SERVICE RIGHTS $	PERFORMANCE RIGHTS $	TOTAL $
EXECUTIVE DIRECTORS									
Christy Forest	321,975	–	23,568	16,579	247,245	–	55,000	119,803	**784,170**
Antonluigi Gozzi	289,744	–	23,568	18,889	–	–	–	29,380	**361,581**
Sub-total	**611,719**	–	**47,136**	**35,468**	**247,245**	–	**55,000**	**149,183**	**1,145,751**
OTHER KMP									
Ben Brooks	222,200	–	22,084	15,107	–	–	30,000	154,027	**443,418**
Sub-total	**222,200**	–	**22,084**	**15,107**	–	–	**30,000**	**105,416**	**443,418**
Total Exec Dir & Other KMP	**833,919**	–	**69,220**	**50,575**	**247,245**	–	**85,000**	**303,120**	**1,589,169**

1 Options, Shares/Loan Back Shares, Service Rights, Performance Rights. The value is expensed over the vesting period and are a non-cash accounting expense. The value is determined by an independent valuation using Black-Scholes or Monte Carlo simulation option pricing methodology. Loan back shares are accounted for as options. Performance rights and options are subject to performance criteria being achieved. Service rights are subject to meeting length of service criteria.

REMUNERATION REPORT (AUDITED) (continued)

The relative proportions of remuneration that are linked to performance and those that are fixed are as follows:

	FIXED REMUNERATION		AT RISK	
	2022	2021	2022	2021
EXECUTIVE DIRECTORS				
Christy Forest	46%	62%	54%	38%
Antonluigi Gozzi	92%	88%	8%	12%
OTHER KMP				
Ben Brooks	58%	63%	42%	37%

Remuneration of Executive Directors and Other KMP of the Company for the year ended **30 June 2021** is set out below:

	SHORT-TERM EMPLOYEE BENEFITS		POST-EMPLOYMENT BENEFITS	OTHER EMPLOYEE BENEFITS	SHARE-BASED PAYMENTS[2]				
30-JUN-21	SALARY & FEES $	NON-MONETARY $	SUPER-ANNUATION $	ANNUAL /LONG SERVICE LEAVE $	OPTIONS $	LOAN BACK SHARES $	SERVICE RIGHTS $	PERFORMANCE RIGHTS $	TOTAL $
EXECUTIVE DIRECTORS									
Michael Rennie	148,750	–	12,944	–	32,213	(48,514)	30,750	74,480	**250,623**
Christy Forest[3]	311,662	–	21,201	12,350	71,251	(30,625)	55,000	117,000	**557,839**
Antonluigi Gozzi	279,155	–	20,704	3,590	–	(30,625)	–	72,293	**345,117**
Sub-total	**739,567**	–	**54,849**	**15,940**	**103,464**	**(109,764)**	**85,750**	**263,773**	**1,153,579**
OTHER KMP									
Ben Brooks	143,908	–	11,998	5,078	–	–	30,000	62,742	**253,726**
Simon Howse[1]	47,796	–	3,564	(16,501)	–	–	–	(25,200)	**9,659**
Sub-total	**191,704**	–	**15,562**	**(11,423)**	–	–	**30,000**	**37,542**	**263,385**
Total Exec Dir & Other KMP	**931,271**	–	**70,411**	**4,517**	**103,464**	**(109,764)**	**115,750**	**301,315**	**1,416,964**

1 Simon Howse ceased being Interim CFO on 28th August 2020. Ben Brooks replaced him from 12th October 2020.

2 Options, Shares/Loan Back Shares, Service Rights, Performance Rights. The value is expensed over the vesting period and are a non-cash accounting expense. The value is determined by an independent valuation using Black-Scholes option pricing methodology. Loan back shares are accounted for as options. Performance rights and options are subject to performance criteria being achieved. Service rights are subject to meeting length of service criteria.

3 On 15 September 2020 1,499,580 performance rights were exercised into shares. The value of those rights were $554,845.

6.5 Shareholding

6.5.1 Service Agreements

Non-executive Directors do not have fixed-term contracts with the Group. On appointment to the Board, all Non-executive Directors enter into a service agreement in the form of a letter of appointment. The letter summarises the Board policies and terms, including compensation. Non-executive Directors retire by whichever is the longer period: the third annual general meeting following their appointment or the third anniversary from the date of appointment, but may then be eligible for re-election.

Remuneration and other terms of employment for executives are formalised in service agreements, summarised as follows:

Contractual arrangements with executive KMPs

COMPONENT	CHIEF EXECUTIVE OFFICER	EXECUTIVE DIRECTOR	CFO
Fixed remuneration [1] (inclusive of super)	$342,619	$311,968	$259,568
Value of Service Rights	$55,000	Nil	$30,000
Contract duration	Ongoing contract	Ongoing contract	Ongoing contract
Notice by the individual/ company	12 weeks /12 weeks	6 months /12 weeks	12 weeks /12 weeks
Termination benefits	– Payment in lieu of notice based on gross salary – For Good Leavers, any unvested Long Term Incentive Equity granted shall be subject to vesting testing at the date of cessation of employment and the Board may determine in its sole discretion the extent to which (if any) that the relevant vesting conditions have been satisfied and vest a portion of the unvested Long Term Incentive Equity. – Subject to the 'Good Leaver' provisions of the EIP Rules, vested and unexercised Options and Rights must be exercised within a period of 30 days from termination. – The Company has the discretion to call in repayment of any non-recourse loans attached to any Loan Back Shares on issue under the Employee Incentive Plan.		

1 Fixed Remuneration and the Value of Service Rights are used in the calculation of STI & LTI.

Contracts for Executive KMPs allow for short term cash incentive payments linked to KPI's however no such short-term incentive cash payments were approved by the Board during the financial year.

REMUNERATION REPORT (AUDITED) (continued)

6.5.2 Share-based Compensation

The Company rewards Directors and senior management for their performance and aligns their remuneration with the creation of shareholder wealth by issuing share options and/ or shares. Share-based compensation is at the discretion of the Board and no individual has a contractual right to participate in any share-based plan or to receive any guaranteed benefits.

Options

During the current financial year, 2,662,286 options were issued as remuneration to Directors or other KMP (2021 financial year – 2,925,000).

These options are vested upon meeting performance criteria, where '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 the release of the FY24 Annual Report (FY24 Share Price). Accordingly, the number of LTI securities that will vest on the Vesting Date will be based on performance criteria, provided that there has been no material regulatory or compliance failures, including (but not limited to) a breach in relation to ATO requirements or Tax Laws, Data Privacy, the Company's Securities Trading Policy, ASX Listing Rules, ASIC or Corporations Law. That is, 100% if FY24 Share Price is $0.87 or more; 50% if FY24 Share Price is $0.70 and 25% if FY24 Share Price is $0.55. Where the holder becomes a Good Leaver before 30 June 2024, the options will be subject to vesting testing under which the Board may determine in its sole discretion if any of the options shall vest based on the achievement of the vesting criteria as at the date of cessation of employment.

The terms and conditions of these options are as follows:

CLASS	GRANT DATE	VESTING DATE	DATE OF EXPIRY	EXERCISE PRICE	VALUE PER OPTION AT GRANT DATE	PERCENTAGE VESTED	NUMBER OF OPTIONS
Unlisted Options	17/11/2021	30/6/2024	5/4/2027	$0.36	$0.21	0%	2,662,286
							2,662,286

REMUNERATION REPORT (AUDITED) (continued)

Performance Rights

During the current financial year, 2,409,670 performance rights were issued as remuneration to Directors or other KMP (2021 financial year – 1,762,500). 793,056 of these rights are not subject to vesting conditions as they were issued as a result of the FY21 short term incentive program. 1,616,614 of these rights will vest upon meeting performance criteria where 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 the release of the FY24 Annual Report (FY24 Share Price). Accordingly, the number of LTI securities that will vest on the Vesting Date will be based on performance criteria, provided that there has been no material regulatory or compliance failures, including (but not limited to) a breach in relation to ATO requirements or Tax Laws, Data Privacy, the Company's Securities Trading Policy, ASX Listing Rules, ASIC or Corporations Law. That is, 100% if FY24 Share Price is $0.87 or more; 50% if FY24 Share Price is $0.70 and 25% if FY24 Share Price is $0.55. Where the holder becomes a Good Leaver before 30 June 2024, the options will be subject to vesting testing under which the Board may determine in its sole discretion if any of the options shall vest based on the achievement of the vesting criteria as at the date of cessation of employment.

Class	GRANT DATE	VESTING DATE	DATE OF EXPIRY	VALUE PER RIGHT AT GRANT DATE	PERCENTAGE VESTED	NUMBER OF PERFORMANCE RIGHTS
Performance Rights	25/10/2021	25/10/2021	25/10/2036	$0.36	100%	138,889
Performance Rights	16/2/2022	30/6/2024	5/4/2037	$0.242	0%	427,667
Performance Rights	17/11/2021	17/11/2021	5/4/2037	$0.36	100%	654,167
Performance Rights	17/11/2021	30/6/2024	5/4/2037	$0.24	0%	1,188,947
						2,409,670

Service Rights

During the current financial year, 482,568 service rights were issued as remuneration to Directors or other KMP (2021 financial year – 443,471). These rights vest subject to the relevant holder remaining employed or engaged as at 30 June 2022. While there were no performance conditions attached to these service rights, the awards are rewards for fulfilling the role of Executive Director/ Key Management Personnel of the Company and to provide adequate incentive for continued service.

CLASS	GRANT DATE	VESTING DATE	DATE OF EXPIRY	VALUE PER RIGHT AT GRANT DATE	PERCENTAGE VESTED	NUMBER OF PERFORMANCE RIGHTS
Service Rights [1]	1/7/2021	30/6/2022	1/7/2036	$0.37	0%	161,040
Service Rights	16/2/2022	30/6/2022	5/4/2037	$0.36	100%	83,333
Service Rights	17/11/2021	30/6/2022	5/4/2037	$0.36	100%	238,195
						482,568

1 Service rights issued to Kathryn Giudes and Rajarshi Ray upon their appointment as Directors. Upon Kathryn's resignation as a Director on 11 March 2022 and Rajarshi's on 10 March 2022, these service rights were forfeited and cancelled due to the vesting conditions not being satisfied.

Loan Back Shares

During the current financial year, no loan back shares were issued as remuneration to Directors or other KMP (2021 financial year – 0).

REMUNERATION REPORT (AUDITED) (continued)

6.5.3 Performance Rights holdings of KMP (Direct and Indirect Holdings)

30-JUN-22	BALANCE AT 1/07/2021	GRANTED AS REMUNERATION	FORFEITED DURING THE YEAR	BALANCE AT 30/06/2022	VESTED & EXERCISABLE
NON-EXECUTIVE DIRECTORS					
Michael Rennie	731,250	831,500	–	1,562,750	162,500
Rajarshi Ray	–	–	–	–	–
Kathryn Guides	–	–	–	–	–
Lesa Francis	–	–	–	–	–
Cris Buningh	–	–	–	–	–
Sub-total	**731,250**	**831,500**	**–**	**1,562,750**	**162,500**
EXECUTIVE DIRECTORS					
Christy Forest	–	325,000	–	325,000	325,000
Antonluigi Gozzi	562,500	686,614	–	1,249,114	166,667
Sub-total	**562,500**	**1,011,614**	**–**	**1,574,114**	**491,667**
OTHER KMP					
Ben Brooks	468,750	566,556	–	1,035,306	138,889
Sub-total	**468,750**	**566,556**	**–**	**1,035,306**	**138,889**
Total	**1,762,500**	**2,409,670**	**–**	**4,172,170**	**793,056**

6.5.4 Service Rights holdings of KMP (Direct and Indirect Holdings)

30-JUN-22	BALANCE AT 1/07/2021	GRANTED AS REMUNERATION	FORFEITED/ EXERCISED DURING THE YEAR	BALANCE AT 30/06/2022	VESTED & EXERCISABLE
NON-EXECUTIVE DIRECTORS					
Michael Rennie	96,094	85,417	–	181,511	181,511
Rajarshi Ray [1]	–	80,520	(80,520)	–	–
Kathryn Guides [2]	–	80,520	(80,520)	–	–
Lesa Francis	81,752	–	–	81,752	81,752
Cris Buningh [3]	–	–	–	–	–
Sub-total	**177,846**	**246,457**	**(161,040)**	**263,263**	**263,263**
EXECUTIVE DIRECTORS					
Christy Forest	171,875	152,778	(171,875)	152,778	152,778
Antonluigi Gozzi	–	–	–	–	–
Sub-total	**171,875**	**152,778**	**(171,875)**	**152,778**	**152,778**
OTHER KMP					
Ben Brooks	93,750	83,333	(93,750)	83,333	83,333
Sub-total	**93,750**	**83,333**	**(93,750)**	**83,333**	**83,333**
Total	**443,471**	**482,568**	**(426,665)**	**499,374**	**499,374**

1 Based on securities held by those entities in which Rajarshi Ray held a relevant interest as at the date of his resignation as a director of the Company, being 10 March 2022.

2 Based on securities held by those entities in which Kathryn Giudes held a relevant interest as at the date of her resignation as a director of the Company, being 11 March 2022.

3 The Company has agreed to issue to Cris Buningh 110,831 Service Rights subject to shareholders approving amendments to the employee incentive plan to ensure that such on offer is compliant with the laws of the Netherlands. See the ASX announcement dated 11 March 2022 for further details.

6.5.5 Additional disclosures relating to KMP

Shareholdings excluding Loan Back Shares of KMP (Direct and Indirect Holdings)

30-JUN-22	BALANCE AT 1/07/2021	GRANTED AS REMUNERATION	ON EXERCISE OF RIGHTS	PURCHASED/ (SOLD) ON MARKET	BALANCE AT 30/06/2022
NON-EXECUTIVE DIRECTORS					
Michael Rennie	2,378,948	–	–	385,000	2,763,948
Rajarshi Ray [1]	150,000	–	–	–	150,000
Kathryn Guides	–	–	–	–	–
Lesa Francis	–	–	–	–	–
Cris Buningh	–	–	–	–	–
Sub-total	**2,528,948**	**–**	**–**	**385,000**	**2,913,948**
EXECUTIVE DIRECTORS					
Christy Forest	2,242,190	–	171,875	–	2,414,065
Antonluigi Gozzi	22,980,780	–	–	(3,000,000)	19,980,780
Sub-total	**25,222,970**	**–**	**171,875**	**(3,000,000)**	**22,394,845**
OTHER KMP					
Ben Brooks	–	–	93,750	227,272	321,022
Sub-total	**–**	**–**	**93,750**	**–**	**93,750**
Total	**27,751,918**	**–**	**265,625**	**(2,387,728)**	**25,629,815**

1 Based on securities held by Rajarshi Ray as at the date of his resignation as a director of the Company, being 10 March 2022.

REMUNERATION REPORT (AUDITED) (continued)

Loan back shareholdings of KMP (Direct and Indirect Holdings)

Loan back shareholdings are a result of the previous 'EIP' which has now been superseded by the EIP approved at the 2020 AGM.

30-JUN-22	BALANCE AT 1/07/2021	GRANTED AS REMUNERATION [1]	FORFEITED DURING THE YEAR	BALANCE AT 30/06/2022	VESTED & EXERCISABLE
NON-EXECUTIVE DIRECTORS					
Michael Rennie	–	–	–	–	–
Rajarshi Ray	–	–	–	–	–
Kathryn Guides	–	–	–	–	–
Lesa Francis	–	–	–	–	–
Cris Buningh	–	–	–	–	–
Sub-total	**–**	**–**	**–**	**–**	**–**
EXECUTIVE DIRECTORS					
Christy Forest	500,000	–	–	500,000	500,000
Antonluigi Gozzi [2]	400,000	–	(400,000)	–	–
Sub-total	**900,000**	**–**	**(400,000)**	**500,000**	**500,000**
OTHER KMP					
Ben Brooks	–	–	–	–	–
Sub-total	**–**	**–**	**–**	**–**	**–**
Total	**900,000**	**–**	**(400,000)**	**500,000**	**500,000**

1 Shares the subject of loan arrangements under the Company's employee incentive plan.
2 Forfeiture relates to cancellation of Loan Back Shares on 27 June 2022 under the EIP.

Option holdings of KMP (Direct and Indirect Holdings)

30-JUN-22	BALANCE AT 1/07/2021	GRANTED AS REMUNERATION	EXERCISED	EXPIRED	BALANCE AT 30/06/2022	VESTED & EXERCISABLE
NON-EXECUTIVE DIRECTORS						
Michael Rennie	1,500,000	–	–	–	1,500,000	1,500,000
Rajarshi Ray	–	–	–	–	–	–
Kathryn Guides	–	–	–	–	–	–
Lesa Francis	–	–	–	–	–	–
Cris Buningh	–	–	–	–	–	–
Sub-total	**1,500,000**	**–**	**–**	**–**	**1,500,000**	**1,500,000**
EXECUTIVE DIRECTORS						
Christy Forest	2,925,000	2,662,286	–	–	5,587,286	–
Antonluigi Gozzi	–	–	–	–	–	–
Sub-total	**2,925,000**	**2,662,286**	**–**	**–**	**5,587,286**	**–**
OTHER KMP						
Ben Brooks	–	–	–	–	–	–
Sub-total	**–**	**–**	**–**	**–**	**–**	**–**
Total	**4,425,000**	**2,662,286**	**–**	**–**	**7,087,286**	**1,500,000**

6.6 Equity Instruments Issued on Exercise of Remuneration Options

During the current financial year, no options were exercised by Directors or other KMP pursuant to the cashless exercise facility.

6.7 Voting and comments made at the Company's 2021 Annual General Meeting

The adoption of the Remuneration Report for the financial year ended 30 June 2021 put to the shareholders of the Company at the AGM held 17 November 2021. The resolution was passed without amendment, by way of a poll. The Company did not receive any specific feedback at the AGM or throughout the year on its remuneration practices.

6.8 Other transactions with KMP

There are no other transactions with KMP during the financial year ended 30 June 2022 (2021: nil).

End of Audited Remuneration Report

7. OPTIONS & RIGHTS

At the date of this report, there were 7,087,286 unissued ordinary shares of LiveHire under option. No person entitled to exercise these options had or has any right by virtue of the option to participate in any share issue of any other body corporate.

At the date of this report, there were 15,991,621 performance rights on issue. No person entitled to exercise these performance rights had or has any right by virtue of the option to participate in any share issue of any other body corporate.

At the date of this report, there were 799,374 service rights on issue. No person entitled to exercise these service rights had or has any right by virtue of the option to participate in any share issue of any other body corporate.

8. PROCEEDINGS ON BEHALF OF THE COMPANY

No person has applied to the Court under section 237 of the *Corporations Act 2001* for leave to bring proceedings on behalf of the Company, or to intervene in any proceedings to which the Company is a party, for the purposes of taking responsibility on behalf of the Company for all or part of those proceedings.

9. INDEMNIFYING OFFICERS

During the financial year, the Company paid a premium in respect of a contract insuring all its Directors and current and former executive officers against a liability incurred as such a Director or executive officer to the extent permitted by the *Corporations Act 2001*. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

The Company has not otherwise, during or since the financial year, indemnified or agreed to indemnify an officer of the Company against a liability incurred as such an officer.

10. INDEMNIFYING AUDITORS

To the extent permitted by law, the Company has agreed to indemnify its auditors, Ernst & Young Australia, as part of the terms of its audit engagement agreement against claims by third parties arising from the audit (for an unspecified amount). No payment has been made to indemnify Ernst & Young Australia during or since the financial year.

11. LIKELY DEVELOPMENTS AND EXPECTED RESULTS OF OPERATIONS

LiveHire will continue to focus on driving growth and market share in North America through Direct Sourcing of contractors and Australia & New Zealand in SaaS for HR.

To achieve a satisfactory balance when managing LiveHire's significant growth opportunities with potential risks, the Group has a well-developed Risk Management Framework which follows accepted standards and guidelines for managing risk. Key business risks include the following:

(i) Failure to scale up and commercialise

There is a risk that the Company will be unable to achieve sufficient scale in the commercialisation of its products across all target customer segments, which could potentially result in reduced or negative growth.

There is also a risk that the Company's products launched and developed to the market may be unprofitable because they are not supported by sufficient market interest or otherwise not adequately marketed and fail to sell. There is also a risk that the delay in the product uptake will lead to lower revenues and larger costs leading to a lower than expected return on investment.

Further, there is a risk that large-scale integrations are not accepted by clients for factors both within or outside the Company's control, which may lead to significant short term financial loss from lost revenue, costs to remediate and/or reputational damage.

With the expansion of the business into new high-growth international geographies such as North America and Europe, the Company becomes more exposed to the macroeconomic environment of these markets as well as to fluctuations in exchange rates. The Company may not be able to fully recoup its investment in these markets should it not be able to accelerate the growth of its business.

(ii) Security Software and Technology Breaches and Improper Access to Personal Data

The Company uses several information technology solutions to manage various aspects of its business operations. By their nature, information technology systems are susceptible to cyber attacks with third parties seeking unauthorised access to data. Security breaches may involve unauthorised access to the Company's networks, systems and databases and the deployment of viruses or other malicious software designed to create system and service disruptions, exposing financial, proprietary and personal information.

In addition, in providing services to its customers, the Company stores, analyses and transmits confidential and personal information. There is the possibility that the measures taken by the Company to protect its proprietary information and any personal information are not sufficient to prevent unauthorised access to, or disclosure of, such data.

Any accidental or deliberate security breach or other unauthorised access to the Company's information technology systems or customer data may subject the Company to reputational damage, a loss of confidence in the services it provides, claims by customers, loss of customers, reputation, business, financial condition and financial performance.

(iii) Financing Risks

The funds raised pursuant to the Entitlement Offer will be used to accelerate the Company's business and growth plans. If the Company incurs unexpected costs, invests in the wrong projects, people and/or geographies to generate a sufficient return, or is unable to generate sufficient revenue, further funding may be required. The Company may require additional funding to carry out the full scope of its plans. There can be no assurance that such funding will be available on satisfactory terms or at all. Any inability to obtain funding will adversely affect the business and financial condition of the Company and, consequently, its performance.

Any additional financing through Share issues may dilute shareholdings. Debt financing may not be available to support the scope and extent of proposed developments. If available, it may impose restrictions on financing and operating activities. If the Company is unable to obtain additional financing as needed, it may be required to reduce the scope of its operations as the case may be.

Conversely, the level of cash burn required for the Company to progress its growth strategy and business needs may be too high for the market's appetite. Accordingly, this may result in the Company needing to slow its business trajectory and its investment in growth to fit within its cash constraints.

(iv) Competition Risk

Any domestic or international competition from existing direct or indirect competitors, or new market entrants, including attempts to copy product functionality or displace the technology/software with new technology offerings can impact revenue, customer base, and margins.

The Company participates in a competitive global marketplace against many larger, globally focussed competitors with significantly more access to capital and resources. Should any of the Company's competitors participate more aggressively on price, product, innovation or other means then this could have a material adverse impact on the Company's financial performance and future prospects of the business.

Like all businesses developing a new platform in a competitive global marketplace, we face the risk that:

(i) we fail to increase adoption and usage of our solution compared to that of our competitors;

(ii) our solution fails to meet the expectations of our clients, or we fail to implement changes to satisfy the changing expectations of our clients, relative to our competitors;

(iii) we fail to anticipate and adapt to technology changes as quickly as our competitors;

(iv) technological advancements could make our products obsolete;

(v) our competitors enhance their product offering to improve their competitive positioning relative to ourselves by increasing the functionality of their solutions;

(vi) existing or potential competitors increase their market share through aggressive marketing campaigns, product innovation or development, improved functionality, price discounting or acquisitions;

(vii) new entrants into the market could develop solutions which compete directly with the Company; and

(viii) in-house developed solutions may become preferred to outsourced solutions.

If any of these risks arise, we may compete less effectively against our competitors which could reduce our market share and our ability to develop or secure new clients. This could have an adverse impact on our business, operations and financial performance.

(v) Failure to realise benefits from research and development

We have invested significantly in research and development, and we expect to continue to do so in the future in order to further expand and improve our solution and to maintain our competitive position.

When investing in research and development we make certain assumptions about the expected future benefits generated by our investment and the expected timeframe in which such benefits may be realised. These assumptions are subject to change and involve both known and unknown risks that are beyond our control. Any change to these assumptions may have an adverse impact on our ability to realise benefits from innovation and product development related costs.

In addition the Australian government provides a research and development (R&D) tax incentive encourages companies to engage in R&D benefiting Australia, by providing a tax offset for eligible R&D activities.

(vi) Loss of Key Personnel

Our success is dependent upon the ongoing retention of key personnel, including the Company's management team. These individuals have extensive experience in, and knowledge of, the Company's product and business.

In addition, there is a risk that we may not be able to attract and retain key personnel or be able to find effective replacements for those key personnel in a timely manner or have a well-defined succession plan in place. The loss of such personnel, or any delay in their replacement, could have a materially adverse impact on management's ability to operate the business and achieve our growth strategies and prospects. The loss of key personnel could also have an adverse impact on our operations, the potential loss of key client relationships, potential loss of business process knowledge and financial performance.

(vii) Failure to effectively attract new or retain existing clients

Our business depends on our ability to retain existing clients, attract further business from existing clients and to gain new clients. There is a risk our existing clients reduce their usage of our solution.

Our ability to retain existing clients and attract new clients, as well as our clients' level of usage of our solution, depends on many factors including the adequacy of our solution with respect to matters such as functionality, reliability, cost-effectiveness, pricing, client support and value compared to competing products. In addition, clients' use of our solution may be affected by external factors such as changes to laws and regulations which affect our clients' business. If our clients do not continue to use our solution or increase their use over time, or if new clients do not choose to use our solution, the growth in our revenue may slow or decline.

Our business relies on a number of key contracts and arrangements. Any failure to maintain, renew or replace key contracts and arrangements on commercially acceptable terms, or any failure by a party (including ourselves) to perform its obligations under such contracts or arrangements, could have a material adverse effect on our business, operations and financial performance. There is a risk that we may lose key contracts and arrangements for a variety of reasons. Certain key contracts and arrangements may be terminated by the counterparty for convenience. In these cases, we may not have contractual certainty in respect of the term of the relevant contract or arrangement or the operation of such contract or arrangement. As a result, these contracts and arrangements may give rise to a greater risk of unexpected termination or renegotiation of key commercial terms, or disputes. In addition, there is a risk that we may lose key contracts and arrangements due to a breach of contract by either the relevant counterparty or ourselves. Unless the necessary consents or waivers of the relevant counterparties are obtained, such counterparties may seek to exercise or enforce rights under or in respect of the relevant contracts or arrangements, including rights of termination and/or damages claims for breach of contract. The enforcement of such rights may have an adverse impact on our revenue and financial performance.

(viii) Misuse or loss of personal information

The Company and its partners are subject to privacy laws in Australia, United States, Europe and other international jurisdictions. These laws regulate the handling of personal information and data collection. Such laws impact the way those entities can collect, use, analyse, transfer and share personal and other information. Any actual or perceived failure by those entities to comply with relevant privacy laws and regulations may result in the imposition of fines or other penalties, client losses, a reduction in existing services, and limitations on the use and development of technology requiring the input of such data. Any of these events could adversely impact the Company's business, financial condition and financial performance.

(ix) Failure to keep abreast of changes in political, compliance and regulatory environments

Our business is influenced and affected by global laws and government policy. There is a risk that we may fail to keep abreast of these potential changes, which could have an adverse impact on our business and operations. Any new or altered laws or regulations which affect our business could require us to increase spending and employee resources on regulatory compliance and/or change our business practices, which could adversely affect our operations and profitability.

Further, any non-compliance by the Company with relevant laws and regulations may result in breach of contract and potential damages, recourse by regulatory bodies such as ASIC and ASX, or have a material adverse impact on the financial performance of the Company and/or the Share price which may affect security holders' investments in the Company.

12. CORPORATE GOVERNANCE STATEMENT

LiveHire Limited and the Board are committed to achieving and demonstrating the highest standards of corporate governance. The Board is responsible for ensuring that the Company has an appropriate corporate governance framework to protect and enhance company performance and build sustainable value for shareholders.

The Company has reviewed its corporate governance practices against the Corporate Governance Principles and Recommendations (3rd edition) published by the ASX Corporate Governance Council. The Corporate Governance Statement is available on the company's website at www.livehire.com/investors.

13. EVENTS SINCE THE END OF THE FINANCIAL YEAR

Refer to Note 25 of the financial statements for details of events that have arisen since 30 June 2022 that have significantly affected the company's operations, results or state of affairs, or may do so in future years.

14. NON-AUDIT SERVICES

During the year the following fees were paid or payable for non-audit services provided by the external auditor.

	30-JUN-22 $	30-JUN-21 $
Taxation Services	31,000	15,315
	31,000	**15,315**

The board of directors has considered the position and, in accordance with advice received from the audit committee, is satisfied that the provision of the non-audit services is compatible with the general standard for independence for auditors imposed by the *Corporations Act 2001*. The directors are satisfied that the provision of non-audit services by the auditor, as set out above, did not compromise the auditor independence requirements of the *Corporations Act 2001* for the following reasons:

- All non-audit services have been reviewed by the Audit, Risk and Compliance Committee, in line with the Committee Charter, to ensure they do not impact the impartiality and objectivity of the auditor; and
- None of the services undermine the general principles relating to auditor independence as set out in APES 110 *Code of Ethics for Professional Accountants*.

15. AUDITOR'S INDEPENDENCE DECLARATION

A copy of the Independence Declaration by the lead auditor under Section 307C is included on the following page to these annual financial statements.

Signed in accordance with a resolution of the Board of Directors.

Michael Rennie
Chairman
Melbourne, 29 August 2022

Christy Forest
Chief Executive Officer/Executive Director
Melbourne, 29 August 2022

Auditor’s Independence Declaration

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Auditor’s Independence Declaration to the Directors of LiveHire Limited

As lead auditor for the audit of the financial report of LiveHire Limited for the financial year ended 30 June 2022, I declare to the best of my knowledge and belief, there have been:

a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and

b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of LiveHire Limited and the entity it controlled during the financial year.

Ernst & Young

Ernst & Young

David Petersen
Partner

29 August 2022

Financial Report contents

Consolidated Statement of Profit or Loss and Other Comprehensive Income

	NOTES	30-JUN-22 $	30-JUN-21 $
Revenue from continuing operations			
Revenue from contracts with customers	6	7,308,601	5,533,414
Other income	6	391,236	793,399
Interest income	6	19,527	82,925
Total revenue and other income		**7,719,364**	**6,409,738**
Expenses			
Employee benefits expense	7	(10,586,750)	(8,146,301)
Operating expenses	7	(4,159,232)	(3,245,764)
Share based payment expense	17	(3,341,033)	(1,385,998)
Earnings (Loss) before interest, tax, depreciation and amortisation (EBITDA)		**(10,367,651)**	**(6,368,325)**
Depreciation and amortisation expense	7	(1,547,232)	(1,793,200)
Earnings (Loss) before interest and tax (EBIT)		**(11,914,883)**	**(8,161,525)**
Interest expense	7	(67,408)	(107,957)
Loss before income tax		**(11,982,291)**	**(8,269,482)**
Income tax expense	8	(22,598)	(23,800)
Loss after income tax		**(12,004,889)**	**(8,293,282)**
Items that may be reclassified subsequently to profit and loss			
Exchange differences on translation of foreign operations, net of tax	16	(74,814)	1,897
Other comprehensive income for the year, net of tax		**(74,814)**	**1,897**
Total comprehensive loss for the year		**(12,079,703)**	**(8,291,385)**
Loss per share attributable to ordinary equity holders			
– Basic loss per share	18	(0.041)	(0.028)
– Diluted loss per share	18	(0.041)	(0.028)

The Consolidated Statement of Profit or Loss and Other Comprehensive Income is to be read in conjunction with the accompanying notes.

Consolidated Statement of Financial Position

	NOTES	30-JUN-22 $	30-JUN-21 $
ASSETS			
Current assets			
Cash and cash equivalents	9	7,330,324	14,415,868
Trade and other receivables	10	2,659,908	2,359,747
Prepaid expenditure		536,769	324,223
Contract acquisition costs		282,160	171,050
Total current assets		**10,809,161**	**17,270,888**
Non-current assets			
Plant and equipment		226,674	280,891
Intangible assets	11	3,774,482	3,515,766
Contract acquisition costs		291,901	150,987
Right-of-use assets	12	314,867	552,885
Other non-current financial assets		–	79,901
Total non-current assets		**4,607,924**	**4,580,430**
Total assets		**15,417,085**	**21,851,318**
LIABILITIES			
Current liabilities			
Trade and other payables	13	1,856,875	1,038,368
Provisions	14	1,169,583	793,169
Lease liabilities	12	226,227	280,225
Deferred revenue	6	2,341,605	1,788,069
Total current liabilities		**5,594,290**	**3,899,831**
Non-current liabilities			
Provisions	14	109,371	137,829
Lease liabilities	12	166,465	368,732
Total non-current liabilities		**275,836**	506,561
Total liabilities		**5,870,126**	4,406,392
Net assets		**9,546,959**	**17,444,926**
EQUITY			
Issued capital	15	63,162,357	62,321,651
Reserves	16	16,420,428	13,154,210
Accumulated losses		(70,035,826)	(58,030,935)
Total equity		**9,546,959**	**17,444,926**

The Consolidated Statement of Financial Position is to be read in conjunction with the accompanying notes.

Consolidated Statement of Changes in Equity

	ISSUED CAPITAL $	RESERVES $	ACCUMULATED LOSSES $	TOTAL EQUITY $
At 1 July 2021	**62,321,651**	**13,154,210**	**(58,030,937)**	**17,444,924**
Comprehensive income:				
Loss for the year	–	–	(12,004,889)	**(12,004,889)**
Other comprehensive income	–	(74,814)	–	**(74,814)**
Total comprehensive loss for the year	**–**	**(74,814)**	**(12,004,889)**	**(12,079,703)**
Transactions with owners in their capacity as owners:				
Contributions of equity, net of transaction costs	840,706	–	–	**840,706**
Share option expense	–	3,341,033	–	**3,341,033**
At 30 June 2022	**63,162,357**	**16,420,428**	**(70,035,826)**	**9,546,959**

	ISSUED CAPITAL $	RESERVES $	ACCUMULATED LOSSES $	TOTAL EQUITY $
At 1 July 2020	**61,912,747**	**11,766,315**	**(49,737,657)**	**23,941,405**
Comprehensive income:				
Loss for the year	–	–	(8,293,282)	**(8,293,282)**
Other comprehensive income	–	1,897	–	**1,897**
Total comprehensive loss for the year	**–**	**1,897**	**(8,293,282)**	**(8,291,385)**
Transactions with owners in their capacity as owners:				
Contributions of equity, net of transaction costs	408,904	–	–	**408,904**
Share option expense	–	1,385,998	–	**1,385,998**
At 30 June 2021	**62,321,651**	**13,154,210**	**(58,030,939)**	**17,444,922**

The Consolidated Statement of Changes in Equity is to be read in conjunction with the accompanying notes.

Consolidated Statement of Cash Flows

	NOTES	30-JUN-22 $	30-JUN-21 $
Cash flows from operating activities			
Receipts from customers		7,512,559	5,757,762
Payment to suppliers and employees		(14,480,551)	(11,315,652)
Payment of interest		(67,408)	(107,957)
Receipt of interest		22,750	96,528
Receipt of Research & Development Tax Incentive		906,033	50,000
Net cash outflow from operating activities	9	**(6,106,617)**	**(5,519,319)**
Cash flows from investing activities			
Payment for intangible assets		(2,116,168)	(1,084,995)
Payment for plant and equipment		(74,202)	(65,291)
(Payment)/Proceeds for other non-current financial assets		(6,059)	–
Receipt of Research & Development Tax Incentive		746,660	–
Net cash outflow from investing activities		**(1,449,769)**	**(1,150,286)**
Cash flows from financing activities			
Proceeds from the issue of shares		840,706	408,904
Payment of principal portion of lease liabilities		(380,566)	(312,671)
Net cash inflow from financing activities		**460,140**	**96,233**
Net increase/(decrease) in cash and cash equivalents		**(7,096,246)**	**(6,573,372)**
Cash and cash equivalents at the beginning of the year		14,415,868	20,980,794
Effects of exchange rate changes on cash and cash equivalents		10,702	8,446
Cash and cash equivalents at the end of the year	9	**7,330,324**	**14,415,868**

The Consolidated Statement of Cash Flows is to be read in conjunction with the accompanying notes.

Notes to the Financial Statements

1. CORPORATE INFORMATION

The consolidated financial statements of LiveHire Limited (referred to as the **Company** or **LiveHire**) and its controlled entity (collectively the Group) for the financial year ended 30 June 2022 (the **Financial Year**) were authorised for issue in accordance with a resolution of the directors on 29 August 2022 and covers LiveHire as an entity as required by the *Corporations Act 2001*. LiveHire is a for-profit entity for the purpose of preparing these financial statements.

The financial statements are presented in Australian dollars.

LiveHire is a company limited by shares incorporated in Australia whose shares are publicly traded on the Australian Securities Exchange (listed on ASX on 8 June 2016).

The address of the registered office and principal place of business is Level 5, 90 Queen Street, Safe Deposit Building, Melbourne VIC 3000.

2. BASIS OF PREPARATION

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the periods presented, unless otherwise stated.

Basis of Preparation

This financial report is a general purpose financial report, prepared by a 'for profit' entity, in accordance with the requirements of the Australian *Corporations Act 2001*, Accounting Standards applicable in Australia and other authoritative pronouncements of the Australian Accounting Standards Board (**AASB**). It also complies with International Financial Reporting Standards (IFRS) and Interpretations published by the International Accounting Standards Board (**IASB**).

Except for cash flow information, the financial statements have been prepared on an accruals basis and are based on historical costs.

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in Note 3.

The accounts have been prepared on a going concern basis, which contemplates continuity of normal business activities and the realisation of assets and settlement of liabilities in the ordinary course of business.

Basis of Consolidation

The consolidated financial statements comprise the financial statements of the Company and its subsidiary as at 30 June 2022. Control is achieved when the Group is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee.

Specifically, the Group controls an investee if, and only if, the Group has:

- Power over the investee (i.e., existing rights that give it the current ability to direct the relevant activities of the investee)
- Exposure, or rights, to variable returns from its involvement with the investee
- The ability to use its power over the investee to affect its returns.

The Group has the majority of the voting or similar rights in its subsidiary. The Group re-assesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control. Consolidation of a subsidiary begins when the Group obtains control over the subsidiary and ceases when the Group loses control of the subsidiary. Assets, liabilities, income, and expenses of a subsidiary acquired or disposed of during the year are included in the consolidated financial statements from the date the Group gains control until the date the Group ceases to control the subsidiary.

Profit or loss and each component of OCI are attributed to the equity holders of the parent of the Group. When necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies in line with the Group's accounting policies. All intra-group assets and liabilities, equity, income, expenses, and cash flows relating to transactions between members of the Group are eliminated in full on consolidation.

A change in the ownership interest of a subsidiary, without a loss of control, is accounted for as an equity transaction.

If the Group loses control over a subsidiary, it derecognises the related assets (including goodwill), liabilities, non-controlling interest and other components of equity, while any resultant gain or loss is recognised in profit or loss. Any investment retained is recognised at fair value.

3. KEY JUDGEMENTS AND ESTIMATES

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The judgements and estimates used in relation to Intangible Assets, Leases and Share-Based Payments when preparing the financial statements for the year ended 30 June 2022 are consistent with those disclosed in our previous year end report, dated 30 June 2021. These judgements and estimates are discussed further in Note 11, Note 12 and Note 17 respectively.

4. OTHER ACCOUNTING POLICIES

Significant and other accounting policies that summarise the measurement basis used and are relevant to an understanding of the financial statements are provided throughout the notes to the financial statements.

The Australian Accounting Standards Board (AASB) has issued several new standards which became effective from 1 July 2021 (financial year ending 30 June 2022 for the company). The company assessed the impact of each new standard. There has been no material impact from the adoption of new standards.

5. SEGMENT INFORMATION

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision maker. The chief operating decision maker, who is responsible for allocating resources and assessing performance of the operating segments, has been identified as the Chief Executive Officer.

Activities in the operating segments are identified by management based on the way resources are allocated, the nature of the resources provided and the identity of service line manager and area of income and expenditure. Discrete financial information about each of these areas is reported to the executive management team on a monthly basis.

Management has determined that the Company has one operating segment being the provision of online Talent Acquisition software. This internal reporting framework is the most relevant to assist the Board with making decisions regarding the company and its ongoing activities.

The geographical breakdown of the revenue for the financial period is as follows:

	30-JUN-22 $	30-JUN-21 $
Australia & New Zealand	**5,120,844**	3,938,360
North America	**2,187,757**	1,595,054
Total Revenue from contracts with customers	**7,308,601**	5,533,414

Single customer revenue of $2,038,181 (approx 28% of total revenue) (2021: $1,567,317).

6. REVENUE FROM CONTRACTS WITH CUSTOMERS AND OTHER INCOME

	30-JUN-22 $	30-JUN-21 $
Revenue from contracts with customers		
– Hosting and Maintenance fees	**4,715,797**	3,714,924
– Implementation fees	**345,576**	216,462
– Integration fees	**130,904**	3,545
– Professional Services fees	**146,692**	200,771
– Other operating revenue	**–**	160
– Direct Sourcing revenue	**1,969,632**	1,397,552
Total Revenue from contracts with customers	**7,308,601**	**5,533,414**
Other income		
– Research & Development Tax Incentive	**391,236**	743,399
– Government Grants	**–**	50,000
Total Other income	**391,236**	793,399
– Interest Income	**19,527**	82,925
Total revenue and other income	**7,719,364**	**6,409,738**

RECOGNITION AND MEASUREMENT

Revenue

All revenues are recognised over time. The following specific recognition criteria must also be met before revenue is recognised.

Hosting and maintenance fees

Hosting and maintenance fee revenue is recognised on a straight-line basis over the period the SaaS arrangement is in place using an output method based on time elapsed as the customer simultaneously receives and consumes the benefit provided by LiveHire's services.

Implementation fees and Integration fees

Implementation and integration fee revenue is recognised in the period the services are provided, as this reflects the period in which the customers have received benefit from the service.

Post Contract Support Services (PCS) – Professional Services fees

Professional Services fees are recognised on a straight-line basis over the period the services are provided as the services are transferred over time.

Direct Sourcing Revenue

Direct sourcing revenue is recognised in the period the services are provided, as this reflects the period in which the customers have received benefit from the service. Direct sourcing revenue is measured based on customer usage each period of the LiveHire services.

RECOGNITION AND MEASUREMENT (continued)

Deferred Revenue

Deferred revenue is recognised if a payment is received from a customer before the Group transfers related services. Deferred revenue is recognised as revenue when the Group performs the services under the contract. The following table includes the amounts invoiced on existing contracts expected to be recognised in the future which relates to performance obligations that are unsatisfied at the reporting date:

BALANCE AT 1/07/2021	AMORTISED TO REVENUE DURING THE YEAR	ADDITIONAL DEFERRED REVENUE IN FY22	BALANCE AT 30/06/2022
1,788,069	(1,763,564)	2,317,100	**2,341,605**

The deferred revenue balance as at 30 June 2022 will be amortised in line with the revenue treatment noted above and will be fully amortised by the end of FY23.

The following table shows the FY21 comparative information:

BALANCE AT 1/07/2020	AMORTISED TO REVENUE DURING THE YEAR	ADDITIONAL DEFERRED REVENUE IN FY21	BALANCE AT 30/06/2021
1,599,865	(1,574,327)	1,762,531	**1,788,069**

Contract Revenue

In addition to the deferred revenue balance at 30 June 2022, the following table includes the transaction price allocated to the remaining performance obligations of contracts with customers that has not yet been recognised as revenue. This relate wholly to future billings under existing contracts:

	30-JUN-22 $
Year revenue will be recognised	
FY23	**$1,589,741**
FY24	**$1,566,104**
FY25	**$703,622**
Total	**$3,859,467**

The following table shows the FY21 comparative information:

	30-JUN-21 $
Year revenue will be recognised	
FY22	$1,308,624
FY23	$1,412,626
FY24	$319,724
Total	**$3,040,974**

All revenue is stated net of the amount of goods and services tax.

6. REVENUE FROM CONTRACTS WITH CUSTOMERS AND OTHER INCOME (continued)

RECOGNITION AND MEASUREMENT (continued)

Government grants/research and development tax incentive

Grants from the government are recognised at their fair value where there is reasonable assurance that the grant will be received, and the Company will comply with all attached conditions. When the grant relates to an expense item, it is recognised as income over the period necessary to match the grant on a systematic basis to the costs that it is intended to compensate. When the grant relates to an asset, it is deducted from the asset to which it relates, the net value of which is amortised over its expected useful life. The Company is treating the receipt of the R&D Tax Incentive refund as a government grant.

Key estimate: Apportionment of research and development tax incentive

The company estimates the research and development tax incentive relating to an asset based on the assessment of the proportion of eligible costs that are capitalised as part of the asset value as opposed to expensed.

Interest Income

Interest income is recognised using effective interest method.

Contract Acquisition Costs

The company pays sales commissions to its employees for contracts they obtain with customers. These commissions are capitalised as an asset and amortised over the average expected duration of the customer.

7. EXPENSES

	30-JUN-22 $	30-JUN-21 $
Loss before income tax includes the following specific expenses		
Employee benefits expense		
– Salaries and wages	**10,663,176**	7,714,499
– Capitalisation of salaries & wages	**(1,904,099)**	(884,247)
– Superannuation contributions	**852,095**	632,041
– Payroll tax	**577,376**	460,939
– Employee entitlement accrual	**398,202**	223,069
	10,586,750	**8,146,301**
Operating expenses		
– Advertising and marketing expenses	**505,056**	299,859
– Consultants and contractor fees	**957,862**	803,560
– Capitalisation of consultants and contractor fees	**(212,069)**	(200,747)
– Technology related expenses	**1,755,511**	1,345,506
– Operating and administration expenses	**1,152,872**	997,586
	4,159,232	**3,245,764**
Depreciation and amortisation expenses		
– Depreciation of fixed assets	**132,081**	129,743
– Depreciation of right-of-use assets	**294,911**	338,870
– Amortisation of software development asset	**1,120,240**	1,324,587
	1,547,232	**1,793,200**
Finance expense		
– Interest expense on lease liabilities	**67,408**	107,957
	67,408	**107,957**

8. INCOME TAX EXPENSE

The company has unrecognised tax losses of $43,553,577 (2021: $35,963,565) that are available indefinitely for offsetting against future profits of the company.

RECOGNITION AND MEASUREMENT

The income tax revenue (expense) for the year comprises current income tax revenue (expense) and deferred tax revenue (expense).

Current taxes

Current income tax expense charged to the profit or loss is the tax payable on taxable income calculated using applicable income tax rates enacted, or substantively enacted, as at the end of the reporting date. Current tax assets (liabilities) are therefore measured at the amounts expected to be recovered from (paid to) the relevant taxation authority.

Deferred taxes

Deferred income tax expense reflects movements in deferred tax asset and deferred tax liability balances during the year as well as unused tax losses.

	30-JUN-22 $	30-JUN-21 $
(a) Income Tax Expense		
Reconciliation of income tax expense to prima facie tax payable:		
Loss before income tax expense	**(11,982,291)**	(8,293,282)
Prima facie income tax at 25% (26%)	**(2,995,573)**	(2,156,253)
Under/over from prior year	**300,524**	276,610
Effect of amounts that are not deductible/(taxable) in determining taxable income (25%)	**895,315**	323,385
Effect of tax concessions (R&D Tax Incentive)	**255,951**	74,670
Effect of deferred tax asset on temporary differences & tax losses not brought to account (25%)	**1,521,185**	1,457,788
Income tax effect	**(22,598)**	(23,800)
(b) Deferred tax assets not recognised		
Temporary differences	**1,143,776**	879,881
Tax losses – revenue	**10,888,394**	10,069,052
	12,032,170	10,948,933
Offset against deferred tax liabilities recognised	**(79,421)**	(422,351)
	11,952,749	10,526,582
Amounts in equity	**28,628**	103,900
Deferred tax assets not brought to account	**11,981,377**	10,630,482
(c) Deferred tax liability		
Temporary differences	**(79,421)**	(422,351)
Offset against deferred tax assets recognised	**79,421**	422,351
	–	–

8. INCOME TAX EXPENSE (continued)

The income tax rate of 25% (26% FY21) has been used based on satisfying the relevant conditions of a base rate entity, being:

- Aggregated turnover less than the aggregated turnover threshold, which is $50 million for FY22
- 80% or less of assessable income is base rate entity passive income

Current and deferred tax expense (income) is charged or credited directly to equity instead of the profit or loss when the tax relates to items that are credited or charged directly to equity.

Deferred tax assets and liabilities are ascertained based on temporary differences arising between the tax bases of assets and liabilities and their carrying amount in the financial statements. Deferred tax assets also result where amounts have been fully expensed but future tax deductions are available. No deferred income tax will be recognised from the initial recognition of an asset or liability, excluding a business combination, where there is no effect on accounting or taxable profit and loss.

Deferred tax assets and liabilities are calculated at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled, based on tax rates enacted or substantively enacted at the end of the reporting period. Their measurements also reflect the way management expects to recover or settle that carrying amount of the related asset or liability.

Deferred tax assets relating to temporary differences and unused tax losses are recognised only to the extent that it is probable that future taxable profit will be available against which the benefits of the deferred tax asset can be utilised.

Deferred tax assets and liabilities are offset where a legally enforceable right of set-off exists, the deferred tax assets and liabilities relate to income taxes levied by the same taxation authority on either the same taxable entity or different taxable entities where it is intended that net settlement or simultaneous realisation and settlement of the respective asset and liability will occur in the future periods in which significant amounts of deferred tax assets or liabilities are expected to be recovered or settled.

The utilisation of unrecognised deferred tax assets will be dependent upon the production of sufficient future taxable income and compliance taxation regulations.

9. CASH AND CASH EQUIVALENTS

Reconciliation to cash at the end of the year

	30-JUN-22 $	30-JUN-21 $
Cash on hand	**240**	240
Cash at bank	**6,405,539**	5,076,838
Term deposit	**924,545**	9,338,790
	7,330,324	**14,415,868**

Reconciliation of net cash flows from operating activities

	NOTES	30-JUN-22 $	30-JUN-21 $
Loss for the financial year		**(12,004,889)**	(8,293,282)
Adjustments for:			
Depreciation of property, plant and equipment	7	**132,082**	129,743
Depreciation of right of use assets	7	**294,910**	338,870
Amortisation of intangible assets	7	**1,120,239**	1,324,588
Loss on disposal of Property Plant Equipment		**–**	(611)
Employee entitlements		**398,202**	223,069
Share based payments	17	**3,341,033**	1,385,998
Net foreign exchange differences		**(79,954)**	(3,824)
Other expenses		**–**	–
Changes in assets and liabilities			
(Increase)/decrease in trade and other receivables		**(300,161)**	(1,227,491)
(Increase)/decrease in prepaid expenditure		**(212,546)**	80,660
(Increase)/decrease in contract acquisition costs		**(252,024)**	(42,042)
Increase/(decrease) in trade payables and accruals		**902,955**	376,198
Increase/(decrease) in deferred income		**553,536**	188,204
Cash flows used in operating activities		**(6,106,617)**	(5,519,319)

RECOGNITION AND MEASUREMENT

Cash at bank and on deposit

Cash and cash equivalents include cash on hand, deposits held at call with financial institutions, other short-term highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

10. TRADE AND OTHER RECEIVABLES

	30-JUN-22 $	30-JUN-21 $
Trade receivables	**1,831,717**	1,004,086
Research & Development Tax Incentive	**827,388**	1,351,634
Accrued interest	**803**	4,027
Total trade and other receivables	**2,659,908**	**2,359,747**

RECOGNITION AND MEASUREMENT

Trade receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method. Trade receivables are non-interest bearing and are generally on terms of 14 to 30 days.

Research & Development (R&D) Tax Incentive

The R&D tax incentive relates to an Australian Government tax incentive which provides a tax offset for eligible R&D activities. The R&D tax incentive is initially recognised at fair value and subsequently measured at amortised cost using the effective interest method. The R&D tax incentive is non-interest bearing.

Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (**ATO**).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

Impairment

For trade receivables, the Group applies a simplified approach in calculating ECLs. Therefore, the Group does not track change in credit risk, but instead recognises loss allowance based on lifetime ECLs at each reporting date. See Credit Risk section in note 22 for more detail.

11. INTANGIBLE ASSETS

	30-JUN-22 $	30-JUN-21 $
SOFTWARE DEVELOPMENT		
Cost	**12,708,599**	10,592,432
R&D Tax Incentive	**(3,375,828)**	(2,638,617)
Accumulated amortisation	**(5,558,289)**	(4,438,049)
Net carrying amount	**3,774,482**	**3,515,766**
Total intangible assets	**3,774,482**	**3,515,766**
MOVEMENT		
Net carrying amount at the beginning of the year	**3,515,766**	4,363,592
Additions	**2,116,168**	1,084,995
Research & Development Tax Incentive	**(737,212)**	(608,234)
Amortisation for the year	**(1,120,240)**	(1,324,587)
Net carrying amount at the end of the year	**3,774,482**	3,515,766

RECOGNITION AND MEASUREMENT

Software development

Software consists of capitalised development costs being an internally generated intangible asset.

Research costs are expensed in the year in which they are incurred. Development costs are capitalised when it is probable that the project will be a success considering its commercial and technical feasibility; the Company is able to use or sell the asset; the Company has sufficient resource and intent to complete the development and its costs can be measured reliably. Capitalised development costs are amortised on a straight-line basis from the time they are first available for use and over the period of their expected benefit, being their finite life of five years.

A summary of the useful lives of intangible assets is as follows:

INTANGIBLE ASSET	USEFUL LIFE
Software	5 years

Key estimate: Impairment of intangible assets

If events or changes in circumstances indicate that the intangible assets may be impaired, the Company will carry out an impairment test on the asset to determine if a portion should be expensed to the statement of profit or loss and other comprehensive income.

Key judgement: Useful lives of intangible assets

The company determines the estimated useful lives and related amortisation charges for its software development asset. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Key judgement: Costs to be capitalised

The company determines development costs to be capitalised by allocating the salaries of product and technology employees against activities which are assessed against criteria for capitalising costs. The criteria for development costs to be capitalised are detailed above under Software development.

12. LEASES

The Group has lease contracts for office buildings used in its operations. These leases have a term between three and five years.

	RIGHT-OF USE ASSETS		LEASE LIABILITIES
	PREMISES $	TOTAL $	TOTAL $
As at 30 June 2020	891,755	891,755	961,628
Depreciation expense	(338,870)	(338,870)	–
Interest expense	–	–	107,957
Payments	–	–	(420,628)
As at 30 June 2021	**552,885**	**552,885**	**648,957**
Additions	56,893	56,893	56,893
Depreciation expense	(294,911)	(294,911)	–
Interest expense	–	–	67,408
Payments	–	–	(380,566)
As at 30 June 2022	**314,867**	**314,867**	**392,692**
Current lease liability	–	–	226,227
Non-Current lease liability	–	–	166,465
Total Lease Liability as at 30 June 2022	**–**	**–**	**392,692**

The table below are the amounts recognised in profit and loss during the period:

	30-JUN-22 $	30-JUN-21 $
Depreciation expense of right-of-use asset	**294,911**	338,870
Interest expense on lease liabilities	**67,408**	107,957
Expenses relating to leases of low-value assets	**5,604**	5,604
Total amount recognised in profit or loss	**367,923**	452,431

12. LEASES (continued)

RECOGNITION AND MEASUREMENT

Right-of-use assets

The Group recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Unless the Group is reasonably certain to obtain ownership of the leased asset at the end of the lease term, the recognised right-of-use assets are depreciated on a straight-line basis over the shorter of its estimated useful life and the lease term. Right-of-use assets are subject to impairment.

Lease liabilities

At the commencement date of the lease, the Group recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees.

The variable lease payments that do not depend on an index or a rate are recognised as expense in the period on which the event or condition that triggers the payment occurs.

Practical Expedient

The Group applies the practical expedient in paragraph C9 a. The effect of using this expedient is that the group applies the low value asset exemption to leases of assets below $15,000.

Key judgement: Renewal option

LiveHire has the option, under some of its leases to lease properties for additional terms of two to three years. The Group applied judgement in evaluating whether it is reasonably certain to exercise the option to renew. That is, it considers all relevant factors that create an economic incentive for it to exercise the renewal. After the commencement date, the Group reassesses the lease term if there is a significant event or change in circumstances that is within its control and affects its ability to exercise (or not to exercise) the option to renew. The Group has therefore included the renewal period as part of the lease term for its property leases due to the needs of the business.

Key judgement: Incremental borrowing rate

The Group has applied judgement to determine the incremental borrowing rate which significantly affects the amount of lease liabilities and right-of-use asset recognised. The group applies a rate it best believes to be the rate that the Group will have to pay to obtain funds for an asset of a similar value to the right-of-use asset in a similar economic environment.

13. TRADE AND OTHER PAYABLES

	30-JUN-22 $	30-JUN-21 $
CURRENT		
Unsecured liabilities		
Trade payables	**502,740**	186,627
Employee commissions payable	**529,928**	236,939
Sundry payables and accrued expenses	**357,729**	331,793
Payroll tax payable	**137,569**	49,339
PAYG payable	**208,773**	172,341
Superannuation payable	**65,294**	50,421
GST (receivable)/payable	**54,842**	10,908
Total trade and other payables	**1,856,875**	1,038,368

RECOGNITION AND MEASUREMENT

Trade and Other Payables

Trade and other payables represent the liabilities for goods and services received by the Company that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability. Trade payables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method.

14. PROVISIONS

CURRENT	30-JUN-22 $	30-JUN-21 $
EMPLOYEE BENEFITS		
Opening balance at beginning of year	**793,169**	600,761
Provisions (used)/raised during the year	**376,414**	192,408
Balance at the end of the year	**1,169,583**	793,169

Employee Benefits

Short-term employee benefits

Provision is made for the Company's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before twelve months after the end of the annual reporting period in which the employees render the related service. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The company's obligations for short-term employee benefits such as wages and salaries are recognised as part of current trade and other payables in the statement of financial position. The Company's obligations for employees' annual leave and long service leave entitlements are recognised as provisions in the statement of financial position.

NON-CURRENT	30-JUN-22 $	30-JUN-21 $
EMPLOYEE BENEFITS		
Balance at the beginning of the year	**137,829**	108,544
Provisions (used)/raised during the year	**(28,458)**	29,285
Balance at the end of the year	**109,371**	137,829

Other long-term employee benefits

Provision is made for employees' long service leave and annual leave entitlements not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees.

Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures and are discounted at rates determined by reference to market yields at the end of the reporting period on high quality corporate bonds that have maturity dates that approximate the terms of the obligations. Any re-measurements for changes in assumptions of obligations for other long-term employee benefits are recognised in profit or loss in the periods in which the changes occur.

The company's obligations for long-term employee benefits are presented as non-current provisions in its statement of financial position, except where the company does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current provisions.

15. ISSUED CAPITAL

Issued and fully paid

	30-JUN-22		30-JUN-21	
	$	NO.	$	NO.
Ordinary shares	**63,162,357**	**295,048,591**	62,321,651	294,052,098
	63,162,357	**295,048,591**	**62,321,651**	**294,052,098**

Ordinary shares

Ordinary shares are fully paid and have no par value. They carry one vote per share. They bear no special terms or conditions affecting income or capital entitlements of the shareholders and are classified as equity.

Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax, from the proceeds.

Movement Reconciliation

ORDINARY SHARES	DATE	QUANTITY	ISSUE PRICE	$
Balance 30 June 2020		302,921,950		61,912,747
– Cashless buyback of Loan Back Shares	23/7/2020	(3,701,498)	–	–
– Exercise of performance rights & options	1/9/2020	308,535	–	–
– Exercise of performance rights & options	15/9/2020	1,980,506	–	–
– Cashless buyback of Loan Back Shares	13/10/2020	(2,192,350)	–	–
– Loan back shares repayments		–	–	375,739
– Exercise of performance rights & options	29/12/2020	75,000	–	–
– Exercise of performance rights & options	11/2/2021	717,130	–	–
– Cashless buyback of Loan Back Shares	25/2/2021	(5,250,000)	–	–
– Cashless buyback of Loan Back Shares	25/2/2021	(807,175)	–	–
– Loan back shares repayments		–	–	33,165
Balance 30 June 2021		**294,052,098**		**62,321,651**
– Loan back shares repayments	8/7/2021	–	–	196,016
– Exercise of performance rights	13/9/2021	790,202	–	–
– Loan back shares repayments	29/9/2021	–	–	62,752
– Loan back shares repayments	11/10/2021	–	–	19,639
– Loan back shares repayments	19/10/2021	–	–	119,739
– Exercise of performance rights	1/12/2021	962,457	–	–
– Loan back shares repayments	27/1/2022	–	–	39,297
– Exercise of performance rights	28/2/2022	1,517,847	–	–
– Loan back shares repayments	28/2/2022	–	–	8,267
– Loan back shares repayments	1/3/2022	–	–	20,000
– Loan back shares repayments	4/3/2022	–	–	125,668
– Loan back shares repayments	4/3/2022	–	–	50,504
– Loan back shares repayments	20/4/2022	–	–	198,824
– Exercise of performance rights	28/6/2022	37,037	–	–
– Cashless buyback of Loan Back Shares	28/6/2022	(2,311,050)	–	–
Balance 30 June 2022		**295,048,591**		**63,162,357**

16. RESERVES

	SHARE-BASED PAYMENTS RESERVE $	CURRENCY TRANSLATION RESERVE $	TOTAL $
Balance at 1 July 2020	11,761,106	5,209	11,766,315
Share-based payment expense	1,385,998	–	1,385,998
Foreign currency translation differences	–	1,897	1,897
Balance at 30 June 2021	**13,147,104**	**7,106**	**13,154,210**
Share-based payment expense	3,341,033	–	3,341,033
Foreign currency translation differences	–	(74,815)	(74,815)
Balance at 30 June 2022	**16,488,137**	**(67,709)**	**16,420,428**

Share-based payments reserve

The share-based payments reserve is used to recognise the value of equity-settled share-based payments provided to employees, including key management personnel, as part of their remuneration. Refer to Note 17 for further details of these plans.

Foreign currency translation reserve

The translation reserve is used to record exchange differences arising from the translation of the Financial Statements of its overseas subsidiary.

17. SHARE-BASED PAYMENTS

	30-JUN-22 $	30-JUN-21 $
Share-based payment expense recognised during the year		
Options issued to employees and consultants (i)	**252,309**	103,464
Shares issued under employee share scheme (ii)	**1,218**	(156,169)
Modification of shares issued under employee share scheme (iv)	**–**	128,919
	253,527	**76,214**
Performance and Service rights issued to employees and contractors (iii)	**3,087,506**	1,309,784
	3,341,033	**1,385,998**

17. SHARE-BASED PAYMENTS (continued)

The key assumptions and inputs relating to the options, performance rights and service rights issued to employees during FY2022 are outlined below.

i) Options issued to employees and consultants

On 17 November 2021 the Company issued 2,662,286 options exercisable into ordinary shares on a 1:1 basis to the Chief Executive Officer with a strike price of $0.36/share. The vesting of the options is subject to the Chief Executive Officer remaining employed (and no notice of termination being given) as at 30 June 2024.

The fair value at grant date was determined using Black-Scholes option pricing model using the following inputs:

FAIR VALUE OF EMPLOYEE SHARE SCHEME	
Date of Grant	17-Nov-21
Number of Options	2,662,286
Date of Expiry	5-Apr-27
Exercise Price	$0.360
Share Price at Grant Date	$0.400
Volatility	80%
Expected dividend yield rate	0%
Risk free rate	1.3%
Fair Value of each Option	$0.210
Total Fair Value as at 30 June 2022:	**$559,080**
Value recognised during the current period:	$131,583
Value to be recognised in future periods [1]:	$427,497

1 Value subject to vesting criteria.

Details of options outstanding during the period are as follows:

GRANT DATE	EXPIRY DATE	EXERCISE PRICE	BALANCE AT BEGINNING OF PERIOD	GRANTED DURING PERIOD	EXERCISED DURING PERIOD	FORFEITED DURING PERIOD	BALANCE AT END OF PERIOD	EXERCISABLE AT END OF PERIOD
8-Aug-17	9-Aug-21	0.6927	1,000,000	–	–	(1,000,000)	–	–
11-Dec-19	11-Dec-23	0.6000	1,500,000	–	–	–	1,500,000	1,500,000
11-Feb-21	11-Feb-26	0.3200	2,925,000	–	–	–	2,925,000	–
17-Nov-21	5-Apr-27	0.3600	–	2,662,286	–	–	2,662,286	–
Total:			**5,425,000**	**2,662,286**	**–**	**(1,000,000)**	**7,087,286**	**1,500,000**

Details of options outstanding during the prior period were as follows:

GRANT DATE	EXPIRY DATE	EXERCISE PRICE	BALANCE AT BEGINNING OF PERIOD	GRANTED DURING PERIOD	EXERCISED DURING PERIOD	FORFEITED DURING PERIOD	BALANCE AT END OF PERIOD	EXERCISABLE AT END OF PERIOD
14-Oct-16	14-Oct-20	0.1884	1,000,000	–	(380,926)	(619,074)	–	–
12-Jan-17	12-Jan-21	0.3814	1,000,000	–	–	(1,000,000)	–	–
8-Aug-17	9-Aug-21	0.6927	1,000,000	–	–	–	1,000,000	204,150
11-Dec-19	11-Dec-23	0.6000	1,500,000	–	–	–	1,500,000	1,000,000
11-Feb-21	11-Feb-26	0.3200	–	2,925,000	–	–	2,925,000	–
Total:			**4,500,000**	**2,925,000**	**(380,926)**	**(1,619,074)**	**5,425,000**	**1,204,150**

17. SHARE-BASED PAYMENTS (continued)

ii) Shares issued under employee share scheme:

Shares issued under employee share scheme to employees:

These shares are ordinary shares subject to loan arrangements under the Employee Incentive Plan. The loans relating to the Loan Back Shares must be repaid in accordance with the terms of the Employee Incentive Plan and in any event, within four years of the date of issue.

No loan back shares were issued during the period (2021: Nil).

iii) Rights issued to Employees:

The Company issued 11,953,225 Rights to employees.

Details of Performance Rights and Service Rights outstanding during the period are as follows:

GRANT DATE	EXPIRY DATE	EXERCISE PRICE	BALANCE AT BEGINNING OF PERIOD	GRANTED DURING PERIOD[1]	EXERCISED DURING PERIOD	FORFEITED DURING PERIOD	BALANCE AT END OF PERIOD	EXERCISABLE AT END OF PERIOD
20-Sep-17	19-Sep-21	–	769,758	–	(400,000)	(369,758)	–	–
2-Jul-18	1-Jul-22	–	240,000	–	(240,000)	–	–	–
18-Sep-18	17-Sep-22	–	175,000	–	–	(175,000)	–	–
17-Dec-18	16-Dec-22	–	263,352	–	–	–	263,352	263,352
26-Mar-19	26-Mar-23	–	300,000	–	(150,000)	–	150,000	150,000
13-Oct-20	13-Oct-24	–	1,681,608	–	(893,050)	–	788,558	788,558
30-Nov-20	11-Feb-26	–	3,615,716	–	(265,625)	–	3,350,091	361,719
22-Jun-21	22-Jun-26	–	81,752	–	–	–	81,752	81,752
1-Jul-21	1-Jul-36	–	–	161,040	–	(161,040)	–	–
25-Oct-21	25-Oct-25	–	–	7,898,423	(1,358,868)	–	6,539,555	3,363,394
17-Nov-21	5-Apr-37	–	–	1,427,142	–	–	1,427,142	238,195
4-Jan-22	4-Jan-27	–	–	300,000	–	–	300,000	–
16-Feb-22	5-Apr-37	–	–	1,866,620	–	–	1,866,620	83,333
23-Feb-22	23-Feb-26	–	–	300,000	–	–	300,000	300,000
Total:			**7,127,186**	**11,953,225**	**(3,307,543)**	**(705,798)**	**15,067,070**	**5,630,303**

1 Refer to below fair value tables for Performance and Service Rights.

Details of Performance Rights and Service Rights outstanding during the prior period were as follows:

GRANT DATE	EXPIRY DATE	EXERCISE PRICE	BALANCE AT BEGINNING OF PERIOD	GRANTED DURING PERIOD	EXERCISED DURING PERIOD	FORFEITED DURING PERIOD	BALANCE AT END OF PERIOD	EXERCISABLE AT END OF PERIOD
14-Oct-16	13-Oct-20	–	308,535	–	(308,535)	–	–	–
20-Sep-17	19-Sep-21	–	769,758	–	–	–	769,758	769,758
2-Jul-18	1-Jul-22	–	240,000	–	–	–	240,000	240,000
18-Sep-18	17-Sep-22	–	175,000	–	–	–	175,000	175,000
2-Oct-18	1-Oct-22	–	1,499,580	–	(1,499,580)	–	–	–
17-Dec-18	16-Dec-22	–	338,352	–	(75,000)	–	263,352	263,352
26-Mar-19	26-Mar-23	–	500,000	–	(100,000)	(100,000)	300,000	150,000
13-Oct-20	13-Jan-21	–	–	2,424,730	(717,130)	(25,992)	1,681,608	1,681,608
30-Nov-20	11-Feb-26	–	–	3,615,716	–	–	3,615,716	–
22-Jun-21	22-Jun-26	–	–	81,752	–	–	81,752	–
Total:			**3,831,225**	**6,122,198**	**(2,700,245)**	**(125,992)**	**7,127,186**	**3,279,718**

17. SHARE-BASED PAYMENTS (continued)

Performance Rights

FAIR VALUE OF PERFORMANCE RIGHTS	TRANCHE [1]	TRANCHE [2]	TRANCHE [1]	TRANCHE [1]	TRANCHE [3]	TRANCHE [3]	TRANCHE [1]
Date of Grant	25-Oct-21	25-Oct-21	25-Oct-21	25-Oct-21	17-Nov-21	16-Feb-22	23-Feb-22
Number of Rights	4,271,320	2,976,161	200,000	450,942	1,188,947	1,783,287	300,000
Date of Expiry	25-Oct-25	25-Oct-25	25-Oct-25	25-Oct-25	5-Apr-37	5-Apr-37	23-Feb-26
Exercise Price	–	–	–	–	–	–	–
Share Price at Grant Date	$0.350	$0.350	$0.350	$0.350	$0.400	$0.400	$0.365
Volatility	N/A	N/A	N/A	N/A	80%	80%	N/A
Expected dividend yield rate	0%	0%	0%	0%	0%	0%	0%
Risk free rate	N/A	N/A	N/A	N/A	0.9%	0.8%	N/A
Fair Value of each Performance Right	$0.350	$0.350	$0.350	$0.350	$0.240	$0.242	$0.365
Total Fair Value at Grant Date:	**$1,494,962**	**$1,041,656**	**$70,000**	**$157,830**	**$285,448**	**$431,555**	**$109,500**
Value recognised during the current period:	$1,494,962	$389,266	$47,562	$157,830	$67,182	$66,854	$109,500
Value to be recognised in future periods:	$0	$652,391	$22,438	$0	$218,266	$364,702	$0

1 These issued rights are subject to the individuals remaining employed with the Company at vesting date. The fair value at grant date of these awards has been determined based on the grant date share price.

2 These issued rights contain internal performance based metrics and will vest over a 3 year period to 24 October 2024. The fair value at grant date of these awards has been determined based on the grant date share price in conjunction with a probability weighting of the employees achieving the internal performance metrics.

3 These issued rights contain market based (share price) hurdles which will be measured and which will vest over the period to 30 June 2024. The fair value at grant date of these awards has been determined using a Monte Carlo simulation.

Service Rights

FAIR VALUE OF SERVICE RIGHTS	TRANCHE [1,3]	TRANCHE [1]	TRANCHE [2]	TRANCHE [1]
Date of Grant	1-Jul-21	17-Nov-21	4-Jan-22	16-Feb-22
Number of Rights	161,040	238,195	300,000	83,333
Date of Expiry	1-Jul-36	5-Apr-37	4-Jan-27	5-Apr-37
Share Price at Grant Date	$0.373	$0.360	$0.345	$0.360
Fair Value of each Service Right	$0.373	$0.360	$0.345	$0.360
Total Fair Value as at 30 June 2022:	**$60,000**	**$85,750**	**$103,500**	**$30,000**
Value recognised during the current period:	$0	$85,750	$18,575	$30,000
Value to be recognised in future periods:	$0	$0	$84,925	$0

1 These issued service rights are subject to the individuals remaining employed with the Company at vesting date. The fair value at grant date of these awards has been determined based on the grant date share price.

2 These issued service rights will vest over a 3 year period to 1 January 2025. The fair value at grant date of these awards has been determined based on the grant date share price.

3 Forfeited prior to meeting vesting criteria.

17. SHARE-BASED PAYMENTS (continued)

iv) Prior period modification of shares issued under employee share scheme:

On 13 October 2020, the Group agreed to vary the loan agreements for employees associated with certain Loan Back Share arrangements, to extend the following loan periods:

- Those due to expire on 14 October 2020 (being four year term after the Loan Back Shares were issued) to extend for a further two years until 14 October 2022. The number of Loan Back Shares involved was 1,235,577 with a total loan value of $156,369 based on the original issue price, which varied for individual holders. The incremental fair value granted is the difference between the fair value directly before the modification and the fair value directly after the modification, determined using Black-Scholes option pricing model. The additional expense recognised during the year was $62,482.
- Those due to expire on 20 September 2021 (being four year term after the Loan Back Shares were issued) to extend for a further two years until 20 September 2023. The number of Loan Back Shares involved was 1,072,849 with a total loan value of $15,470 based on the original issue price, which varied for individual holders. Using Black-Scholes option pricing model, the additional expense recognised during the year was $66,437.

RECOGNITION AND MEASUREMENT

Share-based payments expense

Equity-settled transactions are awards of shares, options over shares or performance rights, that are provided to employees in exchange for the rendering of services. Cash-settled transactions are awards of cash for the exchange of services, where the amount of cash is determined by reference to the share price.

The cost of equity-settled transactions are measured at fair value on grant date. For instruments where there are no market based vesting conditions, fair value is determined using either the Black-Scholes or Monte Carlo simulation option pricing model that takes into account the exercise price, the term of the option, the impact of dilution, the share price at grant date and expected price volatility of the underlying share, the expected dividend yield and the risk free interest rate for the term of the option, together with non-vesting conditions that do not determine whether the Company receives the services that entitle the employees to receive payment. For instruments with market based vesting conditions these conditions are also factored into the fair value using a Monte-Carlo simulation methodology but no account is taken of any other vesting conditions.

The cost of equity-settled transactions are recognised as an expense with a corresponding increase in equity over the vesting period. The cumulative charge to profit or loss is calculated based on the grant date fair value of the award, the best estimate of the number of awards that are likely to vest and the expired portion of the vesting period. The amount recognised in profit or loss for the period is the cumulative amount calculated at each reporting date less amounts already recognised in previous periods.

If equity-settled awards are modified, as a minimum, an expense is recognised as if the modification has not been made. An additional expense is recognised, over the remaining vesting period, for any modification that increases the total fair value of the share-based compensation benefit as at the date of modification.

If the non-vesting condition is within the control of the Company or employee, the failure to satisfy the condition is treated as a cancellation. If the condition is not within the control of the Company or employee and is not satisfied during the vesting period, any remaining expense for the award is recognised over the remaining vesting period, unless the award is forfeited.

If equity-settled awards are cancelled, it is treated as if it has vested on the date of cancellation, and any remaining expense is recognised immediately. If a new replacement award is substituted for the cancelled award, the cancelled and new award is treated as if they were a modification.

Key estimate: Fair value of share-based payment transactions

The company determines the estimated fair value of share-based payment transactions based on the fair value of the equity instruments granted. For non-market conditions the company assigns a probability to meeting the vesting conditions and estimates the vesting period in which the share-based payment expense is recognised over. The key assumptions used in determining the fair value of share-based payments are described above.

18. EARNINGS PER SHARE

The earnings and weighted average number of ordinary shares used in the calculation of basic earnings per share are as follows:

	30-JUN-22	30-JUN-21
Net loss attributable to the ordinary equity holders of the Group ($)	**(12,004,889)**	(8,293,282)
Weighted average number of ordinary shares for basis per share (No)	**295,733,914**	297,601,868
Continuing operations		
– Basic loss per share ($)	(0.041)	(0.028)
– Diluted loss per share ($)	(0.041)	(0.028)

19. AUDITORS' REMUNERATION

	30-JUN-22 $	30-JUN-21 $
Fees to Ernst & Young (Australia):		
Fees for auditing the statutory financial report of the parent covering the group and auditing the statutory financial reports of any controlled entities	**132,361**	123,200
Fees for other services		
– Taxation services for R&D grant	**31,000**	15,315
Total fees to Ernst & Young (Australia)	**163,361**	138,515

20 RELATED PARTY TRANSACTIONS

Key Management Personnel Compensation

Disclosures relating to KMP are set out in the remuneration report of the director's report.

The total remuneration paid to KMP of the company during the year are as follows:

	30-JUN-22 $	30-JUN-21 $
Short-term employee benefits	**1,221,847**	1,087,011
Post-employment benefits	**95,356**	84,124
Long-term employee benefits	**50,575**	4,517
Share-based payments	**844,944**	411,438
	2,212,722	1,587,091

Transactions with Related Parties

There were no related party transactions during the period.

21 CONTROLLED ENTITIES

Investments in controlled entities are initially recognised at cost. The consolidated financial statements include the financial statements of LiveHire Limited and the subsidiary in the following table:

NAME OF ENTITY	COUNTRY OF INCORPORATION	EQUITY HOLDING FY22 %	EQUITY HOLDING FY21 %
LiveHire US, Inc	United States	100%	100%

The parent entity within the Group is LiveHire Ltd. LiveHire Ltd owns 100% of LiveHire US,Inc.

22. FINANCIAL RISK MANAGEMENT

Financial risk management objectives

The Company's activities expose it to a variety of financial risks: market risk (being interest rate risk), credit risk and liquidity risk. The Company's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Company. The Company uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate, ageing analysis for credit risk and beta analysis in respect of investment portfolios to determine market risk.

Risk management is carried out by senior finance executives (Finance) under policies approved by the Board. These policies include identification and analysis of the risk exposure of the Company and appropriate procedures, controls and risk limits. Finance identifies, evaluates and hedges financial risks. Finance reports to the Board on a regular basis.

Market risk

Price risk

The Company is not exposed to any significant price risk.

Credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Company. The Company has a strict code of credit, including obtaining agency credit information, confirming references and setting appropriate credit limits. The Company obtains guarantees where appropriate to mitigate credit risk. The maximum exposure to credit risk at the reporting date to recognised financial assets is the carrying amount, net of any provisions for impairment of those assets, as disclosed in the statement of financial position and notes to the financial statements. The Company does not hold any collateral.

Based on latest observation of customer payments and financial condition a provision of $41,013 at 30 June 2022 was recognised (2021: $61,208).

As at 30 June 2022 trade receivables of $200,075 (2021: $168,062) were past due but not considered impaired. The ageing analysis of these trade receivables is as follows:

	30-JUN-22 $	30-JUN-21 $
Up to 3 months	132,935	84,601
3 to 6 months	60,400	83,461
Greater than 6 months	6,740	
	200,075	**168,062**

Interest rate risk

Interest rate risk consists of cash flow interest rate risk for term deposits (the risk that future cash flows of a financial instrument will vary due to changes in market interest rates) and fair value interest rate risk (the risk that the value of the financial instrument will vary due to changes in market interest rates).

Interest rate risk is the risk of financial loss and/or increased costs due to adverse movements in the values of the financial assets and liabilities as a result of changes in interest rates.

Sensitivity Analysis – Interest rate risk

The Company performed a sensitivity analysis relating to its exposure to interest rate at the reporting date. This sensitivity analysis demonstrates the effect on the current period results and equity which could result from a change in the interest rates on the average 12-month cash reserves:

	30-JUN-22 $	30-JUN-21 $
Change in loss:		
Increase by 1.0%	**111,236**	172,278
Decrease by 0.25%	**(27,809)**	(43,069)

22. FINANCIAL RISK MANAGEMENT (continued)

Liquidity risk

Vigilant liquidity risk management requires the Company to maintain sufficient liquid assets (mainly cash and cash equivalents) and available borrowing facilities to be able to pay debts as and when they become due and payable.

The Company manages liquidity risk by maintaining adequate cash reserves and available borrowing facilities by continuously monitoring actual and forecast cash flows and matching the maturity profiles of financial assets and liabilities.

Remaining contractual maturities

The following tables detail the Company's remaining contractual maturity for its financial instrument liabilities. The tables have been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the financial liabilities are required to be paid. The tables include both interest and principal cash flows disclosed as remaining contractual maturities and therefore these totals may differ from their carrying amount in the statement of financial position.

30-JUN-22 NON-DERIVATIVES	1 YEAR OR LESS $	BETWEEN 1 & 2 YEARS $	BETWEEN 2 & 5 YEARS $	REMAINING CONTRACTUAL MATURITIES $
NON-INTEREST BEARING				
Trade payables	502,740	–	–	502,740
Other payables	411,636	–	–	411,636
Lease payables	226,227	166,465		392,692
Other non-current liabilities	–	–	–	–
Total non-derivatives	**1,140,603**	**166,465**	**–**	**1,307,068**

30-JUN-21 NON-DERIVATIVES	1 YEAR OR LESS $	BETWEEN 1 & 2 YEARS $	BETWEEN 2 & 5 YEARS $	REMAINING CONTRACTUAL MATURITIES $
NON-INTEREST BEARING				
Trade payables	186,627	–	–	186,627
Other payables	272,101	–	–	272,101
Lease payables	280,225	368,732		648,957
Other non-current liabilities	–	–	–	–
Total non-derivatives	**738,953**	**368,732**	**–**	**1,107,685**

23. DIVIDENDS

No dividends have been paid or declared since the start of the financial year, and none are recommended.

24. CONTINGENCIES

There are no contingent assets or contingent liabilities as at 30 June 2022 (30 June 2021: Nil).

25. SUBSEQUENT EVENTS

On 15 July 2022 the Company announced that it had signed a corporate mandate with SRG Partners (a US based company) to act as its corporate development partner until 31 March 2024, with a focus on the US market. As part consideration, the Company has agreed to issue SRG 3,000,000 unlisted performance rights which will vest and be convertible into ordinary shares based on SRG meeting various market based hurdles (which are linked to the Company's 20-day VWAP share price) over the periods up to 15 January 2024, 15 January 2025 and 15 July 2025.

On 8 August 2022 the Company announced a $10,080,000 fully underwritten non-renounceable Entitlement Offer of approximately 42,000,000 shares at $0.24 per share to all eligible Shareholders. All new shares will be offered on the basis of 1 New Share for every 7 Shares held by eligible Shareholders on the Record Date. The funds raised will assist in expanding US operations, expand into the European direct sourcing market, and ensure working capital coverage.

26. OTHER ACCOUNTING POLICIES

New, revised or amending Accounting Standards and Interpretations adopted

The company has adopted all new, revised or amended Accounting Standards that are mandatory for the current accounting period.

Accounting standards and interpretations issued but not yet effective

Relevant Australian Accounting Standards that have recently been issued or amended but which are not yet effective and have not been adopted by the Group for the annual reporting period ended 30 June 2022 are outlined below:

AASB 2020-1 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current

In January 2020, the AASB issued amendments to paragraphs 69 to 76 of IAS 1 to specify the requirements for classifying liabilities as current or non-current. The amendments clarify:

- What is meant by a right to defer settlement
- That a right to defer must exist at the end of the reporting period
- That classification is unaffected by the likelihood that an entity will exercise its deferral right
- That only if an embedded derivative in a convertible liability is itself an equity instrument would the terms of a liability not impact its classification The amendments are effective for annual reporting periods beginning on or after 1 January 2023 and must be applied retrospectively.

Group's assessment performed to date:

The Group does not expect there to be a material impact from this amendment.

Directors' Declaration

The Directors of the Company declare that:

(a) The financial statements and notes of the Company are in accordance with the *Corporations Act 2001*, and:

  (i) give a true and fair view of the Company's financial position as at 30 June 2022 and its performance for the year ended on that date; and

  (ii) comply with Accounting Standard, Corporations Regulations 2001 and other mandatory professional reporting requirements.

(b) In the Directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

(c) The Company has included in the notes to the financial statements an explicit and unreserved statement of compliance with international Financial Reporting Standards.

(d) The Directors have been given the declarations by the Managing Director, acting in the capacity of Chief Executive Officer and the Chief Financial Officer required by section 295A of the *Corporations Act 2001*.

This declaration is made in accordance with a resolution of the Board of Directors and is signed on behalf of the Directors by:

Michael Rennie
Chairman

Melbourne, 29 August 2022

Christy Forest
Chief Executive Officer/Executive Director

Melbourne, 29 August 2022

Independent Auditor's Report

to the Members of LiveHire Limited

Building a better working world

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Report on the Audit of the Financial Report

Opinion

We have audited the financial report of LiveHire Limited (the Company) and its subsidiary (collectively the Group), which comprises the consolidated statement of financial position as at 30 June 2022, the consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

a) giving a true and fair view of the consolidated financial position of the Group as at 30 June 2022 and of its consolidated financial performance for the year ended on that date; and

b) complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial report of the current year. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, but we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial report. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial report.

Capitalisation of development costs

Why significant	How our audit addressed the key audit matter
The Company develops software related to the LiveHire cloud-based Human Resource productivity tool helping employers source and recruit talent. Development costs are capitalised and presented as intangible assets where they meet the capitalization criteria of AASB138 Intangible Assets. The carrying value of intangible assets as at 30 June 2022 was $3.8 million representing 25% of total assets with $2.1m capitalised during the year. The measurement of capitalised development costs is based on the time costs associated with individuals employed by the Company for the specific purpose of developing software. Capitalised development costs are amortised once the software is available for use. Capitalised development costs are amortised over a useful life of five years. Capitalised development costs was considered to be a key audit matter as product development is core to the Company's operations. This involves judgment to determine whether the costs meet the capitalisation criteria set out in Australian Accounting Standards. Refer to Note 11 of the financial report for disclosures relating to capitalised development costs.	Our audit procedures included the following: • Assessed key assumptions made in capitalising development costs, including an assessment of whether costs related to the development phase of a project and the generation of probable future economic benefits. • Selected a sample of employee and contractor costs recorded within the capitalisation model, agreed the costs to employee timesheets and pay rates and enquired with the Company regarding the development activities that were undertaken. This included interviews with a sample of employees to verify that they were directly involved in developing software. • Assessed managements calculation of the research and development tax rebate and the allocation of this rebate between capitalised costs and operating expenses. • Assessed the useful life and amortisation rate applied to capitalised development costs. • Assessed the consistency of the capitalisation methodology applied by the Company in comparison to prior reporting periods. • Assessed the adequacy of the disclosures included in Note 11 to the financial report.

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Accounting for Share Based Payments

Why significant	How our audit addressed the key audit matter
During the year the Company awarded share-based payments in the form of 2.7 million options, 783 thousand service rights and 11.2 million performance rights to various executives and employees of the Company. The awards and those issued in prior periods vest subject to the achievement of various market based and\or other conditions. The share-based payments expense for the year ended 30 June 2022 was $3.3 million. Due to the size of the expense and judgmental estimates used in accounting for the share-based payment awards as well as the inclusion of the expense in the disclosed remuneration of Key Management Personnel in the Remuneration Report, we considered the Company's calculation of the share-based payment expense to be a key audit matter.	Our audit procedures included the following: • Assessed the Company's estimated fair value of the awards including the use of an appropriate valuation methodology and inputs. We involved our valuation specialists in undertaking this assessment. • Assessed the accounting treatment for the cancellation and forfeiture of specific awards. • Assessed whether the related expense has been recorded in accordance with the vesting conditions, including probability of meeting non market based vesting conditions. In doing so, we also assessed the Company's judgments in determining the probability of meeting non market based vesting conditions. • Assessed the adequacy of the disclosures in Note 17 of the financial report and the Remuneration Report.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the Company's 2022 Annual Report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon, with the exception of the Remuneration Report and our related assurance opinion.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

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Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated to the directors, we determine those matters that were of most significance in the audit of the financial report of the current year and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

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Report on the Audit of the Remuneration Report

Opinion on the Remuneration Report

We have audited the Remuneration Report included in pages 20 to 33 of the directors' report for the year ended 30 June 2022.

In our opinion, the Remuneration Report of LiveHire Limited for the year ended 30 June 2022, complies with section 300A of the *Corporations Act 2001*.

Responsibilities

The directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

Ernst & Young

Ernst & Young

David Petersen
Partner

Melbourne
29 August 2022

Shareholder information

The following information was applicable as at 10 August 2022.

As referred in Section 14. Corporate Governance Statement (under Directors Report).

1. SUBSTANTIAL SHAREHOLDERS

The following holders are registered by LVH as a substantial holder, having declared a relevant interest in accordance with the *Corporations Act 2001* (Cth), in the voting shares below:

HOLDER NAME	NUMBER OF ORDINARY SHARES	% OF ISSUED SHARE CAPITAL[6]
Antonluigi Gozzi	19,980,780[1]	6.77%
Michael Haywood	21,750,396[2]	7.37%
FIL Limited	28,594,063[3]	9.69%
Patrick Grant Galvin	14,939,703[4]	5.06%
Telstra Super Pty Ltd	13,285,195[5]	4.50%

1 As disclosed in the last notice lodged with the ASX by the substantial shareholder on 12 August 2022.
2 As disclosed in the last notice lodged with the ASX by the substantial shareholder on 12 August 2022.
3 As disclosed in the last notice lodged with the ASX by the substantial shareholder on 15 April 2020.
4 As disclosed in the last notice lodged with the ASX by the substantial shareholder on 25 February 2021.
5 As disclosed in the last notice lodged with the ASX by the substantial shareholder on 14 December 2017.
6 The percentage is based on the total issued capital of the Company at 10 August 2022.

2. NUMBER OF SECURITY HOLDERS

SECURITIES	NUMBER OF HOLDERS
Ordinary Shares	1,754
Unlisted options over ordinary shares (Options)	2
Performance Rights	36
Service Rights	5

3. VOTING RIGHTS

SECURITIES	VOTING RIGHTS
Ordinary Shares	Subject to any rights or restrictions for the time being attached to any class or classes at general meetings of shareholders or classes of shareholders: (a) each shareholder is entitled to vote and may vote in person or by proxy, attorney or representative; (b) on a show of hands, every person present who is a shareholder or a proxy, attorney or representative of a shareholder has one vote; and (c) on a poll, every person present who is a shareholder or a proxy, attorney or representative of a shareholder shall, in respect of each fully paid share held, or in respect of which he/she has appointed a proxy, attorney or representative, is entitled to one vote per share held.
Options	Options do not carry any voting rights.
Performance Rights	Performance Rights do not carry any voting rights.
Service Rights	Service Rights do not carry any voting rights.

4. SUMMARISED CAPITAL STRUCTURE AS AT 10 AUGUST 2022

Ordinary Shares

A breakdown of the total share capital of the Company, including all ordinary shares the subject of loan arrangements (**Loan Back Shares**), is set out below:

HOLDER	SECURITIES	%
Ordinary Shares	273,147,609	92.58%
Loan Back Shares held by Director, Christy Forest [1]	500,000	0.17%
Loan Back Shares held by previous Director, Grant Galvin [2]	11,812,257	4.00%
Loan Back Shares issued to employees [3]	9,588,725	3.25%
Total share capital	**295,048,591**	**100.00%**

1 Issued under the EIP at an issue price of $0.600169 per Loan Back Share and a loan expiry date of 2 October 2022.
2 Issued pre-IPO outside the EIP at an issue price of $0.060608 per Loan Back Share and a loan expiry date of 22 December 2023.
3 Issued under the EIP at various issue prices, with various issue dates and subject to various vesting conditions.

Options

A breakdown of the total number of Options on issue is set out below:

HOLDER	SECURITIES	%
Options held by Director, Michael Rennie [1]	1,500,000	21.16%
Options held by Director, Christy Forest [2]	5,587,286	78.84%
Total	**7,087,286**	**100.00%**

1 Issued under the EIP with an exercise price of $0.60 per option and an expiry date of 11 December 2023, all Options have vested.
2 Issued under the EIP:
- 2,925,000 options with an exercise price of $0.32 per option and an expiry date of 11 February 2026, subject to Christy Forest remaining employed as at 30 June 2023. The number of options that will vest will be dependent on the 10-day VWAP of ordinary shares following release of the FY23 Annual Report. Where Christy Forest becomes a Good Leaver before remaining 30 June 2023, the options will be subject to vesting testing under which the Board may determine in its sole discretion if any of the options shall vest based on the achievement of the vesting criteria as at the date of cessation of employment.
- 2,662,286 options with an exercise price of $0.36 per option and an expiry date of 5 April 2027, subject to Christy Forest remaining employed as at 30 June 2024. The number of options that will vest will be dependent on the 10-day VWAP of ordinary shares following release of the FY24 Annual Report. Where Christy Forest becomes a Good Leaver before remaining 30 June 2024, the options will be subject to vesting testing under which the Board may determine in its sole discretion if any of the options shall vest based on the achievement of the vesting criteria as at the date of cessation of employment.

4. SUMMARISED CAPITAL STRUCTURE AS AT 10 AUGUST 2022 (continued)

Performance Rights

A breakdown of the total number of Performance Rights on issue is set out below:

HOLDER	SECURITIES	%
Performance Rights held by Director, Michael Rennie [1]	1,562,750	9.77%
Performance Rights held by Director, Christy Forest [2]	325,000	2.03%
Performance Rights held by Director, Antonluigi Gozzi [3]	1,249,114	7.81%
Performance Rights issued to employees	11,854,757	74.13%
Performance Rights issued outside the EIP	1,000,000	6.25%
Total	**15,991,621**	**100.00%**

1 Issued under the EIP:
- 731,250 Performance Rights will vest on 30 June 2023, subject to Michael Rennie being employed as at 30 June 2023. The number of Performance Rights that will vest will be dependent on the 10-day VWAP of ordinary shares following release of the FY23 Annual Report. Where Michael Rennie becomes a Good Leaver before remaining 30 June 2023, the options will be subject to vesting testing under which the Board may determine in its sole discretion if any of the options shall vest based on the achievement of the vesting criteria as at the date of cessation of employment.
- 669,000 Performance Rights will vest on 30 June 2024, subject to Michael Rennie being employed as at 30 June 2024. The number of Performance Rights that will vest will be dependent on the 10-day VWAP of ordinary shares following release of the FY24 Annual Report. Where Michael Rennie becomes a Good Leaver before remaining 30 June 2024, the options will be subject to vesting testing under which the Board may determine in its sole discretion if any of the options shall vest based on the achievement of the vesting criteria as at the date of cessation of employment.
- 162,500 Performance Rights are not subject to vesting as they were issued on the achievement of the FY21 short term incentive grant.

2 Issued under the EIP and not subject to vesting as they were issued on the achievement of the FY21 short term incentive grant.

3 Issued under the EIP:
- 562,500 Performance Rights will vest on 30 June 2023, subject to Antonluigi Gozzi being employed as at 30 June 2023. The number of Performance Rights that will vest will be dependent on the 10-day VWAP of ordinary shares following release of the FY23 Annual Report. Where Antonluigi Gozzi becomes a Good Leaver before remaining 30 June 2023, the options will be subject to vesting testing under which the Board may determine in its sole discretion if any of the options shall vest based on the achievement of the vesting criteria as at the date of cessation of employment.
- 519,947 Performance Rights will vest on 30 June 2024, subject to Antonluigi Gozzi being employed as at 30 June 2024. The number of Performance Rights that will vest will be dependent on the 10-day VWAP of ordinary shares following release of the FY24 Annual Report. Where Antonluigi Gozzi becomes a Good Leaver before remaining 30 June 2024, the options will be subject to vesting testing under which the Board may determine in its sole discretion if any of the options shall vest based on the achievement of the vesting criteria as at the date of cessation of employment.
- 166,667 Performance Rights are not subject to vesting as they were issued on the achievement of the FY21 short term incentive grant.

Service Rights

A breakdown of the total number of Service Rights on issue is set out below:

HOLDER	SECURITIES	%
Service Rights held by Director, Christy Forest [1]	152,778	19.11%
Service Rights held by Director, Michael Rennie [2]	181,511	22.71%
Service Rights held by Director, Lesa Francis [3]	81,752	10.23%
Service Rights issued to employees	383,333	47.95%
Total	**799,374**	**100.00%**

1 Issued under the EIP and fully vested.
2 Issued under the EIP and fully vested.
3 Issued under the EIP and fully vested.

5. DISTRIBUTION SCHEDULE

The distribution schedule for Ordinary Shares is as follows:

SPREAD OF HOLDINGS	HOLDERS	ORDINARY SHARES	% OF TOTAL ORDINARY SHARES
1–1,000	155	56,143	0.02%
1,001–5,000	426	1,243,520	0.42%
5,001–10,000	214	1,715,863	0.58%
10,001–100,000	693	26,161,884	8.87%
100,001–9,999,999,999	266	265,871,181	90.11%
Totals	**1,754**	**295,048,591** [1]	**100.00%**

1 Including all Loan Back Shares as set out above.

The distribution schedule for Options is as follows:

SPREAD OF HOLDINGS	HOLDERS	OPTIONS	% OF TOTAL OPTIONS
1–1,000	0	0	0
1,001–5,000	0	0	0
5,001–10,000	0	0	0
10,001–100,000	0	0	0
100,001–9,999,999,999	2	7,087,286	100.00%
Totals	**2**	**7,087,286**	**100.00%**

The distribution schedule for Performance Rights is as follows:

SPREAD OF HOLDINGS	HOLDERS	PERFORMANCE RIGHTS	% OF TOTAL PERFORMANCE RIGHTS
1–1,000	0	0	0
1,001–5,000	0	0	0
5,001–10,000	0	0	0
10,001–100,000	5	271,728	1.70%
100,001–9,999,999,999	31	15,719,893	98.30%
Totals	**36**	**15,991,621**	**100.00%**

The distribution schedule for Service Rights is as follows:

SPREAD OF HOLDINGS	HOLDERS	SERVICE RIGHTS	% OF TOTAL SERVICE RIGHTS
1–1,000	0	0	0
1,001–5,000	0	0	0
5,001–10,000	0	0	0
10,001–100,000	2	165,085	20.65%
100,001–9,999,999,999	3	634,289	79.35%
Totals	**5**	**799,374**	**100.00%**

6. HOLDERS OF NON-MARKETABLE PARCELS

Date	CLOSING PRICE OF SHARES	NUMBER OF HOLDERS
10 August 2022	$0.27	239

7. TOP 20 SHAREHOLDERS

The top 20 largest fully paid ordinary shareholders together hold 61.15% of the securities in this class and are listed below:

RANK	HOLDER NAME	SECURITIES	%
1	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	39,970,056	13.55%
2	MR MICHAEL HAYWOOD <HAYWOOD FAMILY A/C>	21,735,396	7.37%
3	ENDEAVOUR VOYAGER PTY LTD <VOYAGER A/C>	19,980,780	6.77%
4	J P MORGAN NOMINEES AUSTRALIA PTY LIMITED	16,010,778	5.43%
5	MR PATRICK GRANT GALVIN	12,637,467	4.28%
6	SHOREBROOK PTY LIMITED <NO FEE A/C>	10,604,727	3.59%
7	MR RICHARD SMITH	9,700,995	3.29%
8	CITICORP NOMINEES PTY LIMITED	8,833,180	2.99%
9	UBS NOMINEES PTY LTD	7,682,581	2.60%
10	RAC & JD BRICE SUPERANNUATION P/L <BRICE SUPER FUND A/C>	5,231,419	1.77%
11	BNP PARIBAS NOMINEES PTY LTD ACF CLEARSTREAM	4,133,237	1.40%
12	DARNOLD HOLDINGS PTY LTD <MIT A/C>	4,000,000	1.36%
13	MR BENJAMIN DAVID HAWTER<HAWTER INVESTMENTS A/C>	3,004,464	1.02%
14	MS CHRISTY FOREST	2,914,065	0.99%
15	MRS CLARE MAPLEDORAM<JCSA A/C>	2,641,771	0.90%
16	NETWEALTH INVESTMENTS LIMITED<WRAP SERVICES A/C>	2,622,832	0.89%
17	R & JS SMITH HOLDINGS PTY LTD<R & JS SMITH SUPER FUND A/C>	2,500,000	0.85%
18	BYTHEWAY PTY LIMITED<THE RENNIE SUPER FUND A/C>	2,378,948	0.81%
19	MRS EMILY BRINDLEY	2,016,667	0.68%
20	KAWAII INVESTMENTS PTY LTD<KAWAII WIPFLI FAMILY A/C>	1,815,836	0.62%
	Total	**180,415,199**	**61.15%**

8. COMPANY DETAILS

Company secretary: Charly Duffy

Registered Address: Level 5, 90 Queen Street, Safe Deposit Building, Melbourne VIC 3000

Telephone: 03 9021 0657

Address of where the register is kept: Automic, Level 2, 267 St Georges Terrace, Perth WA 6000

Telephone of where the register is kept: 1300 288 664

Other stock exchange where the entities equity securities are quoted: N/A

9. ESCROWED SECURITIES

There are no shares on issue that are subject to mandatory escrow restrictions under ASX Listing Rules Chapter 9.

However, the following securities (being 50% of the respective securities issued to each person), and any Ordinary Shares issued on exercise or conversion of such securities, issued under the Company's employee incentive plan (EIP) must not be sold or otherwise disposed of until the earlier of:

(A) to the extent that the securities have been exercised or converted into Ordinary Shares, 15 years from the date of issue of the securities; or

(B) the date on which the relevant person ceases employment or ceases to hold office (as applicable) with the Company:

HOLDER	SECURITIES
ORDINARY SHARES	
Shares held by Director, Christy Forest	85,937
Shares issued to employees	46,875
Total	**132,812**
OPTIONS	
Options held by Director, Christy Forest	2,793,643
Total	**2,793,643**
PERFORMANCE RIGHTS	
Performance Rights held by Director, Christy Forest	162,500
Performance Rights held by Director, Michael Rennie	781,375
Performance Rights held by Director, Antonluigi Gozzi	624,556
Performance Rights issued to employees	2,097,234
Total	**3,665,665**
SERVICE RIGHTS	
Service Rights held by Director, Christy Forest	76,389
Service Rights held by Director, Michael Rennie	90,755
Service Rights held by Director, Lesa Francis	40,876
Service Rights issued to employees	41,666
Total	**249,686**

Separately, as announced by the Company on 8 August 2022, Antonluigi Gozzi and his associates have agreed to enter into a voluntary escrow deed pursuant to which he and his associates will agree to not to sell their 19,980,780 Shares during the period commencing on settlement of the pro rata entitlement offer announced by the Company on 8 August 2022 and expiring on the earlier of (i) 7 August 2023; and (ii) where Antonluigi Gozzi ceases to hold office as a Director or ceases to be employed by the Company or otherwise engaged on terms that are no less favourable to Antonluigi Gozzi.

10. UNQUOTED SECURITIES

The following unlisted options over unissued ordinary shares (Options) are on issue:

CLASS	DATE OF ISSUE	DATE OF EXPIRY	EXERCISE PRICE	NUMBER OF OPTIONS
Unlisted Options (subject to vesting conditions)	11/12/2019	11/12/2023	$0.60	1,500,000
Unlisted Options (subject to vesting conditions)	11/02/2021	11/02/2026	$0.32	2,925,000
Unlisted Options (subject to vesting conditions)	05/04/2022	05/04/2027	$0.36	2,662,286
				7,087,286

There are no holders outside of the EIP that hold more than 20% of the Options on issue.

11. PERFORMANCE RIGHTS

- There is a total of 15,991,621 unlisted Performance Rights on issue.
- The number of Performance Right holders is 36.
- The Performance Rights carry no dividend or voting rights.
- There are no holders outside of the EIP that hold more than 20% of the Performance Rights on issue.

12. SERVICE RIGHTS

- There is a total of 799,374 unlisted Service Rights on issue.
- The number of Service Right holders is 5.
- The Service Rights carry no dividend or voting rights.
- There are no holders outside of the EIP that hold more than 20% of the Service Rights on issue.

13. SHARE BUY-BACKS

There is no current on-market buy-back scheme.

Glossary of terms

ABBREVIATION	DEFINITION
AASB	Australian Accounting Standards Board
AI	Artificial intelligence
ARR	Annualised recurring revenue
ARRPC	Annualised recurring revenue per client
ASX	Australian Securities Exchange Limited
ATO	Australian Taxation Office
BI	Business intelligence
Corporations Act	*Corporations Act 2001* (Cth)
EBITDA	Earnings before interest, tax, depreciation and amortisation
ECL	Expected credit loss
EIP	Employee incentive plan
EY	Ernst & Young
Finance	Senior finance executives
GST	Goods and Services Tax
HRIS	Human resource information system
IASB	International Accounting Standards Board
IFRS	International Financial Reporting Standards
KMP	Key management personnel
LiveHire, LVH	LiveHire Limited
MSP	Managed service provider
NRR	Net Retention Rate
PCS	Post-contract support service
RPO	Recruitment process outsourcing
SaaS	Software as a service
SI	System implementer
TCCs	Talent community connections
the Act	*Corporations Act 2001* (Cth)
the Board	Board of directors
the Company	LiveHire Limited

Corporate directory

DIRECTORS AND OFFICERS

Michael Rennie
Executive Director and Chairman

Christy Forest
Chief Executive Officer and Executive Director

Antonluigi Gozzi
Executive Director

Rajarshi Ray
Non-Executive Director (resigned 10 March 2022)

Lesa Francis
Non-Executive Director

Kathryn Giudes
(appointed 1 July 2021, resigned 11 March 2022)

Cris Buningh
(appointed 11 March 2022)

Ben Brooks
Chief Financial Officer

Charly Duffy
Company Secretary

PRINCIPAL REGISTERED OFFICE

Level 5, 90 Queen Street, Safe Deposit Building,
Melbourne VIC 3000

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Website: www.livehire.com

DOMICILE AND COUNTRY OF INCORPORATION

Australia

AUSTRALIAN BUSINESS NUMBER

ABN 59 153 266 605

AUDITORS

Ernst & Young
8 Exhibition Street
Melbourne VIC 3000

Website: www.ey.com/au

SHARE REGISTRY

Automic
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SECURITIES EXCHANGE

Australian Securities Exchange Limited (**ASX**)
ASX Code – LVH (Ordinary Shares)

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