

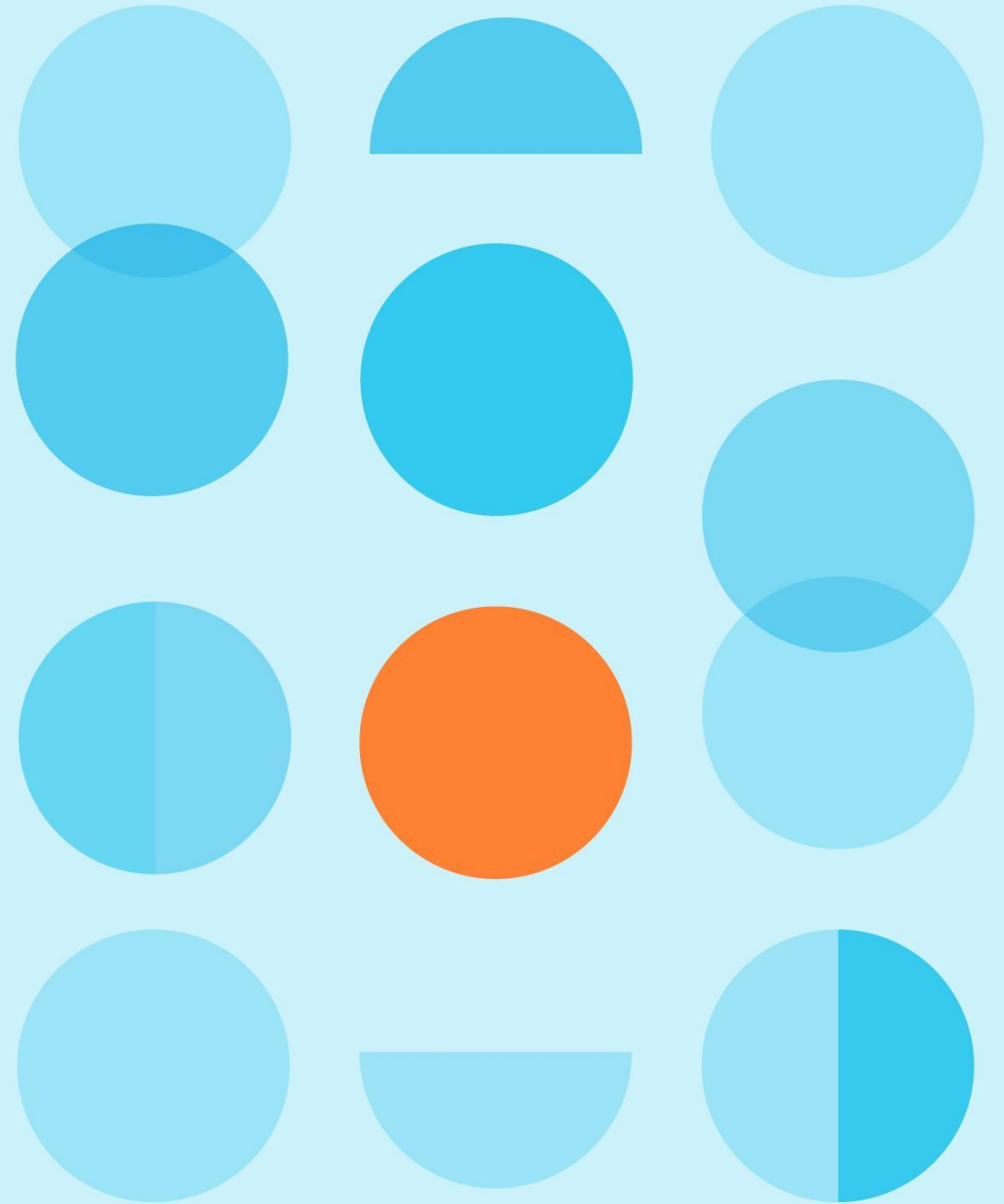
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# LiveHire (ASX:LVH) 2023 H1 Results Presentation:

28 February 2023

livehire

Empowering the flow of the world's talent



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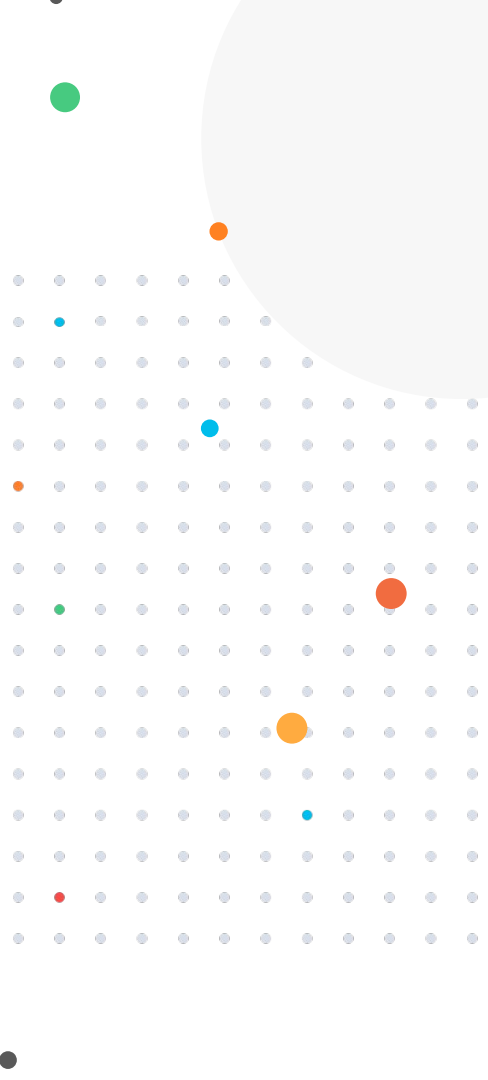
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## Non-GAAP measures

This presentation includes Non-GAAP measures as we believe they provide useful information for readers to assist in understanding the Company's financial performance. Non-GAAP financial measures do not have a standardised meaning and should not be viewed in isolation or considered as substitutes for measures reported in accordance with IFRS and AASB. These measures have not been independently audited or reviewed.

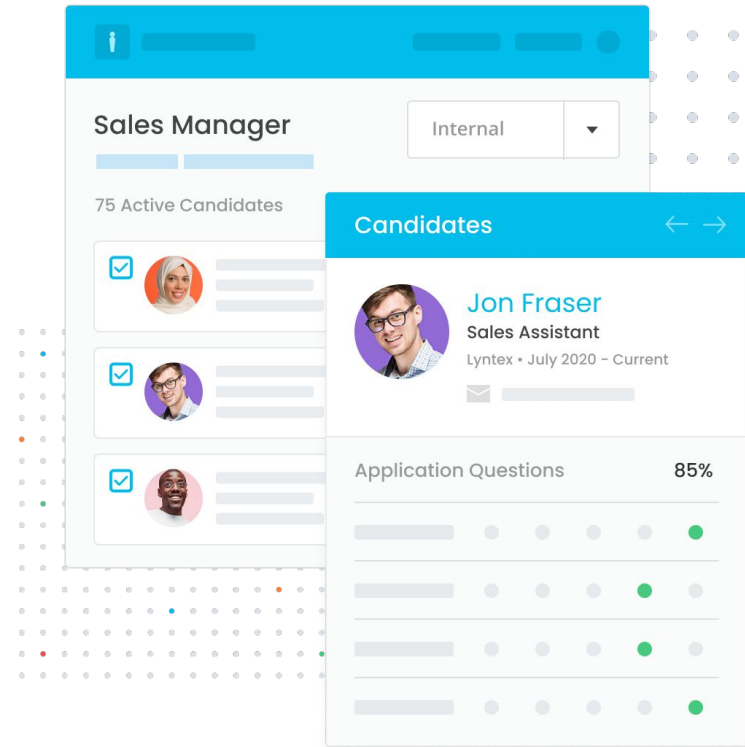
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# Strategic Review Update



# LiveHire:

## Strategic review and commitment to sustainable growth

The strategic review is focused on the preservation of capital and acceleration to breakeven by:

- ✓ Optimised go to market strategy that further aligns with top partners and opportunities provided by them.
- ✓ Best practice review of technology architecture.
- ✓ Comprehensive reassessment of investments within the Company's key geographies and market segments.

### Current status of strategic review includes:

- 1) **Cost reductions** - the business has actioned almost half of the targeted 20% run rate cost cuts.
- 2) **Proposed Arrived acquisition** - enhances LiveHire's competitiveness by unlocking new clients who require shift scheduling and expands our addressable market into key verticals (including healthcare, retail).
- 3) **Change in technology leadership** - appointment of experienced US based executive who will continue to build best practice technology to maximise revenue opportunities.



# Arrived: What does this mean for LiveHire?



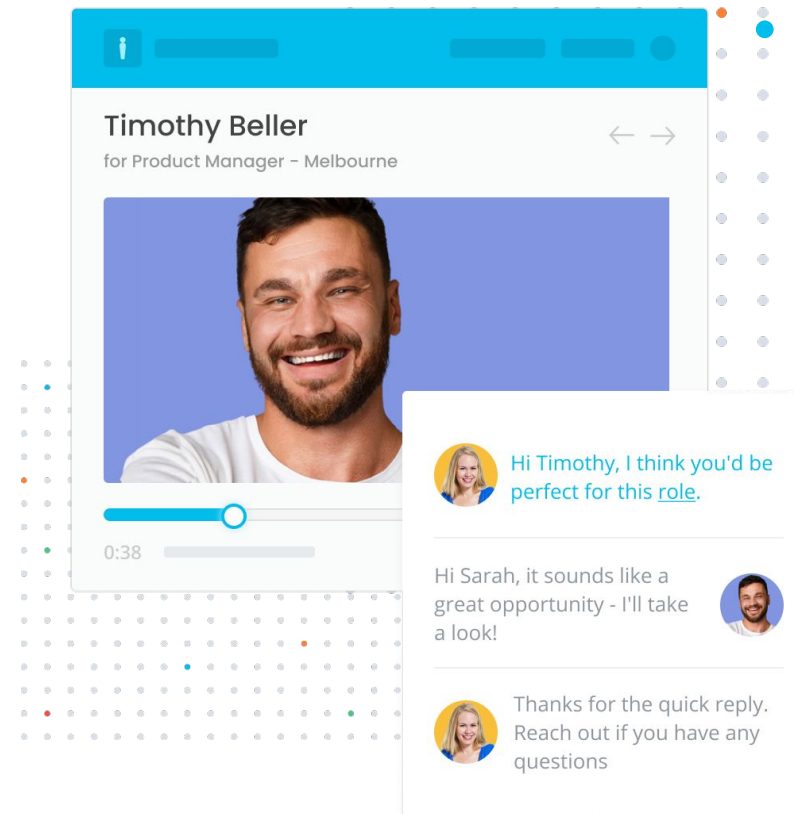
Consistent with our ongoing strategic review we have identified the opportunity to expand LiveHire's technology capability to further address the extended workforce market. The proposed acquisition of Arrived extends the company's capability into agile shift management to address workers on shifts through an intuitive mobile app.

## **Why is the proposed acquisition important for LiveHire's continued growth in the direct sourcing market?**

- ✓ Expand LiveHire's addressable market in key industry verticals including healthcare, manufacturing and retail.
- ✓ Management estimates 25-35% of its current US direct sourcing pipeline has some level of shift scheduling requirement.
- ✓ Enhance LiveHire's competitiveness by unlocking new clients who require shift scheduling and extending penetration into existing clients.



# High Level Overview



# Solid Performance across Key Business Drivers

Key Performance Metrics	H1 22	H1 23	YOY % Var
<b>SaaS Business</b>			
Opening ARR (\$m)	\$4.335	\$5.693	31%
New Business ARR (\$m)	\$0.572	\$0.472	(17)%
Net upgrade/(downgrade) ARR (\$m)	\$0.155	\$0.092	(40)%
Churn ARR (\$m)	(\$0.124)	(\$0.293)	(135)%
<b>Closing ARR (\$m)<sup>1</sup></b>	<b>\$4.938</b>	<b>\$5.956</b>	<b>21%</b>
NRR rate % (12mth rolling)	99%	93%	(6)%
Closing clients	155	179	15%
<b>Direct Sourcing Business</b>			
Closing Partners	20	26	30%
Closing Clients (Logos)	24	24	0%
Total Revenue (\$m)	\$1.076	\$0.857	(20)%
<b>Talent Community Connections (m)</b>			
<b>Total</b>	<b>5.130</b>	<b>7.013</b>	<b>37%</b>
ANZ	3.335	4.512	35%
North America	1.795	2.501	39%
<b>Financial Performance</b>			
Total Cashburn (\$m)	(\$3.123)	\$3.869	224%
Total Cash balance (\$m)	\$11.293	\$11.200	(1)%

<sup>1</sup> Closing ARR includes the movement in foreign exchange rate for SaaS clients who are contracted in foreign currency. This movement is reflected in the Net upgrade/(downgrade) ARR line.

## Solid performance across key SaaS business drivers with strong sales pipeline ahead:

- ✓ Closing ARR of \$6.0m up 21% on previous corresponding period (PCP).
- ✓ NRR rate % (12 mth rolling) for the period is 93% down from 99% PCP. Reduction was expected with the decision to focus on clients better aligned with the ICP.
- ✓ Net upsell for the period is down \$61k on PCP.
- ✓ Closing clients of 179 for the period up 15% from 155 PCP.

## Direct Sourcing - critical efforts directed towards scaling Ideal Client Profile (ICP) clients:

- ✓ Closing partners 26 is up from 20 in PCP.
- ✓ Closing clients 24 is unchanged from PCP, due to addition of 15 clients offset by proactive churn of 15 non-ICP clients in the 12mth period.
- ✓ Revenue is \$0.86m, down from \$1.07m on PCP, a decrease of 20% due to cessation of COVID related roles. Underlying revenue is \$0.7m, up from \$0.3m on PCP, increase of 99%.

## Talent Community Connections:

- ✓ ANZ TCC's of 4.5m up from 3.3m on PCP, increase of 35%.
- ✓ North American TCC's of 2.5m (36% of total) up from 1.8m, increase of 39%.

## Financial Performance:

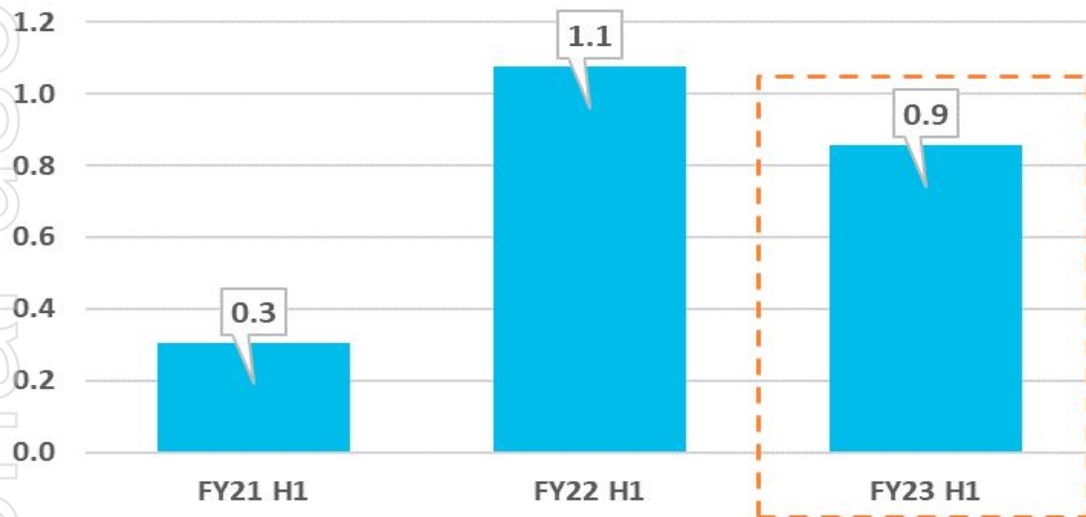
- ✓ Cash receipts from customers of \$5.2m for the 6mths was up from \$3.5m on PCP, increase of 46%.
- ✓ Capital raise of \$10.1m in August 2022 enabled the turbo launch and implementation of key US clients, further investment in product features and compliance, and working capital coverage.
- ✓ R&D tax incentive of \$1.1m received in January 2023.



# Direct Sourcing continues to focus on ICP clients with strong revenue potential

Direct Sourcing Performance	H1 21	H1 22	H1 23	YOY
Closing Partners	11	20	26	30%
Closing Clients (Logos)	8	24	24	0%
Revenue (\$m)	\$0.314	\$1.076	\$0.857	(20)%

Direct Sourcing Revenue (\$m)



Direct Sourcing revenues for the 6mth period ended H1 23 fell 20% compared to same period in H1 22:

- ✓ 26 partners for the period ended H1 23 with a continued focus on engagement and efforts with Ideal Partner Profiles (IPPs).
- ✓ 24 clients represents a healthy rebalance of the portfolio (added 15 clients which was offset by proactive churn of 15 non-ICP clients) in the last 12mths.
- ✓ Direct sourcing revenue of \$0.9m (\$1.1m PCP) represented a decrease of 18% YoY due to the cessation of COVID related role activity. Underlying revenue (excluding COVID activity) is \$0.7m, up from \$0.3m on PCP, increase of 99%.
- ✓ Focused preparation for successful implementation of large key clients, with the Fortune 100 global sports manufacturer & retailer and the Fortune 100 global oil & gas client now live on the platform.

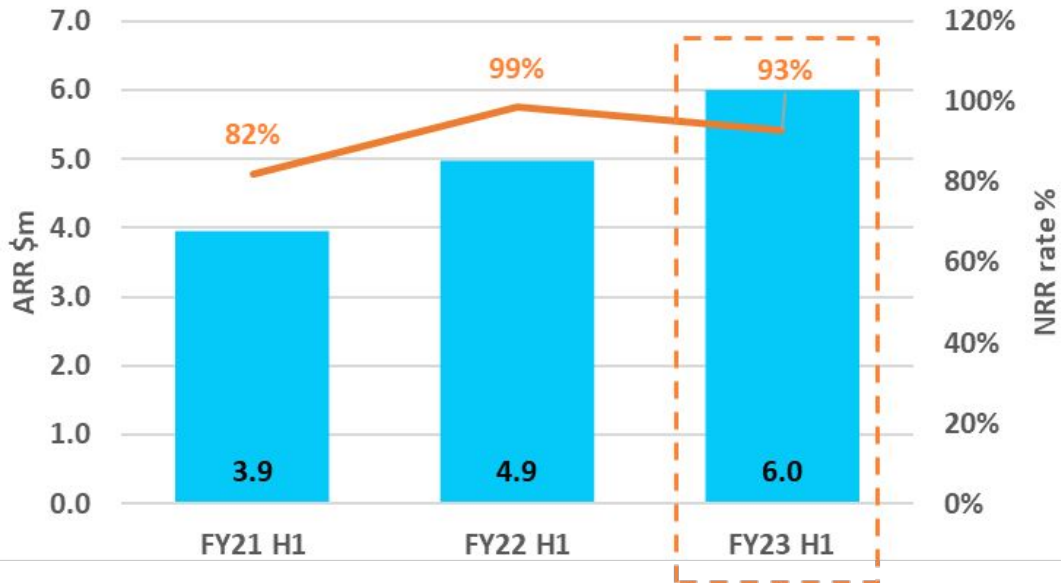
# SaaS business posts solid half with strong pipeline for H2 and beyond

SaaS Performance	H1 21	H1 22	H1 23	YOY
Closing Clients (Logos)	120	155	<b>179</b>	15%
Closing ARR Revenue (\$m) <sup>1</sup>	\$3.919	\$4.938	<b>\$5.956</b>	21%
NRR rate % (12mth rolling)	82%	99%	<b>93%</b>	(6)%
Recurring revenue % of Total SaaS	90%	90%	<b>91%</b>	1%

## SaaS retention exceeds plan as sales pipeline remains strong:

- ✓ Client revenue retention exceeding plan with NRR rate % (rolling 12mths) of 93% for period ended H1 23 down from 99% for period ended H1 22. Reduction was expected with the decision to focus on clients better aligned with the ICP.
- ✓ Net gain for the 6mth period ended H1 23 was 5 (added 15 new clients, 10 losses) taking total to 179 clients. Strong ARR upgrade activity exceeded the ARR losses for the quarter.
- ✓ Closing ARR of \$6.0m for the period ended H1 23 up from \$4.9m for the same period in H1 22 was an increase of 21%.
- ✓ Current pipeline - 100 client opportunities live; 21 at proposal stage.

SaaS: Closing ARR (\$m) & NRR



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

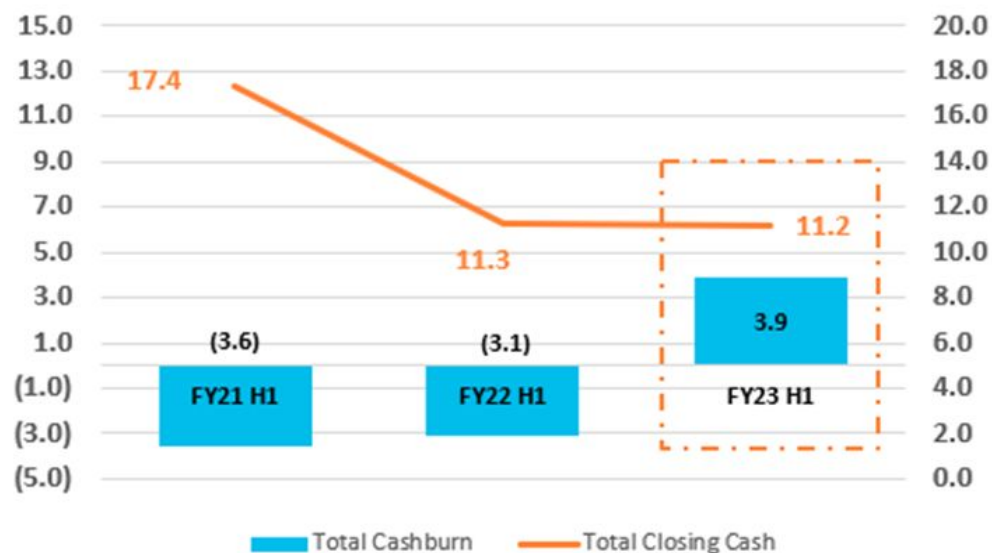
## Strong cash position after successful Entitlement Offer of \$10.1m in Q1 23

Cash Performance (\$m)	H1 21	H1 22	H1 23	YOY
Total Revenue	\$2.350	\$3.735	<b>\$4.402</b>	18%
EBITDA Statutory	(\$3.713)	(\$4.991)	<b>(\$6.387)</b>	(28)%
Operating Cashburn <sup>1</sup>	(\$2.772)	(\$2.701)	<b>(\$4.417)</b>	(64)%
Total Cashburn	(\$3.609)	(\$3.123)	<b>\$3.869</b>	224%
Closing Cash	\$17.372	\$11.293	<b>\$11.200</b>	(1)%

### Financial indicators are tracking to plan and enabling investment into North America:

- ✓ Total revenue of \$4.4m for the 6mths ended H1 23 was up from \$3.7m for same period ended H1 22 an increase of 18%, with 12mth rolling customer receipts at \$9.4m an increase of 36% on same period ended H1 22.
- ✓ Cash receipts collected of \$5.2m for the 6mths ended H1 23 was a record half and up from \$3.5m for the same period ended H1 22 an increase of 46%.
- ✓ Operating cashburn was in line with expectations at (\$4.4m) for 6mth period ended H1 23 which was higher than same period in H1 22 of (\$2.7m) up 64%; driven by investment in North American growth and related product development.
- ✓ Cashburn is expected to reduce as revenue accelerates and cost reductions are enacted.

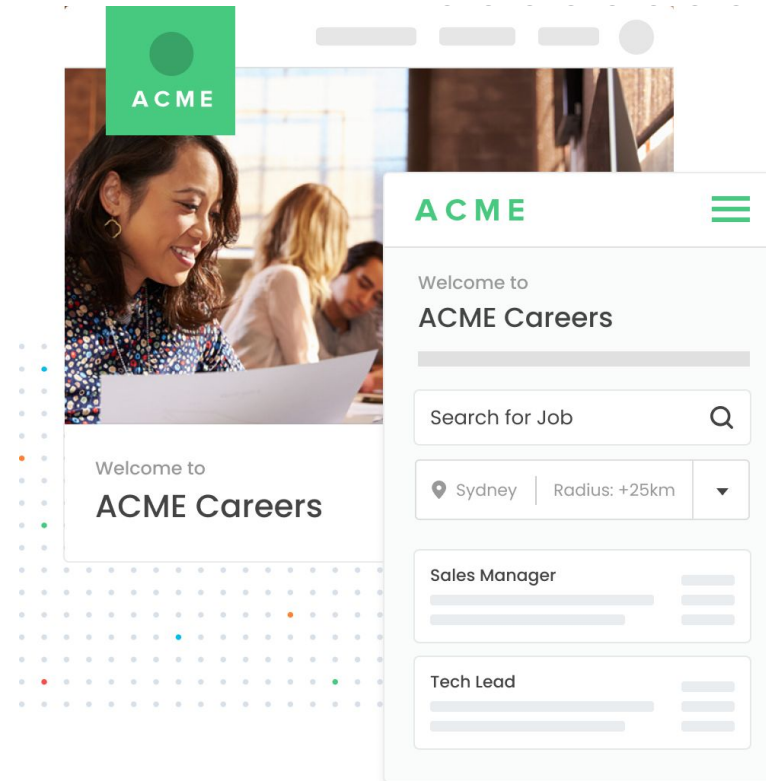
Cashburn & Closing Cash (\$m)



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

Note: None of the information included in this presentation should be considered individually material, unless specifically stated. All figures in this announcement are provided on an unaudited basis.

# Business Overview



# Fortune 100 global sports manufacturer & retailer ('the Client') progress update

Since the launch of 'the Client's' direct sourcing program on the 6th of February 2023, early indicators are positive. All numbers are as at 25 February 2023 (AEDT).

## Status

Current trendline is ahead of plans for community growth required in the next 12 months.

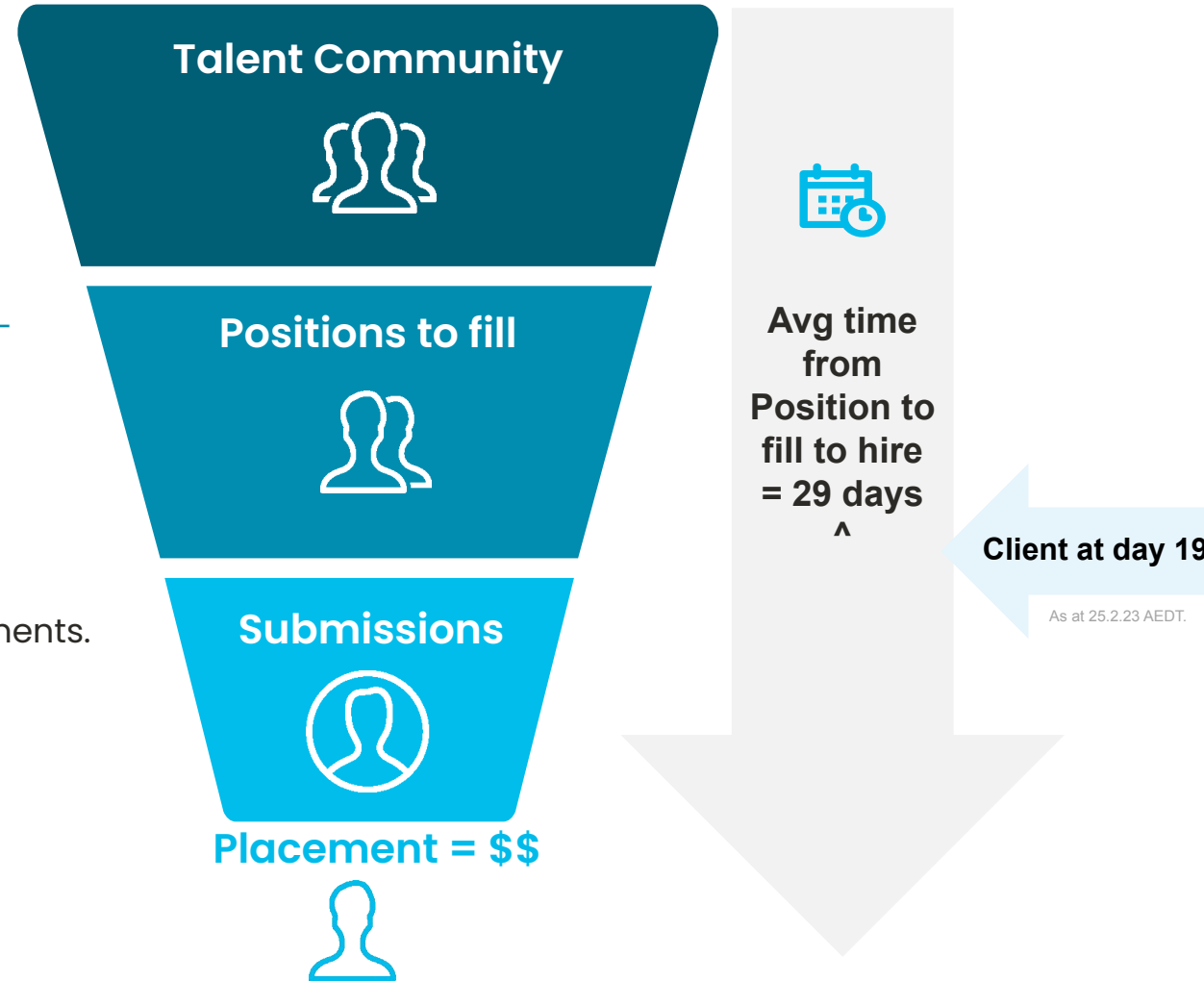
**3,600+**

New position volume is trending positively toward the required volume for the next 12 months.

**79 positions**

The number submissions are a lead indicator to placements. Run-rate of submissions is in line with our plan.

**106 submissions**



^ Days relates to calendar days

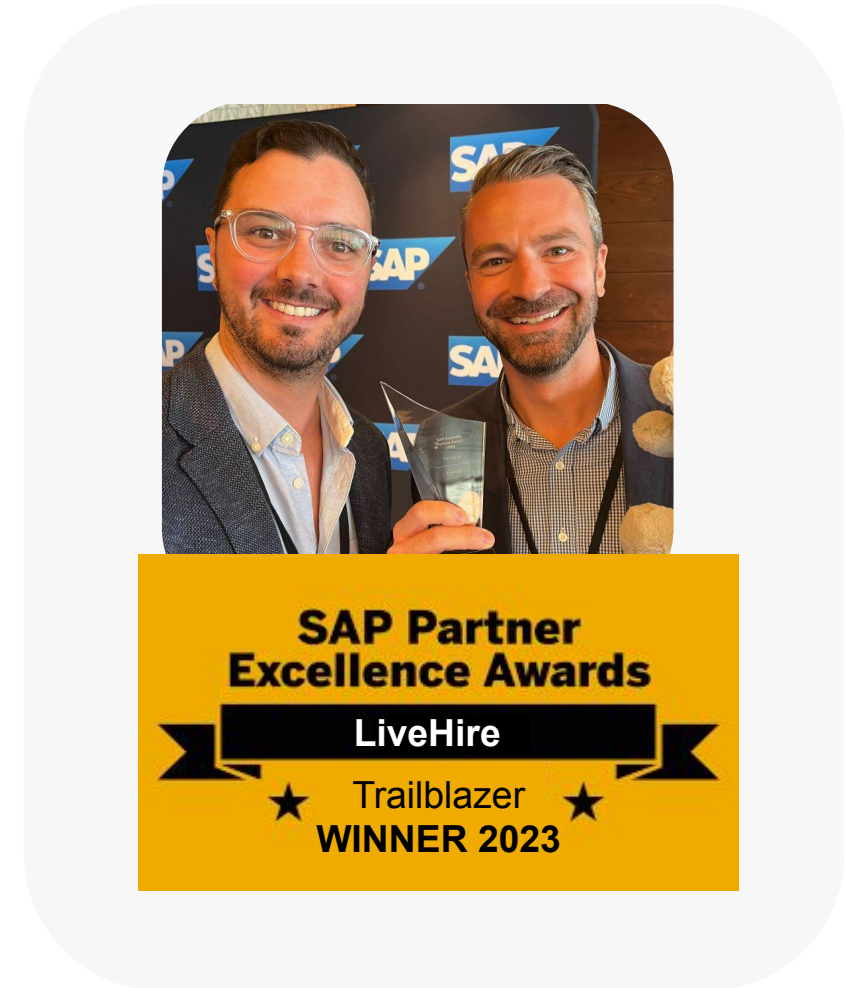
Note: The information included on this slide is sourced from internal reporting systems of LiveHire as at 25.2.23 AEDT.

# LiveHire is well-positioned for growth with one of the world's largest technology providers



SAP is thrilled to accelerate our [Total Workforce](#) initiative this year. LiveHire integrates with SAP SuccessFactors® and SAP Fieldglass® to deliver on this powerful strategy. Together, SAP and LiveHire uniquely combine our solutions to help companies attract the best talent with the right mix of full-time and extended workers as organizational agility becomes the name of the game.

Amber Roth, VP Global Presales & Strategy  
SAP Fieldglass





# LiveHire is well-positioned for growth with one of the world's largest service providers



*I could not be more excited about our newly formed strategic partnership with LiveHire. It brings to life a shared vision for world-class candidate engagement and elevation of the experience for hiring teams and candidates within our Universal Workforce Model and direct sourcing solutions. Through our market-leading partnership and strategic roadmap alignment, we will be able to apply our robust and globally proven technologies and services to a wide range of customers across the world. At a time when speed and quality of hire, combined with driving cost savings has never been more critical in the market, our combined strength will allow us to be laser focused on delivering excellence and driving meaningful outcomes for our customers to achieve their goals. I am confident that this alignment of workforce capabilities will allow for a unique combination of high tech, high touch that will drive an industry leading candidate experience.*

**Steven M Schumacher, President, ALLEGIS**



## We introduced 15 new SaaS clients in the half including



## What our clients say about us



“Since implementing LiveHire 6 months ago, our time-to-hire has reduced by 50%. My team have been thrilled with the level of personal attention and support that they have received throughout implementation and LiveHire's dedication and commitment across the business has been amazing.”

Kelly Van Nelson, Managing Director Operations (Asia Pacific), Serco



“We estimate that LiveHire has saved us around \$600,000, that's an impressive ROI.”

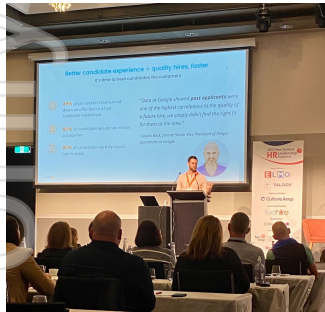
Sandra de Kock, General Manager People and Culture, Perth Airport



# Influencing the market globally

A snapshot of events and presentations

For more content find us on youtube 



## National HR Summits

Presenter & Exhibitor  
July Victoria  
September Western Australia  
October New Zealand



## Diversity Council of Australia

Panel member AI tools in recruitment webinar



## People Management Association of the Philippines Annual Conference

Presenter & Exhibitor



**ClubVMSA Vision West event**  
Karen Gonzalez, LiveHire EVP of North America, led a discussion on 'Direct Sourcing'



## Small Caps Interview

LiveHire CEO, Christy Forest joins Small Caps to discuss the ongoing growth of LiveHire. [Click here](#) to view.



## Thought Leadership Webinar

International speaker Barbara Bruno discussed Talent Sourcing



**Thought Leadership Webinar**  
Guest speaker Mark Puncher from Employer Branding Australia discussed Employer Branding and Talent Pooling



**Talent Table #TRU Sydney**  
Major sponsor of #TRU Delivering Talent in Sydney on 14 September 2022

# Financials

The screenshot shows a video call window for Timothy Beller, identified as 'for Product Manager - Melbourne'. The video player shows a man smiling, with a progress bar at 0:38. A chat overlay on the right contains three messages:

- Hi Timothy, I think you'd be perfect for this [role](#).
- Hi Sarah, it sounds like a great opportunity - I'll take a look!
- Thanks for the quick reply. Reach out if you have any questions



## Balance Sheet Set to Support Future Growth

Cash Performance (\$m)	H1 22	H1 23	YOY % Var
Closing Cash	\$11.293	\$11.200	(1)%
Receipts Rolling 12mths	\$6.913	\$9.373	36%
Total Cashburn	(\$3.123)	\$3.869	224%
Cash Inflows	\$4.721	\$15.386	226%
Cash Outflows	(\$7.844)	(\$11.517)	(47)%

Balance Sheet (\$m):	30 Jun 22	31 Dec 22	YOY % Var
Current Assets	\$10.809	\$14.694	36%
Non Current Assets	\$4.608	\$5.065	10%
<b>Total Assets</b>	<b>\$15.417</b>	<b>\$19.759</b>	<b>28%</b>
Current Liabilities	\$5.594	\$5.544	1%
Non Current Liabilities	\$0.276	\$0.429	(56)%
<b>Total Liabilities</b>	<b>\$5.870</b>	<b>\$5.973</b>	<b>(2)%</b>
<b>Net Assets</b>	<b>\$9.547</b>	<b>\$13.786</b>	<b>44%</b>
Issued Capital	\$63.162	\$73.079	16%
Reserves	\$16.420	\$17.942	9%
Accumulated Losses	(\$70.036)	(\$77.235)	(10)%
<b>Total Equity</b>	<b>\$9.547</b>	<b>\$13.786</b>	<b>44%</b>

**Note:**

Balance Sheet comparatives is Jun-22 v Dec-22 as per Interim Financial Report for the half-year ended 31 December 2022.



# Delivering Solid Operational Financial Performance

Profit & Loss Statement (\$m)	H1 22	H1 23	YOY % Var
SaaS Recurring Revenue	\$2.230	\$2.816	26%
SaaS Non Recurring Revenue	\$0.237	\$0.295	25%
<b>Total SaaS Revenue</b>	<b>\$2.467</b>	<b>\$3.111</b>	<b>26%</b>
% Recurring Revenue	90%	91%	
<b>Total Direct Sourcing Revenue</b>	<b>\$1.076</b>	<b>\$0.857</b>	<b>(20)%</b>
Other Income <sup>6</sup>	\$0.183	\$0.316	73%
Interest Income	\$0.010	\$0.118	1071%
<b>Total Other Revenue</b>	<b>\$0.193</b>	<b>\$0.434</b>	<b>125%</b>
<b>Total Revenue <sup>1</sup></b>	<b>\$3.735</b>	<b>\$4.402</b>	<b>18%</b>
Operating Expenses <sup>2</sup>	(\$7.840)	(\$10.395)	(33)%
<b>EBITDA - Management <sup>3</sup></b>	<b>(\$4.105)</b>	<b>(\$5.993)</b>	<b>(46)%</b>
Share based payments expense <sup>4</sup>	(\$1.897)	(\$1.602)	16%
Software development capitalisation <sup>5</sup>	\$1.012	\$1.208	(19)%
<b>EBITDA - Statutory</b>	<b>(\$4.991)</b>	<b>(\$6.387)</b>	<b>(28)%</b>
Interest & Other	(\$0.041)	(\$0.088)	(113)%
Depreciation & Amortisation	(\$0.754)	(\$0.725)	4%
Exchange differences	(\$0.006)	(\$0.080)	(1231)%
<b>Net (Loss) - Statutory</b>	<b>(\$5.792)</b>	<b>(\$7.280)</b>	<b>(26)%</b>

## 1. Total Revenue

Revenue includes SaaS and Direct Sourcing customer revenue, R&D tax refund income and interest income.

## 2. Operating Expenditure

Expenditure excluding non-cash share-based payments expense and depreciation & amortisation, and including software development expenditure (both expensed and capitalised).

## 3. EBITDA

Earnings before interest, tax, depreciation and amortisation.

## 4. Share-based Payments Expense

Share-based payments is a non-cash cost relating to the value attributed to equity based employee benefits.

## 5. Capitalisation of Software Development

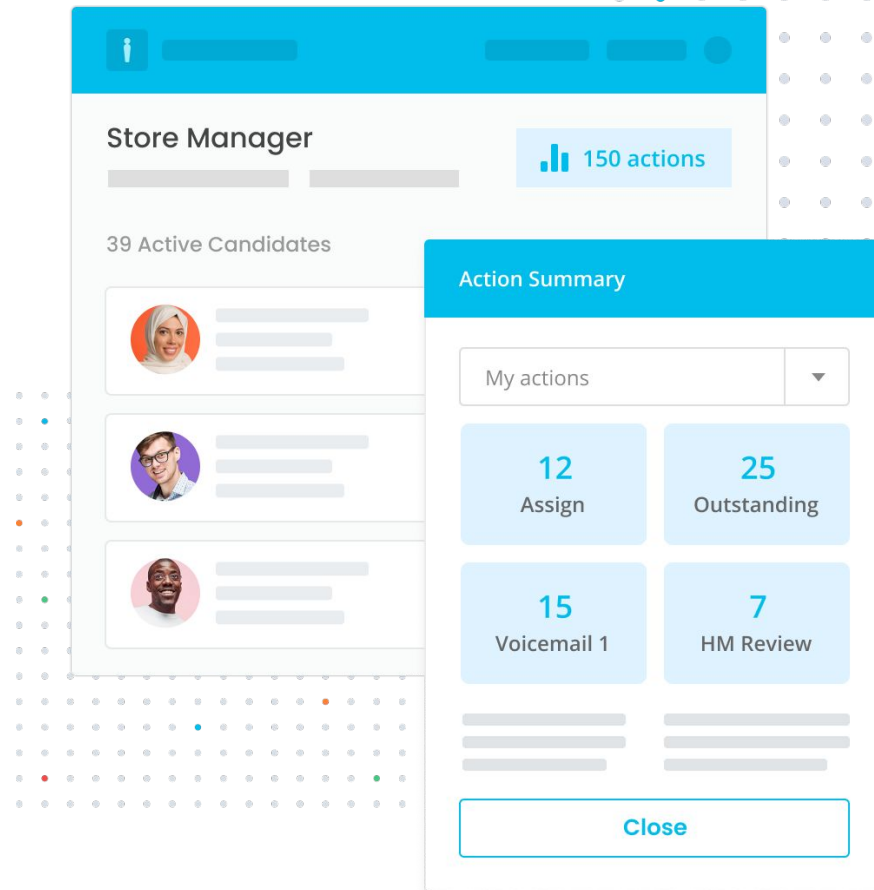
Software development costs attributed to the Statutory Profit & Loss are impacted by the amount capitalised to the value of Intangible Assets under the relevant accounting standards.

## 6. Other Income

Other income consists of the P&L portion (opex) of the R&D tax refund from the Australian government. This is considered to be outside of operating revenue for management reporting purposes. The other portion of the R&D refund (capex) is offset against intangible assets.



# Strategy



# LiveHire's Addressable Market & Current Progress

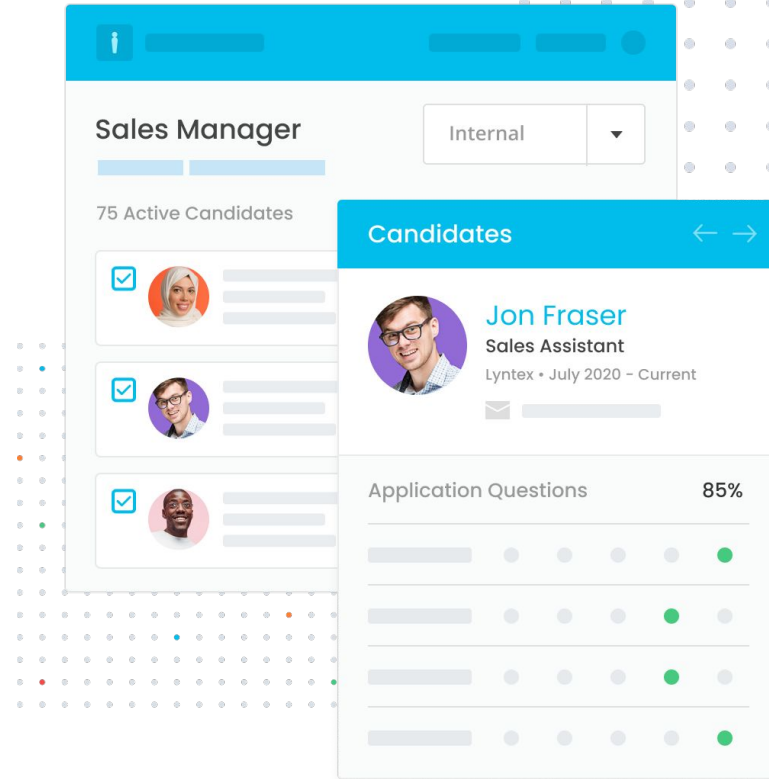
	Direct Sourcing market	SaaS market	
	Contingent hiring sold to procurement/finance	Permanent hiring sold to HR	+ Internal mobility sold to HR
Competitive value proposition	<ul style="list-style-type: none"> <li>Disintermediate the ~20%<sup>5</sup> mark-ups paid on temporary employees</li> <li>Reducing mark-ups to realise savings</li> <li>Plus faster, better hires</li> </ul>	By creating a pre-existing talent community clients can*: <ul style="list-style-type: none"> <li>Reduce time to hire from 25 days to 7 days</li> <li>Increase recruiter efficiency with AI from 50 to 3 candidates</li> <li>Reduce per hire cost from \$5,800 to \$2,500 (*Vodafone client example)</li> </ul>	<ul style="list-style-type: none"> <li>Know all skills &amp; use AI to search and move talent into internal roles</li> <li>Communicate seamlessly by SMS</li> <li>Avoid turnover through poor internal job markets</li> </ul>
Market Focus	North America	Australia	New Zealand
Estimated size of market	<ul style="list-style-type: none"> <li>\$US80b+<sup>1</sup> spend in the US on MSPs</li> <li>LiveHire's fee @ 1-2% could indicate an \$US800m+ TAM</li> </ul>	<ul style="list-style-type: none"> <li>4,000 companies<sup>2</sup></li> <li>\$100m potential tech spend</li> <li>Large, medium, small</li> </ul>	<ul style="list-style-type: none"> <li>1,000+ companies<sup>3</sup></li> <li>\$10m potential tech spend</li> <li>Large, medium</li> </ul>
Go to market	Via partners who have a strong financial incentive to introduce the solution to sell to their clients	Direct sales force	
Current position	26 partners (as at 31 December 2022) 24 clients Examples of clients: Ontario Ministry of Health, Global Professional Services Firm, Enbridge <sup>4</sup>	179 clients (as at 31 December 2022) Example of clients: Vodafone, University of Newcastle, BabyBunting	4 clients Examples of clients: Large state governments

<sup>1</sup>MSP Global Landscape Summary 2020: \$US86B MSP in US in 2019, LVH assumes technology costs of 1-2%.

<sup>2</sup>ABS Counts of Australian Businesses, including Entries and Exits 2020, 4,160 companies with 200+ employees

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

# Appendices



# Statutory Balance Sheet

Balance Sheet - Statutory (\$m)	30-Jun-22	31-Dec-22	YOY % Var
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash & cash equivalents <sup>1</sup>	\$7.330	\$11.200	53%
Trade & other receivables	\$2.660	\$2.768	4%
Prepaid expenditure	\$0.537	\$0.479	(11)%
Contract acquisition costs	\$0.282	\$0.247	(12)%
<b>Total Current Assets</b>	<b>\$10.809</b>	<b>\$14.694</b>	<b>36%</b>
<b>Non-Current Assets</b>			
Plant & equipment	\$0.227	\$0.244	8%
Intangible assets	\$3.774	\$3.981	5%
Right-of-use assets <sup>2</sup>	\$0.315	\$0.562	78%
Contract acquisition costs	\$0.292	\$0.279	(5)%
<b>Total Non-Current Assets</b>	<b>\$4.608</b>	<b>\$5.065</b>	<b>10%</b>
<b>TOTAL ASSETS</b>	<b>\$15.417</b>	<b>\$19.759</b>	<b>28%</b>
<b>LIABILITIES</b>			
<b>Current Liabilities</b>			
Trade & other payables	\$1.857	\$1.470	21%
Provisions	\$1.170	\$1.311	(12)%
Deferred revenue	\$2.342	\$2.421	(3)%
Lease Liabilities - current	\$0.226	\$0.342	(51)%
<b>Total Current Liabilities</b>	<b>\$5.594</b>	<b>\$5.544</b>	<b>1%</b>
<b>Non-Current Liabilities</b>			
Provisions	\$0.109	\$0.129	(18)%
Lease liabilities - non current	\$0.166	\$0.300	(80)%
<b>Total Non-Current Liabilities</b>	<b>\$0.276</b>	<b>\$0.429</b>	<b>(56)%</b>
<b>TOTAL LIABILITIES</b>	<b>\$5.870</b>	<b>\$5.973</b>	<b>(2)%</b>
<b>NET ASSETS</b>	<b>\$9.547</b>	<b>\$13.786</b>	<b>44%</b>
<b>EQUITY</b>			
Issued capital	\$63.162	\$73.079	16%
Reserves	\$16.420	\$17.942	9%
Accumulated losses	(\$70.036)	\$(77.235)	(10)%
<b>Total Equity</b>	<b>\$9.547</b>	<b>\$13.786</b>	<b>44%</b>

## 1. Cash and cash equivalents

Refer to Cash Flow.

## 2. Right-of-use assets and Lease Liabilities

As a result of the adoption of AASB16, the company has recognised assets and liabilities for its operating leases. Since the adoption, the company recognises a depreciation charge for right-of-use assets ("ROU") and interest expense on lease liabilities. Previously, the company recognised operating lease expense on a straight-line basis over the term of the lease, and recognised assets and liabilities only to the extent that there was a timing difference between actual lease payments and the expense recognised.

### Note:

Balance Sheet comparatives is Jun-22 v Dec-22 as per Interim Financial Report for the half-year ended 31 December 2022.

# Statutory Cashflow:

Cashflow Statement - Statutory (\$m)	H1 22	H1 23	Var	YOY % Var
<b>Cashflows from Operating Activities</b>				
Receipts from customers	\$3.538	\$5.164	\$1.626	46%
Payments to suppliers and employees	(\$6.683)	(\$9.629)	(\$2.946)	(44)%
Interest received	\$0.012	\$0.088	\$0.075	605%
Interest expense	(\$0.037)	(\$0.039)	(\$0.002)	(5)%
R&D Refund	\$0.468	\$0.000	(\$0.468)	(100)%
<b>Total Cash Flows from Operating Activities</b>	<b>(\$2.701)</b>	<b>(\$4.417)</b>	<b>(\$1.716)</b>	<b>(64)%</b>
<b>Cashflows from Investing Activities</b>				
Payment for intangible assets	(\$1.012)	(\$1.208)	(\$0.196)	(19)%
Payment for PPE	(\$0.028)	(\$0.089)	(\$0.061)	(217)%
Payment for other non-current financial asset	(\$0.006)	(\$0.000)	\$0.006	100%
R&D Refund	\$0.383	\$0.000	(\$0.383)	(100)%
<b>Total Cash Flows from Investing Activities</b>	<b>(\$0.663)</b>	<b>(\$1.297)</b>	<b>(\$0.635)</b>	<b>(96)%</b>
<b>Cashflows from Financing Activities</b>				
Proceeds from the issue of shares	\$0.398	\$10.136	\$9.738	2446%
Transaction costs of issue of shares	\$0.000	(\$0.220)	(\$0.220)	(100)%
Payment of principal portion of lease liabilities	(\$0.178)	(\$0.243)	(\$0.065)	(36)%
<b>Total Cashflows from Financing Activities</b>	<b>\$0.220</b>	<b>\$9.673</b>	<b>\$9.453</b>	<b>4295%</b>
<b>Net Cashflows</b>	<b>(\$3.143)</b>	<b>\$3.959</b>	<b>\$7.103</b>	<b>226%</b>
<b>Cash Balances</b>				
Cash and cash equivalents at beginning of period	\$14.416	\$7.330	(\$7.086)	(49)%
Effect of exchange rate changes on cash	\$0.021	(\$0.090)	(\$0.111)	(532)%
<b>Cash and cash equivalents at end of period</b>	<b>\$11.293</b>	<b>\$11.200</b>	<b>(\$0.094)</b>	<b>(1)%</b>

## 1. Payment for intangible assets

In the statutory cash flow statement payments for intangible assets are separately identified. However, in the Appendix 4C these costs are included as payments to suppliers and employees. The reason for this difference in treatment is due to the fact that capitalised salaries are subject to detailed documentation and audit review bi-annually, which does not occur on a quarterly basis.

# Direct Sourcing client tiers and Ideal partners and clients defined

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

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

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



# LiveHire's Performance Metrics – Glossary

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

## Monthly Recurring Revenue

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

## Annualised Recurring Revenue (ARR)

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

## Opening ARR

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

## New Business ARR

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

## ARR Churn – Customer Losses

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

## Net Revenue Retention (NRR) rate %

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

## ARR Churn

ARR Churn Customer Losses + Net Upsell ARR.

## Churn %

ARR Churn as a percentage of Opening ARR.

## Closing ARR

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

## Annualised Recurring Revenue Per Client (ARRPC)

ARRPC is calculated as:  $\text{Closing ARR} / \text{number of clients}$   
ARRPC is a key metric and can be grown by securing higher value clients, and by adding new products and functionality to provide more value to clients.

## Client

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

## Talent Community Connection (TCC)

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

## Positions:

The number of open requisitions sent to the curator (Agency) to fulfil with an incumbent.

## Submissions:

The number of applicants shortlisted by the curator (Agency) and presented to the end client hiring manager to consider for interview.

## Placements (hire):

The number of successful applicants found suitable for an open requisition, usually for a temporary or contract position.

# LiveHire's Financial Metrics – Glossary

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

## Recurring Revenue

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

## Non-Recurring Revenue

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

## Management EBITDA

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

## Ideal Client Profile (ICP)

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

## Ideal Partner Profile (IPP)

Partners who are committed to the structure, scale and change management of deals to be successful over time

## Statutory EBITDA

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

## Annual Cash Burn excluding financing activities

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

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

## Estimated Annual Contract Value (EACV) - Direct Sourcing

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

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

## Opportunities Live

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

# Get In Touch



www.livehire.com



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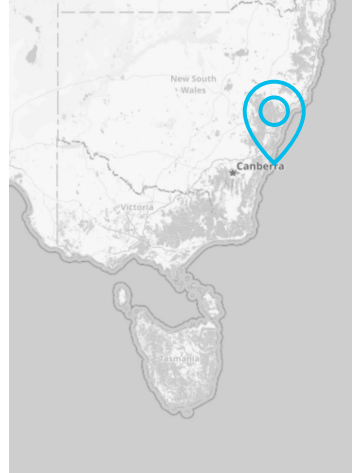
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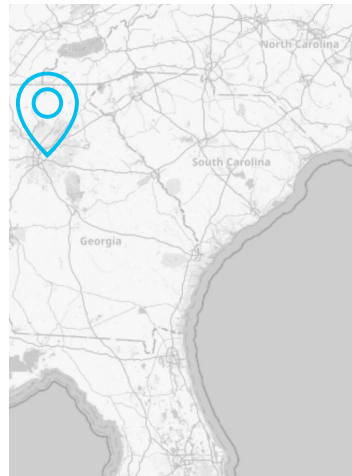
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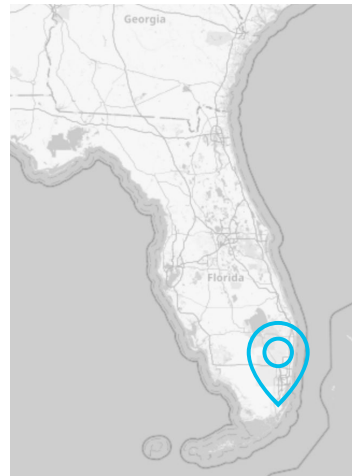
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