livehire

ANNUAL REPORT 2024

Agility in Action

Agility
In Action

At LiveHire, agility is not just a concept but the cornerstone of our operations enabling us to swiftly adapt to change, seize emerging opportunities, and overcome challenges with resilience and innovation.

The dynamic nature of the past year underscored the importance of agility in operational excellence. Our commitment to an agile mindset fostered a culture of continuous improvement, collaboration, and innovation, driving us to new heights and ensuring we remain ahead of the curve.

Through our platform we are able to empower our clients to accelerate the deployment of talent in diverse areas globally. As markets and business conditions shift, employers crave flexibility, they need to quickly scale their workforce as opportunities arise or reduce headcount as market opportunity contracts.

As we reflect on this transformative period, we extend our gratitude to our dedicated team, valued clients, and partners who have supported us in our journey. Together, we have demonstrated that agility is not merely a response to change but a proactive force for creating a sustainable and prosperous future.

Join us as we delve into the details of this remarkable year, showcasing how agility in action has propelled LiveHire forward, solidifying our commitment to excellence and innovation in the ever-changing global business landscape.

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

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2024 Highlights

Customer Satisfaction

G2 Rating 4.5 stars

TrustRadius 9 out of 10

Software Advice 4.5 stars

GetApp 4.6 stars

Clients & Partners

SaaS

182

Subscription Clients

90.7%

Net Retention Rate (NRR)

Direct Sourcing

7

Strategic Direct Sourcing Partners

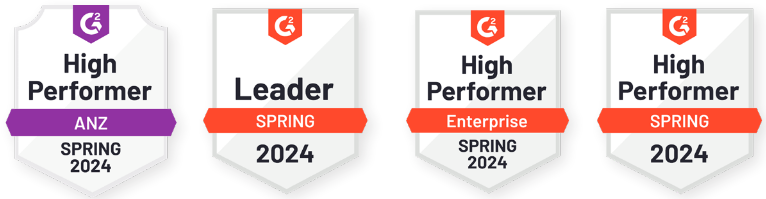
11

Direct Sourcing Clients

CELEBRATING 5 YEARS
HR TECH AWARDS
TALENT ACQUISITION
Best Innovative or Emerging Tech Solution
2024

57,360
Total 2024 placements

Industry Recognition



Talent

10.3m
talent community connections (TCCs)

Australia and New Zealand

North America

$2.9b+
total annualised salary of hires

Financial

$7.03m
in customer revenue

SaaS & other
$6.128m

Direct Sourcing
$0.899m

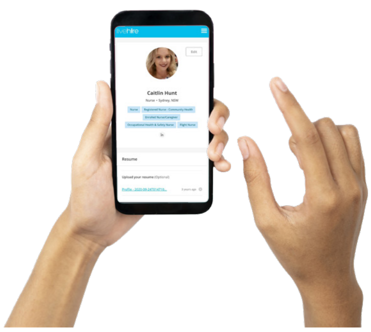
$3.091m
cash in bank + term deposits

Technology

Full platform scalability

1.8m
added TCCs in 2024

51%
female hires on platform



CASE STUDY

Enbridge's journey to successful contingent direct sourcing

Company Background

Enbridge Inc. is a multinational pipeline and energy company headquartered in Canada.

Challenges

Enbridge has more than 13,000 employees, including temporary employees and contractors. Eric Osterhout is the Senior Specialist, Category Management - Contingent Labor at Enbridge. He has harmonised contingent programs, optimised the supply base, and successfully scaled their direct sourcing program.

> "Our outsourced curation team has hit the ground running, utilising LiveHire and creating a huge candidate pool. It's been very successful and the numbers have been astounding.

Eric Osterhout
Senior Specialist
Category Management - Contingent Labor, Enbridge.

Solution

By launching a direct sourcing program at Enbridge, Eric recognized the opportunity to leverage the strength of its brand to enhance the quality and speed of hires, while also reducing costs and delivering world-class outcomes for hiring managers.

To drive program efficiency, the team at Enbridge decided to integrate LiveHire with their vendor management system (VMS), SAP Fieldglass.

With LiveHire, the curation team is able to achieve market-leading results by leveraging multi-channel sourcing, dynamic talent pooling, candidate communication and engagement, and robust reporting and analytics capabilities.

Enbridge's private talent community boasts more than 11,000 candidates and 8,000 of these joined organically, having discovered Enbridge's name and contingent job offerings.

This demonstrates the strength of their brand and the company's notable success in attracting talent.

Results At A Glance

$1million
Annual cost savings of $1 million

38%
of contingent hires are directly sourced through the program

7 minutes
Median candidate response time via SMS

CASE STUDY

How Anglicare SA slashed costs and accelerated hiring

ANGLICARESA

Company Background

Anglicare SA is a non-for-profit healthcare and social services organisation. Every year their staff of 2,000 along with 200 volunteers, support more than 50,000 people.

Challenges

The recruitment function at Anglicare was decentralised. This model meant that each of the hiring managers were responsible for all aspects of their own recruitment including working with agencies to source and screen candidates. This was time consuming and it also meant that quality candidates couldn't be shared across the various business units.

Solution

Anglicare moved their recruitment function from decentralised to a centralised model with impressive results. By reducing reliance on traditional recruitment methods and optimising their hiring process, Anglicare has liberated hiring managers while slashing the costs associated with recruitment advertising, agency fees, and time spent on manual tasks.

Initially, hiring took 55 days with only 31% of roles filled on time. Anglicare built a Talent Community, accumulating 9,000 nurses and leveraging Talent Pooling to address hard-to-fill roles. Now 67% of hires come from the talent community and time-to-hire is 22 days.

> "The savings from our reduced reliance on job boards are remarkable, and when we factor in the money saved on agency fees, LiveHire has proven to be a solid investment.
>
> **Pia Algate**
> Anglicare SA, Senior Manager, Resourcing & Talent

Results At A Glance

22 days
Time to hire from the Talent Community, which is 2x faster versus job boards

13 min
candidate response time to SMS messages

67%
of hires are from the Talent Community

Chairman's message

In Reflection

In the Chairman's message last year, I wrote – "Looking forward, economic conditions remain uncertain. We are seeing momentum building in our key growth market of the US and are working hard to pursue new commercial opportunities. The need for alignment between resources and opportunities and the tightrope between capital preservation, the pursuit of opportunities and retaining a motivated and engaged workforce has never been more challenging, nor more important."

Despite 12 months having passed, that message remains relevant today and material progress has been made, culminating in the recently announced takeover offer by Humanforce, an Australian company backed by US Private equity house, AKKR.

This offer has been 18 months in the making following our previous announcements regarding a strategic review.

It has been a long 18 months for all involved. Shareholders, staff, executive and board have all felt every bump along the road.

Only a few weeks ago, our share price was 1c and while the offer by Humanforce represents a share price that is 4.5x that low point, it is a bittersweet outcome for many shareholders including LiveHire's executive and staff.

Despite costs being more than halved, the recently announced win of a major SaaS contract in Australia with a public sector customer and the high regard and product market fit of LiveHire's technology, profitability remains elusive and the business continues to need an infusion of capital to continue operating.

The US business is growing, albeit off a low base and within a macro context that continues to be dominated by doubts over the health of the US economy and, critically for our business, the level of labour hires. It is that US story that both represented the greatest opportunity for the company as well as the greatest disappointment.

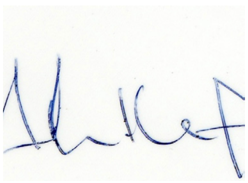
The economic cycle in the world's largest economy is not going to turn quickly enough to generate the growth in revenue and cashflow to allow LiveHire to continue as a stand alone company. The risk of this outcome was considered when the company's management and board decided to actively seek out a new owner – work which has now culminated in the offer by Humanforce which LiveHire's Board continues to encourage shareholders to accept prior to conclusion of the offer on September 30th.

The acquisition by Humanforce will mean that a number of our workforce will be able to continue with their work in a larger, better resourced and more diversified business. This is a significant positive. Similarly, the continuity of LiveHire's business under Australian management is pleasing.

I would like to acknowledge and thank Ben Brooks and Christy Forest for their leadership, hard work and unwavering commitment to the Company over what has been a very challenging year. Their leadership has kept the business going as this last chapter in LiveHire's independent story has been written.

I also want to thank Cris Buningh and Henry Ludski, my fellow non-executive directors, for their good counsel and steady hands. This has not been a year for the faint hearted and your responsiveness, thoughtful consideration and support has been critical to getting us to this outcome.

Lastly, for our shareholders, I, alongside other Board members, acknowledge shareholders' rightful disappointment. Despite heroic efforts over many years by scores of staff, executives and Directors, and the best of intentions, LiveHire has not delivered the outcomes you all hoped for, expected or deserved. I hope that this experience does not discourage you from backing other innovative Australian companies seeking to make an impact on a global stage.



Andrew Rutherford

Chairman, Non-Executive Director

LiveHire Limited

Chief Executive Officer's message

"LiveHire teams demonstrated agility, as well as productivity and commitment to our enduring focus to deliver both innovation and impact for our clients.

Agility in Action

In 2024, companies worldwide continued to flex and bend to meet the protracted macro conditions of reduced business spend and depressed hiring.

LiveHire began to adjust its strategic initiatives in early 2023 in anticipation of these conditions and continued to execute rigorously throughout 2024. We met the environment with a relentless focus on winning and retaining well-fitted clients, and delivering the best operating margins in the history of the company.

Over the year we delivered significant cost reductions, retained only margin-positive clients, and focused on winning new clients at significantly higher price points. LiveHire teams demonstrated agility, as well as productivity and commitment to our enduring focus to deliver both innovation and impact for our clients. For this, we also won the HR Tech Award for "Best Innovative or Emerging Tech Solution 2024."

Our laser focus has always been impact and results for our clients. We knew this to be especially important in a year when hiring is down and Recruitment Technologies are the most challenged in the macro environment relative to all other HR Technologies.

As such, we are incredibly proud of the case studies we have produced for Anglicare SA, Baby Bunting, Infinite Care and Zenitas. And as our sales pipeline became progressively healthier, we succeeded in winning a large Australian government RFP worth more than $2m in incremental revenue (over the life of the contract to 31 December 2026), contracted after the close of the financial year.

Overall, our revenue was $7.027m for the year, reflecting a YOY reduction of (9.75%) in part attributable to the parting of ways with the large, non-ICP Agency client in North America in order to improve margins. A meaningful portion of the total gap was recovered through profitable portfolio growth. SaaS ARR was up 0.75% (to $6.167m) and SaaS recurring revenue as a % of total SaaS revenue was 97% up from 93% in FY23.

Also notable in FY24 was our ability to streamline and reduce costs, undergoing an operating cost reduction of 31% on FY23.

2024 was the year we absorbed the hardest hits from staff reductions and client culling to focus on the parts of our portfolio we knew we could grow profitably.

No doubt the depth and duration of the slow down in hiring in the US has challenged our ability to succeed as an independent company.

I would like to express my deepest gratitude to the LiveHire teams for persevering through the most challenging year in our history. They demonstrated the grit and resolve to truly do more - much more - with less.

I would like to thank the board for their steady hand through the choppy waters of a protracted, challenging macro environment that washed out literally thousands of companies our size and larger globally.

I would like to thank our partners and clients who know the power of our technology, adore the dedication of our staff, and continue to embrace our opportunities together to meaningfully improve candidate experience and lead the world in total talent solutions.

We did our level best in 2024 to build enough reserve for the headwinds that have persisted, and I'm deeply proud of the healthy business we now transition to its next phase.

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

Business
Review

2024 has been a challenging year as businesses cut back on both spending and hiring. Despite a sluggish macroeconomic environment, LiveHire successfully delivered on key strategic initiatives from early 2023, particularly in achieving cost reductions and focus on high-margin clients.

Strategic partner and client engagement

Focus on partners and clients with the best fit to ideal profile and accelerate adoption to drive fastest path to revenue.

Refocus internal capability

Align and empower teams to strategic partners and clients who will deliver highest ROI and continue to build strong relationships, externally and internally, to deliver strategic priorities.

Product repositioning

Deliver key integrations and product capabilities to drive revenue outcomes and provide key innovations to improve candidate engagement and recruiter productivity, as well as internal business processes that drive measurable value for customers.

Our Operational focus has not wavered from the key pillars we set ourselves during our strategic review.

193
total clients
Saas &
Direct Sourcing

$7 million
total revenue
from customers

Operational Performance

Total revenue from customers has been relatively resilient during the year even with the uncertainty of the macro-economic impacting sales and the reduction in revenues associated with the exit of IMG, revenues from customers was down to $7.0m in FY24 (FY23: $7.8m). SaaS recurring revenue as a % of Total SaaS revenue was 97% for FY24 up from 93% in FY23.

LiveHire's strategic decision to restructure its cost base in late FY23 has assisted in margin expansion.

- Total Clients of 193 (SaaS & Direct Sourcing) were down 2% from FY23, mainly due to rebasing the direct sourcing clients to focus on high return ICP clients which saw direct sourcing clients reduce from 12 at the end of FY23 to 11 at the end of FY24.
- Operating costs (exc, Share Based Compensation) have decreased significantly from $18.3m in FY23 to $12.6m which is 31% decrease year on year.

FINANCIAL PERFORMANCE

The financial results of the Company for the year ended 30 June 2024 are:

	30-Jun-24	30-Jun-23	% Change
Recurring revenue ($)[1]	**5,892,135**	**5,699,503**	3%
Non-recurring revenue ($)[2]	**235,875**	**495,718**	(52)%
Direct sourcing revenue ($)	**899,379**	**1,591,637**	(43)%
Revenue from continuing operations ($)	**7,027,389**	**7,786,858**	(10)%
Net loss after tax ($)	**(8,702,096)**	**(14,122,075)**	38%
Loss per share ($)	**(0.025)**	**(0.045)**	(44)%

[1] Recurring revenue comprises of Hosting and Maintenance Fees and Reseller fees
[2] Non-recurring revenue comprises of Integration fees and Professional Services fees

Key financial insights outlined below:

Share based compensation expenses was $1.5m, down from $2.6m in FY23 driven by a reduction in staff at the end of the financial year as a result of our strategic review, meant that performance rights issued to employees as part of the Employee Incentive Plan (EIP) were cancelled.

Additions to capitalised Software Development were $1.1m, down from $2.7m in FY23, which was due to the staff restructuring we completed at the end of FY23. Refer to Note 12 of the financial statements.

$899k
Total revenue from Direct Sourcing Customers (FY24)

20%
Mark-ups for direct sourcing contractor staffing spend

$6.2m
Closing ARR

Direct Sourcing

The North American Direct Sourcing market opportunity is significant and LiveHire can disintermediate the ~ 20% mark-ups charged on $US80b+ contractor staffing spend, with a 1-2% technology fee giving $US800m+ opportunity.

- Path to market is primarily through strategic partners who have a strong incentive to introduce our technology to their existing Fortune 1000 relationships and beyond.
- 7 key strategic partners (mix of MSP's, VMS's and Staffing Agencies) have been identified and our focus to realise and deliver on this opportunity.
- Revenue of $0.899m in FY24 was down from $1.6m in FY23, this is due to the exit of Agency and Covid hiring solution for a large customer IMG.

SaaS

The SaaS business continues to grow in the challenging macro conditions as the business continues to enable traction through product-market fit in the Australia & New Zealand markets.

- Strong sales fundamentals targeting well fitted clients and multi-year contracts has driven strong retention rates (90.7% NRR in FY24) which continue to be in line with industry standards.
- Challenging circumstances and longer procurement cycles for the larger companies, however average annual recurring revenues from new sales is tracking up.
- Closing ARR $6.2m in FY24 slightly up from FY23 ($6.1m).

Outlook

Management's ongoing commitment to executing key initiatives, tailored to align LiveHire closely with market demand and customer purchasing behaviours, ensures that we are well-positioned to optimise the alignment between our capabilities, client needs, and future commercial returns.

Full Platform Scalability

This year, we introduced several features aimed at meeting our customers' desire for enhanced customisation and platform management, including self-service configuration of application and offer processes, comprehensive interview management, and the ability to design custom dashboards and export data to external BI systems.

Additionally, we implemented numerous architectural and infrastructure upgrades, enabling us to surpass service expectations for our largest Fortune 500 clients while continuing to expand our global presence.

Product Reach

Increase our impact in Total Talent by improving our integration layer with a growing network of ecosystem partners and establishing deep, native integrations with systems like SAP SuccessFactors and Fieldglass.

Expand security and privacy features to meet the needs of candidates globally.

Refine sourcing and recruiting workflows to bridge the gap between traditionally separate ATS and CRM functions, thereby enabling a comprehensive Total Talent capability.

Director's Report

1. Information on the Board of Directors

The Directors submit their report of LiveHire Limited (LiveHire for the Company) for the financial year ended 30 June 2024 (Financial Year). The Directors of the Company at the date of this report are as follows:

Andrew Rutherford

Chairman, Non-Executive Director

Andrew is a Non-Executive Director and Chairman of LiveHire. Andrew has held a number of senior executive roles over his career including Executive Director and Chief Operating Officer of Goldman Sachs Australia and Head of Mergers & Acquisitions for Reuters PLC. Andrew's executive roles were focused on capital markets, finance, accounting, technology, strategy and business operations.

Andrew is also an experienced Non- Executive Director and Audit & Risk Committee Chair having served on several boards over the past 15 years. Andrew is currently a Non-Executive Director of Asgard Capital Management Limited, BT Funds Management No. 2 Ltd, BT Portfolio Services Ltd, Westpac Financial Services Ltd and Chair of Pitcher Partners Sydney Wealth Management Pty Ltd.

Andrew completed his Bachelor of Commerce and Masters of Business Administration at UNSW/ AGSM and is a graduate of CPA Australia (Fellow), The Institute of Chartered Secretaries (Fellow) and Australian Institute of Company Directors (with Merit) and holds post-graduate qualifications in Corporate Finance (GradDipFin) and Financial Planning (DipFP).

Christy Forest

Chief Executive Officer

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 Directors. In her spare time, Christy is an avid yogi, wife, and mum of two.

Cris Buningh

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 realising 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.

Henry Ludski

Non-Executive Director

Henry is an independent Non-Executive Director of LiveHire. Henry joined the LiveHire board in April 2024.

Henry has held senior fund management positions at National Mutual, AXA Investment Management and Intrinsic Investment Management.

Henry holds a Bachelor of Economics, actuarial training and a diploma from the Securities Institute.

2. Information on

Our Team

Our culture

At LiveHire, we foster a culture of collaboration, inclusivity, and innovation, all while maintaining an environment of fun and humor. We work together towards a common goal, embracing deep thinking and creativity.

Our team consists of realistic idealists dedicated to improving processes for candidates, recruiters, and employers alike. We believe in rolling up our sleeves and collectively working towards a shared vision.

LiveHire is a place where fun, collaboration, and innovation thrive, leading to our collective success.

Our departments

Our departments are full of talented and dedicated professionals. From our Commercial and Product & Technology teams to our Corporate team, everyone plays a crucial role in achieving our mission of empowering the flow of the world’s talent.

Our success as a business is driven by outstanding leadership, collaboration, communication, and transparency about team goals and our product roadmap.

Our people are the driving force behind our success, the architects of our achievements, and the heartbeat of our organisation.

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.

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 allowing our team to determine where they do their best work. We celebrate in person and over Zoom when we're working 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.

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 14 to 16 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 13 September 2024.

DIRECTORS	FULLY PAID ORDINARY SHARES (INCLUDING LOAN BACK SHARES)	PERFORMANCE RIGHTS	UNLISTED OPTIONS	SERVICES RIGHTS
Andrew Rutherford	-	-	-	517,241
Christy Forest	-	4,658,773	-	3,023,975
Cris Buningh	-	-	-	517,241
Henry Ludski	-	-	-	-

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 below. Please note that since Michael Rennie's resignation on 28 November 2023, at which time the Board comprised only three Directors, the Board assumed the responsibilities of each of the Nomination & Remuneration Committee and the Audit & Risk Committee under the respective Charter. Andrew Rutherford retained the responsibilities of Chair of the Audit & Risk Committee and Cris Buningh retained the responsibilities of Chair of the Nomination & Remuneration Committee. The Board continues to operate in this manner as at the date of this report.

	FULL BOARD		REMUNERATION & NOMINATION COMMITTEE		AUDIT & RISK	
DIRECTORS	NUMBER ELIGIBLE TO ATTEND[1]	NUMBER ATTENDED[2]	NUMBER ELIGIBLE TO ATTEND	NUMBER ATTENDED	NUMBER ELIGIBLE TO ATTEND	NUMBER ATTENDED
Andrew Rutherford[3]	4	4	1	1	3	3
Michael Rennie[4]	3	3	1	1	1	1
Christy Forest[5]	4	4	-	-	3	3
Cris Buningh	4	4	1	1	2	2
Henry Ludski[6]	1	1	-	-	1	1

1. Number of meetings held that the director was entitled to attend as a director of the Board or as a member of a Committee (as applicable).
2. Number of meetings attended by the director.
3. Andrew Rutherford was appointed as a committee member of the Remuneration & Nominations Committee on 2 October 2023.
4. Michael Rennie resigned as a director of the Board and member of the Remuneration & Nominations Committee and Audit & Risk Committee effective 28 November 2023.
5. Christy Forest resigned as a member of the Nomination and Remuneration Committee on 2 October 2023.
6. Henry Ludski was appointed as a director on 3 April 2024.

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 (Cth) 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 FY24 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 2024 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. Based on the criteria for determining Executive KMP, it has been 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
Andrew Rutherford	Non-Executive Director & Chairman	Full financial year
Michael Rennie	Non-Executive Director	Ceased 28 November 2023
Cris Buningh	Non-Executive Director	Full financial year
Christy Forest	Chief Executive Officer & Executive Director	Full financial year
Henry Ludski	Non-Executive Director	Appointed 3 April 2024

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

6. REMUNERATION REPORT (AUDITED) (CONT)

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 & NRC monitor and makes recommendations 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 and 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 reports to the NRC 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 FY24. (Note during 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.

6. REMUNERATION REPORT (AUDITED) (CONT)

6.2.3 Executive Remuneration Framework and Programs FY24

The NRC is responsible for reviewing and recommending remuneration arrangements for Directors and Executives. The performance of the Group depends on the quality of our 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	Aligned with Shareholders	Market Competitive Remuneration
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'.	Executives' remuneration is aligned with shareholder interests through emphasizing variable remuneration. Incentive plans and performance measures are aligned with the Group's short-term 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).	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	Variable 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 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 (based on target result) 20% for Direct reports (based on target result) LTIP (at risk) 60% for CEO (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. REMUNERATION REPORT (AUDITED) (CONT)

6.2.4 Voting and comments made at Company's 2023 Annual General Meeting (AGM)

At the 2023 AGM, the Group received a vote 96.72% in favour of the adoption of the remuneration report for the year ended 30 June 2023.

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 LTI Performance Rights to Christy Forest
- Approval of Director participation in EIP and issue of Service Rights to Christy Forest, Andrew Rutherford and Cris Buningh.
- Approval of Director participation in EIP and issue of STI Rights to Chrisy Forest.
- Approval of Director participation in EIP and issue of Remuneration Service Rights to Christy Forest

6.2.5 Use of remuneration consultants

Note as per above, there were no remuneration consultants engaged during FY24 (FY23: none).

6.2.6 Composition of variable or 'at risk' remuneration and performance & remuneration outcomes in FY24

The following table details the components of the Group's variable or 'at risk' remuneration (STI and LTI) for FY24:

	CEO		DIRECT REPORTS	
VARIABLE REMUNERATION ELEMENT	TARGET %	STRETCH %	TARGET %	STRETCH %
Short-term Incentives (STI)	30	45	20	30
Long-term Incentives (LTI)	60	120	30	60
TOTAL	**90**	**165**	**50**	**90**

6. REMUNERATION REPORT (AUDITED) (CONT)

Short-term incentives (STI) are performance rights awarded in relation to performance over a 12 month period (usually the financial year) to reward executives for creating value in the short-term and for achieving specified objectives. For the FY24 STI, Executives are required to still be in employment with the Group as at 30 September 2024. STI rights are awarded to Executive Directors and other key executives based on key performance metrics. STI rights are issued after the performance period has ended and the achievement or non-achievement of performance metrics are known.

FY24 STI performance rights are assessed against 4 performance metrics that are weighted per the below table and are as follows:

- Operating Cashflow – the achievement of reaching a target cashflow position defined as total revenue (excluding R&D refund) less Total Cost of Goods Sold less Total Operating Expense (excluding Share Based Payments & Transfer to Capital (TCC)).
- SaaS Total Revenue – the achievement of defined targets of revenue earned for the SaaS business (including recurring and non-recurring).
- SaaS Net Retention Rate % – the achievement of defined targets to measure the effectiveness in retaining and upgrading existing clients.
- Direct Sourcing Total Revenue – the achievement of defined targets of revenue earned in North America only in the financial year from direct sourcing.

For each performance metric there are defined "Threshold", "Target" and "Stretch" measures which results in STIs vesting at different rates:

	THRESHOLD	TARGET	STRETCH
Maximum % of FY24 STI to vest	33.33% of FY24 STI	66.67% of FY24 STI	100% of FY24 STI

If all 4 metrics were achieved at a Stretch measure, 100% of the FY24 STI would vest.

Subject to board approval, the FY24 STI outcomes are as follows.

FY24 METRICS	WEIGHTAGE	STI OUTCOME[1]
Operating Cash Flow	40%	Not achieved
SaaS Total Revenue	15%	Achieved at threshold
SaaS Net Retention Rate (NRR) %	15%	Not achieved
Direct Sourcing Total Revenue	30%	Not achieved

1. Following a review of the STI outcomes, on 17 July 2024, the Board approved the FY24 SaaS Total Revenue metric to vest based on the pro-rata achievement of actual Saas Total Revenue between the Threshold and Target bands. This resulted in a 13.2% weighted vesting outcome for the metric. No other metric has been varied as a result of this.

6. REMUNERATION REPORT (AUDITED) (CONT)

Long-term incentives (LTI) rights are awarded to Executive Directors and other key executives. LTIs are performance rights or options awarded in relation to the achievement of performance measured over a period of three years or more. The main purposes of LTIs are to align the interests of executives with Shareholders, to support executives to become Shareholders, to reward them for medium-to-long term value creation and share some of that value with executives, and to retain senior executives. The Company is required to issue sufficient securities to cover the possibility of a 'Stretch' award. The actual number of LTI Rights that will vest will be determined based on actual Share price (performance metric) at the vesting date.

LTIs awarded in FY24 are measured based on a Total Shareholder Return (TSR) performance criteria, which contemplates the following metrics over a three-year period:

PERFORMANCE LEVEL	FY26 SHARE PRICE[1]	% CAGR INCREASE[2]	% OF LTI SECURITIES TO VEST
Stretch	**$0.20 or more**	**51%**	**100%**
Between Target and Stretch			Pro-rata
Target	**$0.12**	**28%**	**77%**
Between Threshold and Target			Pro-rata
Threshold	**$0.09**	**16%**	**50%**
Below Threshold			0%

1. Volume weighted average price of the Company's Shares recorded on ASX over the 10 days on which trades in Shares occurred immediately following release to ASX of the Company's annual financial report for the financial year ending 30 June 2026
2. CAGR increase is the compounded annual growth rate increase. Based on the VWAP of Shares over the 10 days on which trades in Shares occurred immediately following release of the FY23 Annual Report, being $0.058

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

	30-JUN-24	30-JUN-23	30-JUN-22	30-JUN-21	30-JUN-20
Revenue ($)	7,027,389	7,786,858	7,308,601	5,533,414	3,456,367
Net loss after tax ($)	(8,702,096)	(14,122,075)	(12,004,889)	(8,293,282)	(14,644,872)
Share Price ($)	0.01	0.06	0.39	0.41	0.18

6. REMUNERATION REPORT (AUDITED) (CONT)

6.3 Non-Executive Director's remuneration

Non-Executive Directors are paid a base fee for service to 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 2023 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 2024 AGM.

Non-Executive Directors did not receive a fee increase in FY24. The Chairman is paid fees of $166,500AUD including superannuation. Other Non-Executive Directors are paid fees of $77,700 including superannuation (if applicable) in AUD or USD plus 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.

As announced on 17th May 2023, all Non-Executive Directors assumed a 20% reduction in salaries for the period 1 June 2023-31 December 2023 in accordance with our Strategic Review and cost reductions.

Based on the Board and committee composition during FY24, the total fees relating to Non-Executive Directors was $282,313 AUD including superannuation. Refer to below tables for details relating to year ended 30 June 2024 and 30 June 2023.

Remuneration of Non-Executive Directors of the Company for the year ended 30 June 2024 is set out below:

	SHORT-TERM EMPLOYEE BENEFITS[1]				POST-EMPLOYMENT BENEFITS	LONG-TERM EMPLOYEE BENEFITS	SHARE-BASED PAYMENTS				
30-JUN-24	SALARY & FEES[1]	NON-MONETARY	TERMINATION BENEFITS	ANNUAL LEAVE	SUPER-ANNUATION	LONG SERVICE LEAVE	OPTIONS	LOAN BACK SHARES	SERVICE RIGHTS	PERFORMANCE RIGHTS	TOTAL
	$	$	$	$	$	$	$	$	$	$	$
NON-EXECUTIVE DIRECTORS											
Andrew Rutherford[3 5]	135,304	-	-	-	14,883	-	-	-	30,000	-	**180,187**
Michael Rennie[2 5 6]	25,858	-	-	-	2,844	-	-	-	-	(91,336)	**(62,634)**
Cris Buningh	103,424	-	-	-	-	-	-	-	30,000	-	**133,424**
Henry Ludski[4]	-	-	-	-	-	-	-	-	-	-	**-**
Total Non-Executive Directors	**264,586**	**-**	**-**	**-**	**17,727**	**-**	**-**	**-**	**60,000**	**(91,336)**	**250,977**

1. Salary & fees include taxable allowances
2. Michael Rennie ceased being a Non-Executive Director on 28 November 2023
3. Andrew Rutherford's remuneration includes back pay of $337 (inclusive of superannuation) for 24 October 2022, paid during FY24
4. Henry Ludski was appointed Non-Executive Director 3 April 2024 at no remuneration. Refer to the Company's ASX Announcement dated 3 April 2024.
5. Andrew Rutherford, Michael Rennie and Cris Buningh took a 20% pay reduction for the period 1 June 2023 to 31 December 2023. Refer to the Company's ASX Announcement dated 17 May 2023
6. Share based payment is negative relating to unvested performance rights that were forfeited due to not meeting vesting conditions prior to resignation as Non-Executive Director. This relates to the expense recognised in prior periods for these forfeited performance rights.

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

	FIXED REMUNERATION		AT RISK	
	2024	2023	2024	2023
NON-EXECUTIVE DIRECTORS				
Andrew Rutherford	83%	81%	17%	19%
Michael Rennie	-46%	53%	146%	47%
Cris Buningh	78%	74%	22%	26%
Henry Ludski	0%	0%	0%	0%

6. REMUNERATION REPORT (AUDITED) (CONT)

Remuneration of Non-Executive Directors of the Company for the year ended 30 June 2023 is set out below:

	SHORT-TERM EMPLOYEE BENEFITS				POST EMPLOYMENT BENEFITS	LONG-TERM EMPLOYEE BENEFITS	SHARE-BASED PAYMENTS				
	SALARY & FEES[1]	NON-MONETARY	TERMINATION BENEFITS	ANNUAL LEAVE	SUPER-ANNUATION	LONG SERVICE LEAVE	OPTIONS	LOAN BACK SHARES	SERVICE RIGHTS	PERFORMANCE RIGHTS	TOTAL
30-JUN-23	$	$	$	$	$	$	$	$	$	$	$
NON-EXECUTIVE DIRECTORS											
Andrew Rutherford[2 3]	81,600	-	-	-	8,568	-	-	-	20,548	-	**110,716**
Michael Rennie[4]	121,688	-	-	-	12,777	-	-	-	30,000	88,226	**252,691**
Lesa Francis[5]	59,160	-	-	-	-	-	-	-	17,589	-	**76,749**
Cris Buningh	113,008	-	-	-	-	-	-	-	39,123	-	**152,131**
Total Non-Executive Directors	**375,456**	**-**	**-**	**-**	**21,345**	**-**	**-**	**-**	**107,260**	**88,226**	**592,287**

1. Salary & fees include taxable allowances
2. Andrew Rutherford was appointed to Non-Executive Director on 24 October 2022
3. Andrew Rutherford was appointed Chairman on 31 January 2023
4. Michael Rennie ceased being Chairman on 31 January 2023
5. Lesa Francis ceased being a Non-Executive Director on 31 January 2023

6.4 Executive Director's & Other KMP remuneration

During the financial year ended 30 June 2024 Executive Director's & Other KMP received short-term employee benefits, post-employment benefits, long-term employee benefits and share-based payments. These share-based payment expenses relate to grants in the current year, and prior years that were brought to account in FY24.

	SHORT-TERM EMPLOYEE BENEFITS				POST-EMPLOYMENT BENEFITS	LONG-TERM EMPLOYEE BENEFITS	SHARE-BASED PAYMENTS[3]			
30-JUN-24	SALARY & FEES[1]	NON-MONETARY	TERMINATION BENEFITS	ANNUAL LEAVE	SUPER-ANNUATION	LONG SERVICE LEAVE	OPTIONS	SERVICE RIGHTS	PERFORMANCE RIGHTS	TOTAL
	$	$	$	$	$	$	$	$	$	$
Executive Directors										
Christy Forest[2]	224,263	-	-	9,151	22,103	6,937	341,287	177,466	126,401	**907,607**
Sub-total	**224,263**	**-**	**-**	**9,151**	**22,103**	**6,937**	**341,287**	**177,466**	**126,401**	**907,607**
Other KMP										
Ben Brooks	247,240	-	-	9,486	27,130	5,019	-	65,882	116,478	**471,235**
Sub-total	**247,240**	**-**	**-**	**9,486**	**27,130**	**5,019**	**-**	**65,882**	**116,478**	**471,235**
Total Exec Dir & Other KMP	**471,503**	**-**	**-**	**18,637**	**49,233**	**11,955**	**341,287**	**243,348**	**242,879**	**1,378,842**

1. Salary & fees include taxable allowances.
2. Christy Forest took 50% of cash compensation in the form of Service Rights during the period 1 November 2023 to 30 June 2024. Refer to the Company's ASX Announcement dated 13 November 2023.
3. On 17 November 2023, LTI awards issued in FY22 and FY23, comprising options and performance rights, were cancelled, ahead of vesting. In line with the AASB 2, the remaining grant date fair value not yet expensed as at the date of cancellation was accelerated and expensed on the date of cancellation. These amounts have been included within the table above.

6. REMUNERATION REPORT (AUDITED) (CONT)

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

	FIXED REMUNERATION		AT RISK	
	2024	2023	2024	2023
EXECUTIVE DIRECTORS				
Christy Forest	29%	45%	71%	55%
OTHER KMP				
Ben Brooks	61%	69%	39%	31%

Remuneration of Executive Directors and Other KMP of the Company for the year ended 30 June 2023 is set out below:

	SHORT-TERM EMPLOYEE BENEFITS				POST-EMPLOYMENT BENEFITS	LONG-TERM EMPLOYEE BENEFITS	SHARE-BASED PAYMENTS			
30-JUN-23	SALARY & FEES[1]	NON-MONETARY	TERMINATION BENEFITS	ANNUAL LEAVE	SUPER-ANNUATION	LONG SERVICE LEAVE	OPTIONS	SERVICE RIGHTS	PERFORMANCE RIGHTS	TOTAL
	$	$	$	$	$	$	$	$	$	$
Executive Directors										
Christy Forest	340,950	-	-	11,232	25,292	9,471	383,281	55,000	32,734	**857,960**
Antonluigi Gozzi[2,3,4]	195,526	-	111,972	(22,782)	25,292	8,565	-	-	(89,216)	**229,357**
Sub-total	**536,476**	**-**	**111,972**	**(11,550)**	**50,584**	**18,036**	**383,281**	**55,000**	**(56,482)**	**1,087,317**
Other KMP										
Ben Brooks	247,590	-	-	11,344	25,292	2,964	-	30,000	96,292	**413,482**
Sub-total	**247,590**	**-**	**-**	**11,344**	**25,292**	**2,964**	**-**	**30,000**	**96,292**	**413,482**
Total Exec Dir & Other KMP	**784,066**	**-**	**111,972**	**(206)**	**75,876**	**21,000**	**383,281**	**85,000**	**39,810**	**1,500,799**

1 Salary & fees include taxable allowances.
2 Antonluigi Gozzi ceased being an Executive Director on 22 February 2023. Benefits are based on remuneration earned up to the date of ceasing to be a director.
3 Termination benefits relate to salary post 22 February 2023 (resignation as Executive Director) up until 8 July 2023 (final date as Chief Product Officer).
4 Share based payment is negative relating to unvested performance rights that were forfeited due to not meeting vesting conditions prior to resignation as Executive Director. This relates to the reversal of expense recognised in prior periods for these forfeited performance rights.

6. REMUNERATION REPORT (AUDITED) (CONT)

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	CFO
Fixed remuneration [1] (inclusive of super)	$367,399[2,3]	$273,770
Value of Service Rights	$55,000	$30,000
Contract duration	Ongoing contract	Ongoing contract
Notice by the individual/company	12 weeks/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 90 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

2 Base salary plus maximum superannuation contributions base

3 Christy Forest took 50% of cash compensation in the form of Service Rights during the period 1 November 2023 to 30 June 2024. Refer to the Company's ASX Announcement dated 13 November 2023

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.

6. REMUNERATION REPORT (AUDITED) (CONT)

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, no options were issued as remuneration to Directors or other KMP (FY23 – 1,939,811). During the current financial year, there were 4,602,097 options cancelled for Christy Forest which was a decision made by the board on 17 November 2023.

Performance Rights

During the current financial year, 6,385,854 performance rights were issued as remuneration to Directors or other KMP (FY23–3,413,009). 643,014 of these rights are not subject to vesting conditions as they were issued as a result of the FY23 short term incentive program. 5,742,840 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 FY26 Annual Report (FY26 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 Corporation Laws. That is, 100% if FY26 Share Price is $0.20 or more; 77% if FY26 Share Price is $0.12 and 50% if FY26 Share Price is $0.09. Where the holder becomes a Good Leaver before 30 June 2026, the options will be subject to vesting testing under which the Board may determine in its sole discretion if any of the rights 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	FAIR VALUE PER RIGHT AT GRANT DATE	PERCENTAGE VESTED	NUMBER OF PERFORMANCE RIGHTS
Performance Rights 1	21/12/2023	30/06/2026	21/12/2038	$0.032	0%	1,518,852
Performance Rights 2	28/11/2023	30/06/2026	21/12/2038	$0.033	0%	4,223,988
Performance Rights 3	21/12/2023	21/12/2023	21/12/2038	$0.060	100%	208,229
Performance Rights 4	28/11/2023	28/11/2023	21/12/2038	$0.057	100%	434,785
						6,385,854

6. REMUNERATION REPORT (AUDITED) (CONT)

Service Rights

During the current financial year, 5,775,698 service rights were issued as remuneration to Directors or other KMP (FY23 – 783,218). These rights vest subject to the relevant holder remaining employed or engaged as at 30 June 2024. 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	FAIR VALUE PER RIGHT AT GRANT DATE	PERCENTAGE VESTED	NUMBER OF PERFORMANCE RIGHTS
Service Rights 1	21/12/2023	30/6/2024	21/12/2038	$0.057	100%	517,241
Service Rights 2	28/11/2023	30/6/2024	21/12/2038	$0.059	100%	1,982,758
Service Rights 3 [1]	28/11/2023	30/6/2024	21/12/2038	$0.059	100%	2,075,699
Service Rights 4 [2]	21/12/2023	21/12/2024	21/12/2027	$0.057	0%	1,200,000

1 Christy Forest Remuneration Service Rights. Christy took 50% of cash compensation in the form of Service Rights during the period 1 November 2023 to 30 June 2024. Refer to the Company's ASX announcement dated 13 November 2023

2 Ben Brooks Retention Equity Plan. Refer to the Company's ASX Announcement dated 27 December 2023

6. REMUNERATION REPORT (AUDITED) (CONT)

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

30-JUN-24	PERFORMANCE RIGHTS CLASSES GRANTED[1]	BALANCE AT 1/07/2023	GRANTED AS REMUNERATION	CANCELLED DURING THE YEAR[4]	FORFEITED/ EXERCISED DURING THE YEAR[2]	BALANCE AT 30/06/2024	VESTED & EXERCISABLE
NON-EXECUTIVE DIRECTORS							
Andrew Rutherford		-	-	-	-	-	-
Michael Rennie[3]		1,753,137	-	-	(1,400,250)	352,887	352,887
Cris Buningh		-	-	-	-	-	-
Henry Ludski		-	-	-	-	-	-
Sub-total		**1,753,137**	**-**	**-**	**(1,400,250)**	**352,887**	**352,887**
Executive Directors							
Christy Forest	2,4	1,700,564	4,658,773	(996,741)	(703,823)	4,658,773	434,785
Sub-total		**1,700,564**	**4,658,773**	**(996,741)**	**(703,823)**	**4,658,773**	**434,785**
Other KMP							
Ben Brooks	1,3	1,913,628	1,727,081	(1,143,712)	(769,916)	1,727,081	208,229
Sub-total		**1,913,628**	**1,727,081**	**(1,143,712)**	**(769,916)**	**1,727,081**	**208,229**
Total		**5,367,329**	**6,385,854**	**(2,140,453)**	**(2,873,989)**	**6,738,741**	**995,901**

1. Refer to 6.5.2 Share-based Compensation for details of performance rights classes granted during the financial year.
2. Forfeited performance rights relate to unvested performance rights that were forfeited due to not meeting vesting conditions.
3. Based on securities held by Michael Rennie as at the date of his resignation as a director of the Company, being 28 November 2023.
4. This relates to the FY22 and FY23 LTI's that were cancelled and are referred to further in the Company's ASX Announcement dated 17 November 2023.

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

30-JUN-24	SERVICE RIGHTS CLASSES GRANTED[1]	BALANCE AT 1/07/2023	GRANTED AS REMUNERATION	FORFEITED/ EXERCISED DURING THE YEAR	BALANCE AT 30/06/2024	VESTED & EXERCISABLE
NON-EXECUTIVE DIRECTORS						
Andrew Rutherford	2	99,265	517,241	(99,265)	517,241	517,241
Michael Rennie [3]		300,088	-	-	300,088	300,088
Cris Buningh	2	110,831	517,241	(110,831)	517,241	517,241
Henry Ludski		-	-	-	-	-
Sub-total		**510,184**	**1,034,482**	**(210,096)**	**1,334,570**	**1,334,570**
EXECUTIVE DIRECTORS						
Christy Forest[2]	2,3	217,391	3,023,975	(217,391)	3,023,975	3,023,975
Sub-total		**217,391**	**3,023,975**	**(217,391)**	**3,023,975**	**3,023,975**
OTHER KMP						
Ben Brooks	1,4	201,910	1,717,241	(201,910)	1,717,241	517,241
Sub-total		**201,910**	**1,717,241**	**(201,910)**	**1,717,241**	**517,241**
Total		**929,485**	**5,775,698**	**(629,397)**	**6,075,786**	**4,875,786**

1 Refer to 6.5.2 Share-based Compensation for details of grants during the financial year.

2 Christy Forest took 50% of cash compensation in the form of Service Rights during the period 1 November 2023 to 30 June 2024. Refer to the Company's ASX Announcement dated 13 November 2023

3 Based on securities held by Michael Rennie as at the date of his resignation as a director of the Company, being 28 November 2023

6. REMUNERATION REPORT (AUDITED) (CONT)

6.5.5 Additional disclosures relating to KMP

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

30-JUN-24	BALANCE AT 1/07/2023	GRANTED AS REMUNERATION	ON EXERCISE OF RIGHTS	PURCHASED/ (SOLD) ON MARKET	BALANCE AT 30/06/2024
Non-Executive Directors					
Andrew Rutherford	833,127	-	99,265		932,392
Michael Rennie [1]	3,523,798	-	-	-	3,523,798
Cris Buningh	148,000	-	110,831	1,917,251	2,176,082
Henry Ludski [2]	5,003,000	-	-	-	5,003,000
Sub-total	**9,507,925**	**-**	**210,096**	**1,917,251**	**11,635,272**
Executive Directors					
Christy Forest	4,345,127		921,214	30,025,257	35,291,598
Sub-total	**4,345,127**	**-**	**921,214**	**30,025,257**	**35,291,598**
Other KMP					
Ben Brooks	366,884	-	503,076	-	869,960
Sub-total	**366,884**	**-**	**503,076**	**-**	**869,960**
Total	**14,219,936**	**-**	**1,634,386**	**31,942,508**	**47,796,830**

1 Based on securities held by Michael Rennie as at the date of his resignation as a director of the Company, being 28 November 2023.

2 In respect of Henry Ludski, as at the date of his appointment as director of the Company, being 3 April 2024.

6. REMUNERATION REPORT (AUDITED) (CONT)

Loan back shareholdings of KMP (Direct and Indirect Holdings)

There are no Non-Executive Directors, Executive Directors or KMP's that held Loan Back Shares as at 30 June 2024 or 30 June 2023.

Option holdings of KMP (Direct and Indirect Holdings)

30-JUN-24	BALANCE AT 1/07/2023	GRANTED AS REMUNERATION	EXERCISED	CANCELLED	FORFEITED/ EXPIRED	BALANCE AT 30/06/2024	VESTED & EXERCISABLE
Non-Executive Directors							
Andrew Rutherford	-	-	-	-	-	-	-
Michael Rennie [1]	1,500,000	-	-	-	-	1,500,000	-
Cris Buningh	-	-	-	-	-	-	-
Henry Ludski	-	-	-	-	-	-	-
Sub-total	**1,500,000**	**-**	**-**	**-**	**-**	**1,500,000**	**-**
Executive Directors							
Christy Forest	7,527,097	-	-	(4,602,097)	(2,925,000)	-	-
Sub-total	**7,527,097**	**-**	**-**	**(4,602,097)**	**(2,925,000)**	**-**	**-**
Other KMP							
Ben Brooks	-	-	-			-	-
Sub-total	**-**	**-**	**-**			**-**	**-**
Total	**9,027,097**	**-**	**-**	**(4,602,097)**	**(2,925,000)**	**1,500,000**	**-**

1 Based on securities held by Michael Rennie as at the date of his resignation as a director of the Company, being 28 November 2023. 1,500,000 Options expired on 11 December 2023, after his resignation as Director of the Company

Equity Instruments Issued on Exercise of Remuneration Options

During the current financial year, no options were exercised by Directors or other KMP.

Other transactions with KMP

There are no other transactions with KMP during the financial year ended 30 June 2024 (2023: nil).

End of Audited Remuneration Report

7. OPTIONS & RIGHTS

As at 28 November 2023, Michael Rennie resigned as a director of the Company holding 1,500,000 Options. These Options expired on 11 December 2023. As at the date of this report, there were no unissued ordinary shares of LiveHire under option.

At the date of this report, there were 20,297,987 performance and service 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.

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

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 which 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

Since 30 June 2024 there have been two (2) subsequent disclosure events:

1. On the 14th of August 2024 LiveHire Limited (LiveHire) entered into a Bid Implementation Agreement (BIA) relating to an all cash, on market takeover bid by Humanforce Holdings Pty Ltd (Humanforce), an Accel-KKR portfolio company, to acquire all ordinary shares in LiveHire for $0.045 per share. Humanforce at the time of the offer held a relevant interest of 73,882,619 of the shares representing 19.99% of all LiveHire shares on issue. LiveHire's Board unanimously recommended that all holders of LiveHire shares accept the Offer, in the absence of a superior proposal, and sell their LiveHire shares on market before the Offer closes on the 30 September 2024.

2. On the 30th August 2024 LiveHire advised that it had signed a multi-year contract with an APS agency, the Australian Bureau of Statistics, for the provision of software and ancillary services (ABS contract). The ABS contract will generate total incremental revenue of over $2.5m (inclusive of GST) over the life of the contract to 31 December 2026, inclusive of both recurring annual revenue, as well as implementation and milestone services.

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-24 $	30-JUN-23 $
Taxation Services	40,473	32,400
Total Taxation Services	**40,473**	**32,400**

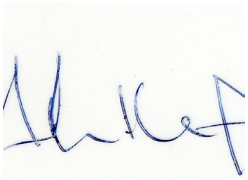
The board of directors has considered the position and, in accordance with advice received from the audit committee, is satisfied that the provision of the non-audit services is compatible with the general standard for independence for auditors imposed by the Corporations Act 2001. The directors are 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

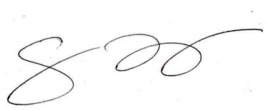
A copy of the Independence Declaration by the lead auditor under Section 307C is included on the following page to these annual financial statements.

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



Andrew Rutherford
Chairman

Melbourne, 16 September 2024



Christy Forest
Chief Executive Officer/Executive Director

Melbourne, 16 September 2024

Building a better working world

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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 2024, 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;

b. No contraventions of any applicable code of professional conduct in relation to the audit; and

c. No non-audit services provided that contravene any applicable code of professional conduct in relation to the audit.

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

Ernst & Young

Ernst & Young

Amy Hudson

Amy Hudson
Partner
16 September 2024

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Consolidated Statement of Profit or Loss and Other Comprehensive Income

	Notes	30-Jun-24 $	30-Jun-23 $
Revenue from continuing operations			
Revenue from contracts with customers	**6**	7,027,388	7,786,858
Other income	**6**	325,265	335,932
Interest income	**6**	158,979	260,971
Total revenue and other income		**7,511,632**	**8,383,761**
Expenses			
Employee benefits expense	**7**	(7,636,611)	(12,466,677)
Operating expenses	**7**	(4,915,262)	(5,825,058)
Share based payment expense	**19**	(1,493,367)	(2,645,546)
Earnings (Loss) before interest, tax, depreciation and amortisation (EBITDA)		**(6,533,608)**	**(12,553,520)**
Depreciation and amortisation expense	**7**	(1,825,280)	(1,441,381)
Earnings (Loss) before interest and tax (EBIT)		**(8,358,888)**	**(13,994,901)**
Interest expense	**7**	(334,631)	(77,873)
Loss before income tax		**(8,693,519)**	**(14,072,774)**
Income tax expense	**8**	(8,577)	(49,301)
Loss after income tax		**(8,702,096)**	**(14,122,075)**
Items that may be reclassified subsequently to profit or loss			
Exchange differences on translation of foreign operations, net of tax	**18**	(64,320)	10,763
Other comprehensive (loss)/income for the year, net of tax		**(64,320)**	**10,763**
Total comprehensive loss for the year		**(8,766,416)**	**(14,111,312)**
		$	$
Loss per share attributable to ordinary equity holders			
- Basic loss per share	**20**	(0.025)	(0.045)
- Diluted loss per share	**20**	(0.025)	(0.045)

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-24 $	30-Jun-23 $
ASSETS			
Current assets			
Cash and cash equivalents	9	3,083,606	4,760,956
Term deposits	10	7,497	701,193
Trade and other receivables	11	1,756,563	2,207,797
Prepaid Expenditure		577,855	635,022
Contract acquisition costs	6	225,005	232,568
Total current assets		**5,650,526**	**8,537,536**
Non-current assets			
Plant and equipment		50,807	141,836
Intangible assets	12	5,897,769	4,435,099
Contract acquisition costs	6	166,370	235,928
Right-of-use assets	13	33,191	418,158
Total non-current assets		**6,148,137**	**5,231,021**
Total assets		**11,798,663**	**13,768,557**
LIABILITIES			
Current liabilities			
Trade and other payables	14	1,571,904	1,354,206
Provisions	15	907,802	1,066,553
Lease liabilities	13	34,656	305,226
Deferred revenue	6	3,325,696	2,636,668
Borrowings	16	1,415,833	181,727
Total current liabilities		**7,255,891**	**5,544,380**
Non-current liabilities			
Provisions	15	69,201	58,221
Lease liabilities		-	181,972
Borrowings	16	1,224,501	-
Total non-current liabilities		**1,293,702**	**240,193**
Total liabilities		**8,549,593**	**5,784,573**
Net assets		**3,249,070**	**7,983,984**
EQUITY			
Issued capital	17	74,577,206	73,065,148
Reserves	18	21,531,861	19,076,737
Accumulated losses		(92,859,997)	(84,157,901)
Total equity		**3,249,070**	**7,983,984**

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

Consolidated Statement of Changes in Equity

	Notes	Issued Capital $	Reserves $	Accumulated Losses $	Total Equity $
At 1 July 2023		**73,065,148**	**19,076,737**	**(84,157,901)**	**7,983,984**
Loss for the year		-	-	(8,702,096)	**(8,702,096)**
Other comprehensive loss		-	(64,320)	-	**(64,320)**
Total comprehensive loss for the year		**-**	**(64,320)**	**(8,702,096)**	**(8,766,416)**
Transactions with owners in their capacity as owners:					
Contributions of equity		-	-	-	**-**
Total Transactions with owners in their capacity as owners:		**-**	**-**	**-**	**-**
Share based payment expense	19	-	1,493,367	-	**1,493,367**
Lighter Warrant	18	-	21,448	-	**21,448**
Acquisition of Arrived	12	1,512,058	1,004,629	-	**2,516,687**
At 30 June 2024		**74,577,206**	**21,531,861**	**(92,859,997)**	**3,249,070**

	Notes	Issued Capital $	Reserves $	Accumulated Losses $	Total Equity $
At 1 July 2022		**63,162,357**	**16,420,428**	**(70,035,826)**	**9,546,959**
Loss for the year		-	-	(14,122,075)	**(14,122,075)**
Other comprehensive income		-	10,763	-	**10,763**
Total comprehensive loss for the year		**-**	**10,763**	**(14,122,075)**	**(14,111,312)**
Transactions with owners in their capacity as owners:					
Contributions of equity		10,122,366	-	-	**10,122,366**
Total Transactions with owners in their capacity as owners:		**10,122,366**	**-**	**-**	**10,122,366**
Share issue transaction costs		(219,575)	-	-	**(219,575)**
Share based payment expense	19	-	2,645,546	-	**2,645,546**
At 30 June 2023		**73,065,148**	**19,076,737**	**(84,157,901)**	**7,983,984**

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

Consolidated Statement of Cash Flows

	Notes	30-Jun-24	30-Jun-23
		$	$
Cash flows from operating activities			
Receipts from customers		8,381,343	9,556,667
Payment to suppliers and employees		(13,081,210)	(19,639,131)
Payment of interest		(295,568)	(77,873)
Receipt of interest		169,752	244,124
Receipt of Research & Development Tax Incentive		363,662	356,614
Net cash inflow/(outflow) from operating activities	9	**(4,462,021)**	**(9,559,599)**
Cash flows from investing activities			
Payment for intangible assets		(1,072,435)	(2,678,221)
Receipt of Research & Development Tax Incentive		1,003,504	698,237
Payment for plant and equipment		(7,851)	(86,497)
Placement of term deposit		-	(39,600)
Withdrawal of term deposit		693,696	262,952
Net cash inflow/(outflow) from investing activities		**616,914**	**(1,843,128)**
Cash flows from financing activities			
Proceeds from the issue of shares		-	10,122,366
Proceeds from borrowings		3,921,242	-
Repayment of borrowings		(1,459,415)	-
Borrowings transaction costs		(2,269)	-
Payment of principal portion of lease liabilities		(256,252)	(365,874)
Net cash inflow/(outflow) from financing activities		**2,203,306**	**9,756,492**
Net increase/(decrease) in cash and cash equivalents		**(1,641,801)**	**(1,646,235)**
Cash and cash equivalents at the beginning of the year		4,760,956	6,405,779
Effects of exchange rate changes on cash and cash equivalents		(35,549)	1,412
Cash and cash equivalents at the end of the year	9	**3,083,606**	**4,760,956**

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 2024 (the Financial Year) were authorised for issue in accordance with a resolution of the directors on 16 September 2024 and covers LiveHire as an entity as required by the Corporations Act 2001. LiveHire is a for-profit entity.

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 C/-CD Plus Corporate Services, Level 42 Rialto South Tower, 525 Collins Street, Melbourne VIC 3000. The principal activities of the Group during the year were the continued development and deployment of the LiveHire Talent Acquisition & Engagement Platform through both its software as a service ("SaaS") and direct sourcing channels. There have been no significant changes in the nature of these activities during the year.

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.

Going Concern

For the financial year ended 30 June 2024, the Group incurred a net loss after tax of $8,702,096 (2023: $14,122,075). Cash flows from operating activities was an outflow of $4,462,021 (2023: $9,559,599) and cash flows from investing activities was an inflow of $616,914 (2023: $1,843,128 outflow). As at 30 June 2024 the Group has cash and cash equivalents of $3,083,606 (2023: $4,760,956) and a net current liability position of $1,605,365 (2023: net current asset position $2,993,156).

The Directors believe the going concern basis of accounting is appropriate, having regard to the Group's cash flow forecasts. These forecasts include the Directors' expectation of growth in operating revenues and further reduction in the Group's cost base as well as expected changes in the business' capital structure involving new debt or equity funding becoming available to the Group.

To continue as a going concern the Group requires sufficient funds to meet its financial obligations. The generation of sufficient funds is dependent upon future revenue growth and a further reduction of the Group's cost base in line with the current business plan as well as additional capital. Additional equity funding may have a dilutionary effect on current LiveHire shareholders and any debt financing may involve restrictive covenants and high interest rates, impacting LiveHire's financing and operating activities.

Going Concern (Cont)

The recent announcement, where the LiveHire board of directors has unanimously recommended an all cash takeover offer from Humanforce Holdings Pty Ltd (Humanforce), an Accel KKR portfolio company, is a critical aspect of the business' capital structure plans and ongoing viability. The current offer period is open to the end of September 2024 and the Directors currently expect that Humanforce will successfully execute on this recommended transaction.

If the Group is unable to generate sufficient funds from its operating activities and the current transaction is not able to complete by the end of the current offer period, and new sources of debt or equity are not able to be secured, there will be a material uncertainty that exists in relation to the Group's ability to continue as a going concern and, therefore whether it would be required to realise its assets and extinguish liabilities other than in the ordinary course of business, and at amounts that differ from those stated in the financial report.

This financial report does not include any adjustments relating to the recoverability and classification of recorded asset amounts nor to the amounts and classification of liabilities that might be necessary should the Group not continue as a going concern.

Basis of Consolidation

The consolidated financial statements comprise the financial statements of the Company and its subsidiary as at 30 June 2024. 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 financial year ended 30 June 2024 are consistent with those disclosed in our previous year end report, dated 30 June 2023. These judgements and estimates are discussed further in Note 6, Note 12 and Note 19 respectively.

4. OTHER ACCOUNTING POLICIES

Material 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 2023 (financial year ending 30 June 2024 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-24 $	30-Jun-23 $
Asia Pacific	6,039,648	5,960,274
North America	987,740	1,826,584
Total Revenue from contracts with customers	**7,027,388**	**7,786,858**

No single customer with revenue over 10% of total revenue in the 2024 financial year (2023: $1,432,397 (approximately 18% of total revenue) related to one single customer).

6. REVENUE FROM CONTRACTS WITH CUSTOMERS AND OTHER INCOME

	30-Jun-24 $	30-Jun-23 $
Revenue from contracts with customers		
Revenue recognised over time		
- Hosting and Maintenance fees	**5,923,158**	6,024,860
- Reseller fees	**29,910**	-
- Direct Sourcing revenue (subscription)	**233,104**	37,960
Total Revenue recognised over time	**6,186,172**	**6,062,820**
Revenue recognised at a point in time		
- Integration fees	**93,676**	82,932
- Professional Services fees	**81,266**	87,429
- Direct Sourcing revenue (pay for performance)	**666,274**	1,553,677
Total Revenue recognised at a point in time	**841,216**	**1,724,038**
Total Revenue from contracts with customers	**7,027,388**	**7,786,858**
Other income		
- Research & Development Tax Incentive	**325,265**	335,932
Total Other income	**325,265**	**335,932**
- Interest Income	**158,979**	260,971
Total revenue and other income	**7,511,632**	**8,383,761**

	30-Jun-24 $	30-Jun-23 $
Opening deferred revenue	**2,636,668**	2,341,605
Amortised to revenue during the year	**(6,186,172)**	(6,388,177)
Additions to deferred revenue	**6,875,200**	6,683,240
Closing deferred revenue	**3,325,696**	**2,636,668**

RECOGNITION AND MEASUREMENT

Revenue

Revenues are either recognised over time or at a point in time. The following specific recognition criteria must also be met before revenue is recognised. Payment terms for all fees with customers are generally 14 to 30 days.

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

RECOGNITION AND MEASUREMENT(CONT)

Hosting and maintenance fees and direct sourcing fees (subscription) recognised over time

Hosting and maintenance fees and direct sourcing fees recognised over time relate to recurring subscription fees for the right to access the LiveHire platform. These revenues are recognised on a straight-line basis from the date of which the LiveHire platform is implemented with the customer and the customer is granted access to the LiveHire platform 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 relate to work performed in setting up new clients on the LiveHire platform. Implementation fee revenue is recognised on a straight-line basis over the expected contract life of the respective SaaS arrangement using an output method based on time elapsed as the customer simultaneously receives and consumes the benefit provided by LiveHire's services. The performance obligation for implementation is not capable of being distinct from hosting and maintenance fees given they are not sold separately by the Company and they do not provide benefit to the customer without the hosting and maintenance fee.

Integration fees and Professional Services fees

Integration fee revenue relates to work performed for clients in integrating the LiveHire platform and other softwares.

Professional services revenue relate to assistance provided to clients when utilsiing the LiveHire platform.

Integration fee and professional services fee revenue are recognised at a point in time when the services are provided, as this reflects when the customers have received benefit from the service.

Direct Sourcing Revenue (pay for performance) recognised at a point in time

Direct sourcing revenue recognised at a point in time relates to use of the LiveHire platform for contingent hiring.

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

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. Deferred revenue relates primarily to hosting, maintenance and implementation fees that are recognised over time.

The above 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.

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

RECOGNITION AND MEASUREMENT (CONT)

Contract Revenue

In addition to the deferred revenue balance at 30 June 2024, 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 relates wholly to future billings under existing contracts and does not include the renewal of customer contracts:

	30-Jun-24	30-Jun-23
	$	$
Year revenue will be recognised		
FY24	-	1,555,238
FY25	263,418	1,754,680
FY26	1,198,492	362,620
FY27	1,088,524	-
FY29	24,600	-
Total	**2,575,034**	**3,672,538**

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

Research and development tax incentive

The Research and Development Tax Incentive refund is accounted for as a government grant. 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.

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 the effective interest rate 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 contract with a customer.

7. EXPENSES

	30-Jun-24 $	30-Jun-23 $
Loss before income tax includes the following specific expenses		
Employee benefits expense		
- Salaries and wages	**6,921,126**	11,729,609
- Commission expense	**315,436**	527,631
- Capitalisation of salaries & wages	**(810,475)**	(2,434,843)
- Superannuation contributions	**615,296**	1,042,099
- Payroll tax	**302,600**	920,239
- Termination benefits	**438,913**	840,006
- Employee entitlement accrual	**(146,285)**	(158,064)
	7,636,611	**12,466,677**
Operating expenses		
- Advertising and marketing expenses	**306,268**	452,329
- Consultants and contractor fees	**884,997**	1,281,636
- Capitalisation of consultants and contractor fees	**(261,960)**	(243,377)
- Technology related expenses	**2,042,531**	2,077,188
- Operating and administration expenses	**1,943,426**	2,257,282
	4,915,262	**5,825,058**
Depreciation and amortisation expenses		
- Depreciation of fixed assets	**90,383**	143,439
- Depreciation of right-of-use assets	**169,031**	280,951
- Amortisation of software development asset	**1,565,866**	1,016,991
	1,825,280	**1,441,381**
Finance expense		
- Interest expense	**314,985**	1,735
- Interest expense on lease liabilities	**19,646**	76,138
	334,631	**77,873**

RECOGNITION AND MEASUREMENT

Borrowing Costs

Borrowing costs are expensed in the period in which they occur as these are not directly attributable to the acquisition, construction or production of an asset. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds. No borrowing costs have been capitalised in the year.

8. INCOME TAX EXPENSE

The company has unrecognised tax losses of $58,549,220 (2023: $53,361,516) that are available indefinitely, subject to meeting the requirements of the continuity of ownership test or same business test, for offsetting against future profits of the Company.

RECOGNITION AND MEASUREMENT

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

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 liabilities (assets) are therefore measured at the amounts expected to be paid to (recovered from) 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.

Key judgement: DTA non-recognition

A deferred tax asset is not recognised to the extent that it is not probable that taxable profit will be available against which the tax deductions can be offset. At the end of each reporting period, the group reassesses unrecognised deferred tax assets and recognises a previously unrecognised deferred tax asset to the extent that it has become probable that future taxable profit will allow the deferred tax asset to be recovered.

	30-Jun-24	30-Jun-23
	$	$
(a) Income Tax Expense		
Reconciliation of income tax expense to prima facie tax payable:		
Loss before income tax expense	(8,693,519)	(14,072,774)
Prima facie income tax at 25% (FY23: 25%)	(2,173,380)	(3,518,194)
Effect of amounts that are not deductible/(taxable) in determining taxable income (25%)	391,148	718,436
Effect of tax concessions (R&D Tax Incentive)	148,808	384,738
Effect of deferred tax asset on temporary differences & tax losses not brought to account (25%)	1,624,847	2,365,719
Income tax effect	**(8,577)**	**(49,301)**
(b) Deferred tax assets not recognised		
Deferred tax asset on temporary differences	1,693,207	1,193,474
Deferred tax asset on unused tax losses	14,637,305	13,340,379
	16,330,512	**14,533,853**
Deferred tax liability offset against deferred tax assets	(22,756)	(176,044)
	16,307,756	**14,357,809**
Deferred tax assets not brought to account	**16,307,756**	**14,357,809**
(c) Deferred tax liability		
Deferred tax liability on timing differences	(22,756)	(176,044)
Offset against deferred tax assets recognised	22,756	176,044
	-	-

8. INCOME TAX EXPENSE (CONT)

The income tax rate of 25% (25% FY23) 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 FY24
- 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 of cash at the end of the year

	30-Jun-24 $	30-Jun-23 $
Cash on hand	**240**	240
Short term deposit[1]	**300,000**	-
Cash at bank	**2,783,366**	4,760,716
	3,083,606	**4,760,956**

1. Short term deposit is used to back the credit card facility and the credit card facility can be cancelled any time at the discretion of management and therefore has been classified as current

9. CASH AND CASH EQUIVALENTS (CONT)

Reconciliation of net cash flows from operating activities

	Notes	30-Jun-24 $	30-Jun-23 $
Loss for the financial year		**(8,702,096)**	**(14,122,075)**
Adjustments for:			
Depreciation of property, plant and equipment	7	**90,383**	143,439
Depreciation of right of use assets	7	**169,031**	280,951
Amortisation of intangible assets	7	**1,565,866**	1,016,991
Loss on disposal of Property Plant Equipment		**11,517**	39,991
Employee entitlements		**(146,285)**	(158,064)
Share based payments	19	**1,493,368**	2,645,546
Net foreign exchange differences		**37,699**	4,338
Capitalisation of capital raise costs		**-**	219,575
Changes in assets and liabilities			
(Increase)/decrease in trade and other receivables		**413,666**	430,599
(Increase)/decrease in prepaid expenditure		**57,167**	(98,253)
(Increase)/decrease in contract acquisition costs		**77,121**	105,565
Increase/(decrease) in trade payables and accruals		**(218,486)**	(363,265)
Increase/(decrease) in deferred income		**689,028**	295,063
Cash flows used in operating activities		**(4,462,021)**	(9,559,599)

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.

Changes in liabilities arising from financing activities

	Opening Balance	Cash flows	Foreign exchange movement	Principal repayments	Interest	New lease	Terminated lease	Accruals	Closing Balance
Lighter Loan - Tranche 1	-	1,000,000	-	-	(83,862)	-	-	-	916,138
Lighter Loan - Tranche 2	-	1,949,103	(2,200)	(487,276)	(145,446)	-	-	-	1,314,182
Insurance Premium funding	181,727	2,660	-	-	-	-	-	-	184,387
Lease Liabilities	487,198	-	-	-	-	108,766	(365,312)	(195,996)	34,656
Cash flows used in financing activities	**668,925**	**2,951,763**	**(2,200)**	**(487,276)**	**(229,308)**	**108,766**	**(365,312)**	**(195,996)**	**2,449,362**

10. TERM DEPOSITS

	30-Jun-24 $	30-Jun-23 $
Term deposits - credit card facility	-	500,000
Term deposits - lease guarantee facility	**7,497**	201,193
Total Term deposits	**7,497**	**701,193**

RECOGNITION AND MEASUREMENT

Term Deposits

Term deposits include deposits held with financial institutions, with original maturities of over 3 months but less than 12 months. The term deposits are held as security over a lease guarantee facility for the Company's office leases.

11. TRADE AND OTHER RECEIVABLES

	30-Jun-24 $	30-Jun-23 $
Trade receivables	**1,121,921**	1,081,065
Accrued Research & Development Tax Incentive	**627,766**	1,109,082
Accrued interest	**6,876**	17,650
Total trade and other receivables	**1,756,563**	**2,207,797**

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.

Accrued Research & Development (R&D) Tax Incentive

The R&D tax incentive relates to an Australian Government tax incentive which provides a refundable 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 recognises its loss allowance based on lifetime ECLs at each reporting date. See Credit Risk section in note 24 for more detail.

12. INTANGIBLE ASSETS

	30-Jun-24 $	30-Jun-23 $
Software development		
Cost	**18,975,942**	15,386,820
R&D Tax Incentive	**(4,937,027)**	(4,376,441)
Accumulated amortisation	**(8,141,146)**	(6,575,280)
Net carrying amount	**5,897,769**	**4,435,099**
Total software development	**5,897,769**	**4,435,099**
Movement		
Net carrying amount at the beginning of the year	**4,435,099**	3,774,482
Additions	**1,072,435**	2,678,221
Acquisition of Arrived	**2,516,687**	-
Research & Development Tax Incentive	**(560,586)**	(1,000,613)
Amortisation for the year	**(1,565,866)**	(1,016,991)
Net carrying amount at the end of the year	**5,897,769**	**4,435,099**

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

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.

12. INTANGIBLE ASSETS (CONT)

RECOGNITION AND MEASUREMENT

Key estimate: 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.

ARRIVED ACQUISITION

On 6 July 2023, the Group completed the acquisition of the business assets of Arrived Workforce Connections Inc. ("Arrived") following shareholder approval. The non-cash consideration for the transaction included the following:

- 8,457,142 fully-paid ordinary shares issued on 11 July 2023 on completion of the acquisition.
- Contingent consideration based on the achievement of two milestones:
- 12,869,565 fully-paid ordinary shares based on the achievement of the Integration Condition of the agreement on 7 November 2023.
- The second milestone for contingent consideration is only payable upon the Group entering into an agreement for sale of the shift scheduling product within 12 months of completion date (by 7 July 2024). If satisfied, the Group must issue $1,480,000 in fully-paid ordinary shares if the share price is above $0.115, or a maximum of 12,869,565 shares using a floor price of $0.115.
- As at 30 June 2024 and on "7 July 2024" subsequent to year end (12 months after completion date), this milestone was not met.

The Group has determined that this acquisition is to be accounted for as an asset acquisition. The asset has been fair valued by estimating a depreciated replacement cost. The software asset will be amortised over a 5 year useful life on a straight line basis. This is consistent with the Group's policy for all software intangible assets. The amortisation expense is included in the Amortisation of software development asset line in Note 7.

Arrived Software Asset	30-Jun-24 $	30-Jun-23 $
Acquisition value	**2,516,687**	-
Amortisation expense	**(497,132)**	-
Closing Carrying Value	**2,019,555**	-

The Arrived Software asset value is also included in the software development table at the top of this note.

ARRIVED ACQUISITION (CONT)

Key Estimate: Valuation of Arrived

The Group acquired software as part of the acquisition of the business assets of Arrived Workforce Connections Inc. ("Arrived"). The Group has accounted for the acquisition of the Arrived business assets as an asset acquisition. As described below, the Group issued equity instruments in exchange for the business assets and therefore in accordance with the AABS 2 Share Based Payment, these assets were initially recognised at fair value. The Group has used a depreciated replacement cost methodology in estimating the fair value of the software.

There were significant estimates involved in determining the fair value of the software asset acquired, in particular at the time, skills and costs required to build a replacement asset. This required an analysis of the phases of software development and assess the time and personnel it would take to complete each to build an equivalent software, factoring in the direct and indirect costs. A change in assumptions for the amount of time required or a change in the assumptions for the rate of costs by +/-10% could affect the fair value by +/-$251,669. The Group has assessed the Arrived software assets to have a 5 year useful life, to be amortised on a straight line basis.

13. 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 Premises $	Lease liabilities Total $
As at 30 June 2022	**314,867**	**392,692**
Additions	384,242	384,242
Depreciation expense	(280,951)	-
Interest expense	-	76,138
Payments	-	(365,874)
As at 30 June 2023	**418,158**	**487,198**
Additions	108,766	108,766
Depreciation expense	(169,031)	-
Interest expense	-	19,646
Payments	-	(256,252)
Gain on terminations	-	44,780
Lease Terminations	(324,702)	(369,482)
As at 30 June 2024	**33,191**	**34,656**

	30-Jun-24 $	30-Jun-23 $
Current lease liability	34,656	305,226
Non-Current lease liability	-	181,972
Total Lease Liability	**34,656**	**487,198**

13. LEASES (CONT)

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

	30-Jun-24 $	30-Jun-23 $
Depreciation expense of right-of-use asset	**169,031**	280,951
Interest expense on lease liabilities	**19,646**	76,138
Expenses relating to leases of low-value assets	**4,990**	5,160
Total amount recognised in profit or loss	**193,667**	**362,249**

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.

Recognition Exemption

The Group applies the recognition exemption in paragraph B3–8. The effect of using this exemption is that the group applies the low value asset exemption to leases of assets below $15,000.

Lease terminations

During the period, the Group exited office leases (in Perth, Sydney and Melbourne) as part of the cost reduction initiative, moving to shorter term, low cost leases (i.e. co-working spaces). The difference between the value of the right of use asset and liability of leases upon exit was recognised as a gain on termination in the profit and loss.

14. TRADE AND OTHER PAYABLES

	30-Jun-24 $	30-Jun-23 $
Trade payables	**819,767**	498,947
Employee commissions payable	**189,572**	214,300
Sundry payables and accrued expenses	**354,522**	345,983
Payroll tax payable	**(54)**	92,909
PAYG payable	**113,925**	158,910
Superannuation payable	**41,846**	49,401
GST (receivable) / payable	**52,326**	(6,244)
Total trade and other payables	**1,571,904**	**1,354,206**

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.

15. PROVISIONS

CURRENT	30-Jun-24 $	30-Jun-23 $
Employee benefits		
Opening balance at beginning of year	**1,066,553**	1,169,583
Provisions (used)/raised during the year	**(158,751)**	(103,030)
Balance at end of year	**907,802**	**1,066,553**

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-24 $	30-Jun-23 $
Employee benefits		
Balance at the beginning of the year	**58,221**	109,371
Provisions (used)/raised during the year	**10,980**	(51,150)
Balance at the end of the year	**69,201**	**58,221**

15. PROVISIONS (CONT)

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.

16. BORROWINGS

	30-Jun-24 $	30-Jun-23 $
CURRENT		
Lighter Capital - Tranche 1	**250,000**	-
Lighter Capital - Tranche 2	**987,326**	-
Insurance Premium funding	**160,894**	181,727
Accrued Interest	**17,613**	-
Total borrowings	**1,415,833**	**181,727**

	30-Jun-24 $	30-Jun-23 $
NON-CURRENT		
Lighter Capital - Tranche 1	**750,000**	-
Lighter Capital - Tranche 2	**474,501**	-
Total borrowings	**1,224,501**	**-**

In December 2023, the Group secured debt funding with Lighter Capital. The funding agreement includes two tranches:

- Tranche 1 - loan amount of AUD $1,000,000, maturity 36 months, interest rate of 3 month BBSY +14.68% and floor of 19.1% pa. Repayments will be interest only for first 12 months and principal and interest for the remaining 24 months.
- Tranche 2 - loan amount of USD $1,300,000 (AUD $1,908,621), maturity 24 months, interest rate of WSJ Prime +10.5% and floor of 19% pa. Repayments will be principal and interest for the duration of 24 months.

There is one financial covenant associated with the loan:

- The Group must always ensure that, on a consolidated basis, it has no less than AUD$300,000 credit balance in its bank accounts.

As part of the arrangement, the Group issued Lighter Capital 728,828 warrants, each with an exercise price of AUD$0.07, and a 5 year exercise period. The warrant has been treated as a transaction cost and capitalised against borrowings, to be amortised over the term of the loans.

In September 2023, the Group secured financing with Radium Capital for $1,012,621 in respect of the FY23 R&D refund claim. The loan had a maturity date of 31 December 2023 and interest rate of 16% p.a. The loan was fully repaid in December 2023 upon receipt of the FY23 R&D claim.

Included in the Borrowings figures is a financing arrangement for 12 months maturing 30 March 2025 for the Company's annual insurance premiums, the interest rate associated with this financing arrangement is a flat interest rate of 5.75%.

17. ISSUED CAPITAL

Issued and fully paid

	30-Jun-24		30-Jun-23	
	$	No.	$	No.
Ordinary shares	74,577,206	369,597,897	73,065,148	341,556,530
	74,577,206	**369,597,897**	**73,065,148**	**341,556,530**

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.

ORDINARY SHARES	Date	Quantity	Issue price	$
Balance 30 June 2022		**295,048,591**		**63,162,357**
- Share issue transaction costs	31/08/2022	-	-	(219,575)
- Loan back shares repayments	31/08/2022	-	-	6,219
- Issue of shares - entitlement offer	1/09/2022	42,150,611	$0.24	10,116,147
- Exercise of performance rights	2/09/2022	1,146,961	-	-
- Cashless buyback of Loan Back Shares	14/10/2022	(2,331,576)	-	-
- Exercise of performance rights	8/12/2022	769,943	-	-
- Employee share sale pending reimbursement	28/12/2022	-	-	13,450
- Employee share sale reimbursed	10/01/2023	-	-	(13,450)
- Exercise of performance rights	24/03/2023	1,228,562	-	-
- Cashless buyback of Loan Back Shares	10/04/2023	(2,412,458)	-	-
- Exercise of performance rights	2/05/2023	5,000,322	-	-
- Exercise of performance rights	30/06/2023	955,574	-	-
Balance 30 June 2023		**341,556,530**		**73,065,148**
- Issue of shares - part of Arrived Acquisition	11/07/2023	8,457,142	$0.06	507,429
- Exercise of performance rights	31/07/2023	388,689	-	-
- Exercise of performance rights	08/09/2023	2,871,289	-	-
- Issue of shares - part of Arrived Acquisition (2)	07/11/2023	12,869,565	$0.08	1,004,629
- Cashless buyback of Loan Back Shares	31/10/2023	(3,623,205)	-	-
- Exercise of performance rights	07/12/2023	1,894,088	-	-
- Cashless buyback of Loan Back Shares	16/02/2024	(1,411,125)	-	-
- Exercise of performance rights	12/03/2024	3,302,544	-	-
- Issue of shares - Spark Plus Pte Ltd1	10/04/2024	1,666,666	-	-
- Exercise of performance rights	24/04/2024	1,625,714	-	-
Balance 30 June 2024		**369,597,897**		**74,577,206**

1. LiveHire issued shares to Spark Plus in exchange for services rendered in the financial year ended 30 June 2024

Arrived Share Issue

On 6 July 2023, the Group completed the acquisition of Arrived Workforce Connections Inc. (“Arrived”). Accordingly, the Group issued 8,457,142 fully-paid ordinary shares to Arrived. On 7 November 2023, the Group issued a further 12,869,565 fully-paid ordinary shares to Arrived based on the achievement of the Integration Condition (Milestone 1) of the contractual agreement, refer to Note 12.

18. RESERVES

	Share-Based payments reserve $	Foreign Currency translation reserve $	Total $
Balance at 30 June 2022	16,488,137	(67,709)	16,420,428
Share-based payment expense	2,645,546	-	2,645,546
Foreign currency translation differences	-	10,763	10,763
Balance at 30 June 2023	**19,133,683**	**(56,946)**	**19,076,737**
Share-based payment expense	1,493,367	-	1,493,367
Share-based payments - Acquisition of Arrived	1,004,629	-	1,004,629
Share-based payments - Lighter warrant	21,448	-	21,448
Foreign currency translation differences	-	(64,320)	(64,320)
Balance at 30 June 2024	**21,653,127**	**(121,266)**	**21,531,861**

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 19 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 our overseas subsidiary on consolidation.

19. SHARE-BASED PAYMENTS

	30-Jun-24 $	30-Jun-23 $
Share-based payment expense recognised during the year		
Options issued to employees and consultants (i)	341,287	383,281
Shares issued - Spark Plus (iii)	25,543	-
Warrants issued for borrowings	4,575	-
	371,405	**383,281**
Performance and Service rights issued to employees and contractors (iv) (v)	1,121,962	2,262,265
	1,121,962	**2,262,265**

19. SHARE-BASED PAYMENTS (CONT)

On 17 November 2023, LTI awards issued in FY22 and FY23, comprising 4,602,097 options and 4,473,587 performance rights, were cancelled, ahead of vesting. In line with AASB 2, the remaining grant date fair value not yet expensed as at the date of cancellation was accelerated and expensed on the date of cancellation.

The key assumptions and inputs relating to the options, performance rights and service rights issued to employees during FY2024 are outlined below.

i) Options issued to employees

Fair Value of Employee Share Scheme	Current period	Prior period
Date of Grant	N/A	17-Nov-22
Number of Options	N/A	1,939,811
Date of Expiry	N/A	23-Dec-27
Exercise Price	N/A	$0.253
Share Price at Grant Date	N/A	$0.200
Volatility	N/A	75%
Expected dividend yield rate	N/A	0%
Risk free rate	N/A	3.21%
Fair Value of each Option	N/A	$0.080
Total Fair Value:	**N/A**	**$155,185**

For the financial year ended 30 June 2024, the following occurred:

a. The LTI options that were granted on 17 November 2021 (2,662,286) and 17 November 2022 (1,939,811) were cancelled.

b. The options granted on 11 December 2019 (1,500,000) expired on 11 December 2023.

c. The options granted on 11 February 2021 (2,925,000) were forfeited.

Details of options outstanding during the prior period that were forfeited/cancelled/expired in the current period are as follows:

Grant Date	Expiry Date		Balance at beginning of period	Granted during period	Exercised during period	Forfeited during period	Cancelled during period	Expired during period	Balance at end of period	Exercisable at end of period
11/12/2019	11/12/2023	0.600	1,500,000	-	-	-	-	(1,500,000)	-	-
11/02/2021	11/02/2026	0.320	2,925,000	-	-	(2,925,000)	-	-	-	-
17/11/2021	05/04/2027	0.360	2,662,286	-	-	-	(2,662,286)	-	-	-
17/11/2022	23/12/2027	0.253	1,939,811	-	-	-	(1,939,811)	-	-	-
Total:			**9,027,097**	**-**	**-**	**(2,925,000)**	**(4,602,097)**	**(1,500,000)**	**-**	**-**

19. SHARE-BASED PAYMENTS (CONT)

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 (2023: Nil).

iii) Shares issued to consultants – Spark Plus Pte Ltd:

Shares issued as compensation for services rendered:

These shares are ordinary shares that were issued to Spark Plus on 3 April 2024 in exchange for services rendered that extends the length of the contractual arrangement 3 April 2024 to 28 September 2024. There was a total of 1,666,666 ordinary shares issued to Spark Plus at a value of AUD50,000. This expense is being recognised on a straight-line basis over the length of the contractual arrangement.

iv) Rights issued to employees:

During the period, the Company issued 24,525,733 rights to employees.

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

Grant Date	Expiry Date	Exercise Price	Balance at beginning of period	Granted during period	Exercised during period	Cancelled during period	Forfeited during period	Balance at end of period	Exercisable at 30 June 2024
13-Oct-20	13-Oct-24	-	278,160	-	(208,213)	-	-	69,947	69,947
30-Nov-20	11-Feb-26	-	2,691,497	-	-	-	(2,691,497)	-	-
30-Nov-20	11-Feb-26	-	96,094	-	(96,094)	-	-	-	-
25-Oct-21	25-Oct-25	-	3,654,356	-	(1,428,746)	-	(1,871,051)	354,559	354,559
17-Nov-21	5-Apr-37	-	1,241,917	-	(325,000)	-	(916,917)	-	-
4-Jan-22	4-Jan-27	-	300,000	-	-	-	(300,000)	-	-
16-Feb-22	5-Apr-37	-	1,866,620	-	(331,250)	(1,332,007)	(203,363)	-	-
24-Oct-22	24-Oct-37	-	99,265	-	(99,265)	-	-	-	-
26-Oct-22	27-Oct-26	-	2,422,489	-	(2,075,191)	-	-	347,298	347,298
17-Nov-22	23-Dec-37	-	2,012,750	-	(1,016,009)	(996,741)	-	-	-
9-Dec-22	23-Dec-26	-	1,265,628	-	-	-	(518,900)	746,728	746,728
21-Dec-22	23-Dec-37	-	2,845,137	-	-	(2,144,839)	(700,298)	-	-
23-Dec-22	23-Dec-26	-	1,016,660	-	(235,040)	-	(781,620)	-	-
23-Dec-22	23-Dec-37	-	452,095	-	(168,577)	-	-	283,518	283,518
9-Dec-22	31-Jan-27	-	99,707	-	(99,707)	-	-	-	-
31-Jul-23	15-Apr-24	-	-	100,000	-	-	(100,000)	-	-
31-Jul-23	31-Jul-27	-	-	500,000	-	-	(100,000)	400,000	-
19-Dec-23	19-Dec-27	-	-	23,925,733	(3,999,232)	-	(893,570)	19,032,931	8,221,888
Total:			**20,342,375**	**24,525,733**	**(10,082,324)**	**(4,473,587)**	**(9,077,216)**	**21,234,981**	**10,023,938**

1. Refer to below fair value tables for Performance and Service Rights.
2. The weighted average share price of the Company during the year was \$0.054 (2023: \$0.213).
3. The weighted average remaining contractual life of the arrangements outstanding at 30 June 2024 is 6.07 years (2023: 6.36 years)

19. SHARE-BASED PAYMENTS (CONT)

Details of Performance 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
17-Dec-18	16-Dec-22	-	263,352	-	(263,352)	-	-	-
26-Mar-19	26-Mar-23	-	150,000	-	(100,000)	(50,000)	-	-
13-Oct-20	13-Oct-24	-	788,558	-	(510,398)	-	278,160	278,160
30-Nov-20	11-Feb-26	-	3,350,091	-	-	(562,500)	2,787,591	96,094
22-Jun-21	22-Jun-26	-	81,752	-	(81,752)	-	-	-
25-Oct-21	25-Oct-25	-	6,539,555	-	(2,309,082)	(576,117)	3,654,356	1,670,249
17-Nov-21	5-Apr-37	-	2,081,309	-	(319,445)	(519,947)	1,241,917	572,917
4-Jan-22	4-Jan-27	-	300,000	-	-	-	300,000	100,000
16-Feb-22	16-Feb-27	-	1,866,620	-	-	-	1,866,620	83,333
23-Feb-22	23-Feb-26	-	300,000	-	(300,000)	-	-	-
24-Oct-22	24-Oct-37	-	-	99,265	-	-	99,265	99,265
26-Oct-22	27-Oct-26	-	-	4,706,064	(2,204,206)	(79,369)	2,422,489	2,122,489
17-Nov-22	23-Dec-37	-	-	3,100,063	(266,814)	(820,499)	2,012,750	1,016,009
9-Dec-22	23-Dec-26	-	-	3,587,667	(2,322,039)	-	1,265,628	1,386,869
9-Dec-22	31-Jan-27	-	-	181,163	(81,456)	-	99,707	99,707
21-Dec-22	23-Dec-37	-	-	2,845,137	-	-	2,845,137	162,277
23-Dec-22	23-Dec-26	-	-	1,338,296	(321,636)	-	1,016,660	82,866
23-Dec-22	23-Dec-37	-	-	452,095	-	-	452,095	118,577
23-Dec-22	31-Jan-27	-	-	21,182	(21,182)	-	-	-
Total:			**15,721,237**	**16,330,932**	**(9,101,362)**	**(2,608,432)**	**20,342,375**	**7,888,812**

19. SHARE-BASED PAYMENTS (CONT)

Performance Rights

Details of Performance Rights granted during the current period were as follows:

Fair Value of Performance Rights	Tranche 1[1]	Tranche 2[2,3]	Tranche 3	Tranche 4	Tranche 5[3]
Date of Grant	31-Jul-23	28-Nov-23	28-Nov-23	21-Dec-23	21-Dec-23
Number of Rights	600,000	4,223,988	643,014	7,446,117	5,836,916
Date of Expiry	31-Jul-27	30-Jun-26	30-Jun-24	19-Dec-27	30-Jun-26
Exercise Price	-	-	-	-	-
Share Price at Grant Date	$0.068	$0.033	$0.058	$0.058	$0.032
Volatility[4]	N/A	75%	N/A	N/A	75%
Expected dividend yield rate	0%	0%	0%	0%	0%
Risk free rate	N/A	4.43%	N/A	N/A	4.43%
Fair Value of each Performance Right	$0.068	$0.033	$0.058	$0.058	$0.032
Total Fair Value at Grant Date:	**$40,800**	**$139,392**	**$37,295**	**$431,875**	**$186,781**

Value recognised during the current period:	$18,681	$46,464	$33,649	$418,340	$53,262
Value to be recognised in future periods:	$8,519	$92,928	$3,646	$13,535	$106,525
Value recognised in prior periods:	$0	$0	$0	$0	$0
Forfeited before vesting:	$13,600	$0	$0	$0	$26,994

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 period to 30 June 2026.
3. These issued rights contain market based (share price) hurdles which will be measured and which will vest over the period to 30 June 2026. The fair value at grant date of these awards has been determined using a Monte Carlo simulation.
4. Volatility has been determined based on the 12 month historical share price movement of the Company at valuation date.

19. SHARE-BASED PAYMENTS (CONT)

Details of Performance Rights granted during the prior period were as follows:

Fair Value of Performance Rights	Tranche 1[1]	Tranche 2[3]	Tranche 3[1]	Tranche 4[1]	Tranche 5[2]	Tranche 6[3]	Tranche 7[1]	Tranche 8[1]
Date of Grant	26-Oct-22	17-Nov-22	9-Dec-22	23-Dec-22	23-Dec-22	21-Dec-22	9-Dec-22	23-Dec-22
Number of Rights	4,706,064	1,768,185	3,587,667	404,502	933,794	2,845,137	181,163	21,182
Date of Expiry	27-Oct-26	23-Dec-37	23-Dec-26	23-Dec-26	23-Dec-26	23-Dec-37	31-Jan-27	31-Jan-27
Exercise Price	-	-	-	-	-	-	-	-
Share Price at Grant Date	$0.220	$0.200	$0.200	$0.180	$0.180	$0.190	$0.200	$0.180
Volatility	N/A	75%	N/A	N/A	N/A	75%	N/A	N/A
Expected dividend yield rate	0%	0%	0%	0%	0%	0%	0%	0%
Risk free rate	N/A	3.17%	N/A	N/A	N/A	3.20%	N/A	N/A
Fair Value of each Performance Right	$0.220	$0.095	$0.200	$0.180	$0.180	$0.089	$0.200	$0.180
Total Fair Value at Grant Date:	**$1,035,334**	**$167,978**	**$717,533**	**$72,810**	**$168,083**	**$253,217**	**$36,233**	**$3,813**
Value recognised during the current period:	$988,941	$31,477	$713,669	$72,810	$25,989	$63,456	$36,233	$3,813
Value to be recognised in future periods:	$17,932	$63,213	$3,864	$0	$142,094	$127,435	$0	$0
Forfeited before vesting:	$28,461	$73,287	$0	$0	$0	$62,327	$0	$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 performance based metrics and will vest over a 3 year period to 22 December 2025. 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. The issued rights contain market based (share price) hurdles which will be measured and which will vest over the period to 30 June 2025. The fair value at grant date of these awards has been determined using a Monte Carlo simulation.

19. SHARE-BASED PAYMENTS (CONT)

Service Rights

Details of Service Rights granted during the current period are as follows:

Fair Value of Service Rights	Tranche 1[1]	Tranche 2[1]
Date of Grant	28-Nov-23	21-Dec-23
Number of Rights	4,058,457	1,717,241
Date of Expiry	12/19/2027	12/19/2027
Share Price at Grant Date	$ 0.059	$ 0.057
Fair Value of each Service Right	$ 0.059	$ 0.057
Total Fair Value at Grant Date:	**$ 237,466**	**$ 98,400**
Value recognised during the current period:	$237,466	$65,882
Value to be recognised in future period:	$0	$32,518
Value recognised in prior periods:	$0	$0
Forfeited before vesting:	$0	$0

1. These issued service rights are subject to the individuals remaining employed with the Company at vesting date. As service rights are based on a contracted total value of rights, fair value at grant date is based on this value.

Details of Service Rights granted during the prior period were as follows:

Fair Value of Service Rights	Tranche 1[1]	Tranche 2[1]	Tranche 3[1]
Date of Grant	24-Oct-22	17-Nov-22	23-Dec-22
Number of Rights	99,265	565,376	118,577
Date of Expiry	24-Oct-37	23-Dec-37	23-Dec-37
Share Price at Grant Date	$ 0.230	$ 0.200	$ 0.180
Fair Value of each Service Right	$ 0.207	$ 0.253	$ 0.253
Total Fair Value at Grant Date:	**$ 20,548**	**$ 154,123**	**$ 30,000**
Value recognised during the current period:	$ 20,548	$ 141,712	$ 30,000
Value recognised in prior period:	$0	$0	$0
Forfeited before vesting:	$0	$ 12,411	$0

1. These issued service rights are subject to the individuals remaining employed with the Company at vesting date. As service rights are based on a contracted total value of rights, fair value at grant date is based on this value.

19. SHARE-BASED PAYMENTS (CONT)

iv) Rights issued to Consultants:

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

Grant Date	Expiry Date	Exercise Price	Balance at beginning of period	Granted during period	Exercised during period	Forfeited during period[1]	Balance at end of period	Exercisable at end of period
15-Jul-22	15-Jan-24	-	500,000	-	-	(500,000)	-	-
15-Jul-22	15-Jan-25	-	500,000	-	-	-	500,000	-
15-Jul-22	15-Jul-25	-	2,000,000	-	-	-	2,000,000	-
Total:			**3,000,000**	**-**	**-**	**(500,000)**	**2,500,000**	**-**

1 These rights expired on 15 January 2024.

Fair Value of Performance Rights	Tranche 1[1]	Tranche 2[1]	Tranche 3[1 2]
Date of Grant	15-Jul-22	15-Jul-22	15-Jul-22
Number of Rights	500,000	500,000	2,000,000
Date of Expiry	15-Jan-24	15-Jan-25	15-Jul-25
Exercise Price	-	-	-
Volatility	N/A	N/A	N/A
Expected dividend yield rate	0%	0%	0%
Risk free rate	N/A	N/A	N/A

1 These performance rights, issued to a consultant, will vest and be convertible into ordinary shares based on 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 and 15 January 2025. The Group has rebutted the presumption that the fair value of services provided by the consultant can be estimated reliably and consequently has measured the services received by reference to the fair value of the performance rights granted throughout the service period of the consultant.

2 Tranche 3 rights have not yet been issued, these will be issued by no later than 20 business days following the date on which the Hurdle for Tranche 1 and the Hurdle for Tranche 2 have both been satisfied, subject to each Hurdle being satisfied within the corresponding Satisfaction Date.

iv) Rights issued to Consultants (CONT)

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 Binomial or Black-Scholes 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 to employees 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.

20. EARNINGS PER SHARE

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

	30-Jun-24	30-Jun-23
Net loss attributable to the ordinary equity holders of the Group ($)	**(8,702,096)**	(14,122,075)
Weighted average number of ordinary shares for basis per share (No)	**346,704,685**	312,152,863
Continuing operations		
- Basic loss per share ($)	**(0.025)**	(0.045)
- Diluted loss per share ($)	**(0.025)**	(0.045)

At 30 June 2024, 16,846,587 (2023: 21,590,621) outstanding share based payment arrangements were not considered in the current year diluted earnings per share calculation as they were anti-dilutive.

21. AUDITORS' REMUNERATION

	30-Jun-24 $	30-Jun-23 $
Fees to Ernst & Young (Australia):		
Fees for auditing the statutory financial report of the parent covering the group	**309,768**	197,760
Fees for other services		
- Taxation services for R&D grant	**40,473**	32,400
Total fees to Ernst & Young (Australia)	**350,241**	**230,160**

22. 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-24 $	30-Jun-23 $
Short-term employee benefits	**754,726**	1,271,288
Post-employment benefits	**66,960**	97,221
Long-term employee benefits	**11,955**	21,000
Share-based payments	**796,178**	703,577
	1,629,819	**2,093,086**

Transactions with non-KMP Related Parties

There were no related party transactions during the period.

23. 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 FY24 %	EQUITY HOLDING FY23 %
LiveHire US, Inc	United States	100%	100%

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

23. CONTROLLED ENTITIES (CONT)

Parent Entity Financial Information

LiveHire Limited

	30-Jun-24	30-Jun-23
	$	$
Current assets	5,681,158	8,784,608
Total assets	**11,819,554**	**14,005,165**
Current liabilities	8,526,778	6,271,664
Total liabilities	**9,333,204**	**6,511,857**
Shareholders' equity		
Issued Capital	74,577,205	73,065,148
Share-Based payments reserve	21,653,129	19,133,684
Accumulated losses	(93,743,985)	(84,705,524)
Total equity	**2,486,349**	**7,493,308**
Loss after income tax	(9,038,460)	(14,361,619)
Total comprehensive loss for the year	**(9,038,460)**	**(14,361,619)**

Guarantees entered into by the parent entity in relation to the debts of its subsidiaries	1,440,337	Nil
Contingent liabilities of the parent entity	Nil	Nil
Contractual commitments by the parent entity for the acquisition of property, plant or equipment	Nil	Nil

LiveHire Ltd will pay the debts of LiveHire US, Inc. as it pertains to Lighter Loan Tranche 2, please refer to Note 16 Borrowings for further detail.

24. 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.

Capital Management Policy

The Company manages its capital, which includes issued capital and all other equity reserves, via a robust reporting and planning framework that provides insights into how the company is tracking to a path to break-even.

As with any forward looking forecast there will be potential uncertainty around key factors impacting capital allocation, such as the timing and quantum of revenues.

In order for the Company to continue to maximise the allocation of shareholder capital, the board and management have identified from its recent strategic review the need to continue to execute on the below:

- Focus on customers and partners with highest return
- Conserve liquidity and capital through rigorous review of costs
- Review capital base and ownership with corporate advisors

In addition, the Company continues to look at other capital management contingencies, if required.

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.

The Company considers a financial asset to be in default when contractual payments are 120 days past due. Trade receivables are written-off if past due for more than 4 months are not to enforcement activity.

Based on latest observation of customer payments and financial condition a provision of $20,275 at 30 June 2024 was recognised (2023: 13,436).

As at 30 June 2024 trade receivables of $258,143 (2023 – $204,205) were past due but not considered impaired. The ageing analysis of these trade receivables is as follows:

	30-Jun-24	30-Jun-23
	$	$
Change in loss:		
Up to 3 months	215,673	165,029
3 to 6 months	13,428	38,755
Greater than 6 months	29,042	420
	258,143	**204,204**

24. FINANCIAL RISK MANAGEMENT (CONT)

Interest rate risk

Interest rate risk consists of cash flow interest rate risk for cash and cash equivalents and term deposits, as well as the interest rate risk for the Lighter Loans (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 and loan balances:

	30-Jun-24 $	30-Jun-23 $
Change in loss:		
Increase by 1.0%	27,869	95,082
Decrease by 0.25%	(6,967)	(23,770)

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-24	1 year or less $	Between 1 & 2 years $	Between 2 & 5 years $	Remaining contractual maturities $
Trade payables	819,767	-	-	819,767
Other payables	155,717	-	-	155,717
Lease payables	34,656	-	-	34,656
Borrowings	1,789,765	1,100,983	263,927	3,154,676
Total	**2,799,905**	**1,100,983**	**263,927**	**4,164,816**

30-Jun-23	1 year or less $	Between 1 & 2 years $	Between 2 & 5 years $	Remaining contractual maturities $
Trade payables	498,947	-	-	498,947
Other payables	301,220	-	-	301,220
Lease payables	328,464	167,467	51,171	547,102
Borrowings	181,727	-	-	181,727
Total non-derivatives	**1,310,358**	**167,467**	**51,171**	**1,528,995**

25. DIVIDENDS

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

26. CONTINGENCIES

There are no contingent assets or contingent liabilities as at 30 June 2024 (30 June 2023: Nil).

27. IMPAIRMENT

LiveHire continues to assess its position as prescribed by accounting standard AASB136 that its assets are carried at no more than their recoverable amount. LiveHire's recent strategic review which was announced in December 2022 has seen the company look at various capital initiatives, including potential M&A. Most recently, prior to 30 June 2024, this activity had seen multiple prospective entities embark on a rigorous due diligence process to assess the LiveHire business. On Wednesday the 14th of August 2024, Humanforce (an AKKR portfolio company) made an on market takeover bid, all cash, for LiveHire at $0.045 per share. This offer means that the value of the company based on this offer price is ~$16.5m, which is significantly more than the current carrying value of ~$3.2m on 30 June 2024.

28. SUBSEQUENT EVENTS

Since 30 June 2024 there have been two (2) subsequent disclosure events:

1. On the 14 th of August 2024 LiveHire Limited (LiveHire) entered into a Bid Implementation Agreement (BIA) relating to an all cash, on market takeover bid by Humanforce Holdings Pty Ltd (Humanforce), an Accel-KKR portfolio company, to acquire all ordinary shares in LiveHire for $0.045 per share. Humanforce at the time of the offer held a relevant interest of 73,882,619 of the shares representing 19.99% of all LiveHire shares on issue.

   LiveHire's Board unanimously recommended that all holders of LiveHire shares accept the Offer, in the absence of a superior proposal, and sell their LiveHire shares on market before the Offer closes on the 30 September 2024.

2. On the 30th August 2024 LiveHire advised that it had signed a multi-year contract with an APS agency, the Australian Bureau of Statistics, for the provision of software and ancillary services (ABS contract).

   The ABS contract will generate total incremental revenue of over $2.5m (inclusive of GST) over the life of the contract to 31 December 2026, inclusive of both recurring annual revenue, as well as implementation and milestone services.

29. 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 and effective

Relevant Australian Accounting Standards that have recently been issued or amended and are effective for the annual reporting period ended 30 June 2024 are outlined below:

- AASB 2021-2 Amendments to AASs – Disclosure of Accounting Policies and Definition of Accounting Estimates
- AASB 2021-5 Amendments to AASs – Deferred Tax related to Assets and Liabilities arising from a Single Transaction
- AASB 2022-1 Amendment to AASs – Initial Application of AASB 17 and AASB 9 – Comparative Information
- AASB 2022-7 Editorial Corrections to AASs and Repeal of Superseded and Redundant Standards
- AASB 2022-8 Amendments to AASs – Insurance Contracts – Consequential Amendments
- AASB 2023-2 Amendments to AASB 112 – International Tax Reform Pillar Two Model Rules

The Group has assessed that there is no material impact from these amendments.

Accounting standards and interpretations issued but not yet effective as at 30 June 2024

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 2024 are outlined below:

- AASB 2020-1 Amendments to AASs – Classification of Liabilities as Current on Non-current
- AASB 2022-6 Amendments to AASs – Non-current Liabilities with Covenants
- AASB 2024-10 Amendments to AASs – Sale or Contribution of Assets between an Investor and its Associate or Joint Venture
- AASB 2022-5 Amendments to AASs – Lease Liability in a Sale and Leaseback
- AASB 2022-9 Amendments to AASs – Insurance Contracts in the Public Sector
- AASB 2022-10 Amendments to AASs – Fair Value Measurement of Non-financial Assets of Not-for-Profit Public Sector Entities
- AASB 2023-1 Amendments to AASs – Amendments to AASB 107 and AASB 7 – Disclosures of Supplier Finance Arrangements
- AASB 2023-5 Amendments to Australian Accounting Standards – Lack of Exchangeability
- AASB 18 Presentation and Disclosure in Financial Statement

Group's assessment performed to date:

The Group has assessed that there is no material impact from these amendments effective as of 30 June 2024.

The Group does not expect there to be a material impact from these amendments issued but not effective as of 30 June 2024, other than the adoption of AASB 18 Presentation and Disclosure in Financial Statements which is effective for annual reporting periods beginning on or after 1 January 2027.

The key presentation and disclosure requirements established by AASB 18 are:

- The presentation of newly defined subtotals in the statement of profit or loss
- The disclosure of management-defined performance measures (MPM)
- Enhanced requirements for grouping information (i.e. aggregation and disaggregation)

Management is currently assessing the impact on adoption of this accounting standard.

CONSOLIDATED ENTITY DISCLOSURE STATEMENT

As at 30 June 2024:

Entity Name	Entity Type	Body Corporate country of incorporation	Body corporate % of share capital held	Country of tax residence
LiveHire Limited	Body corporate	Australia		Australia
LiveHire US, Inc	Body corporate	United States	100	Australia

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 2024 and its performance for the year ended on that date; and

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

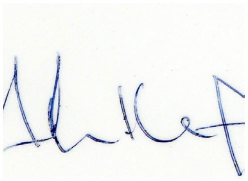
(iii) the consolidated entity disclosure statement required by section 295(3A) of the Corporations Act is true and correct.

(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.

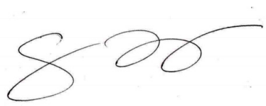
(d) The Directors have been given the declarations by the Chief Executive Officer and the Chief Financial Officer required by section 295A of the Corporations Act 2001.

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



Andrew Rutherford
Chairman

Melbourne, 16 September 2024



Christy Forest
Chief Executive Officer/Executive Director

Melbourne, 16 September 2024

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Independent Auditor's Report to the Members of LiveHire Limited

Report on the audit of the financial report

Opinion

We have audited the financial report of LiveHire Limited (the Company) and its subsidiaries (collectively the Group), which comprises the consolidated statement of financial position as at 30 June 2024, the consolidated statement of profit or loss and other 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 material accounting policy information, the consolidated entity disclosure statement 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 2024 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.

Material uncertainty related to going concern

We draw attention to Note 2 in the financial report, which describes the principal conditions that raise doubt about the Group's ability to continue as a going concern. These events or conditions indicate that a material uncertainty exists that may cast significant doubt on the Group's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

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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. In addition to the matter described in the *Material uncertainty related to going concern* section, we have determined the matters described below to be the key audit matters to be communicated in our report. 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.

Acquisition of Arrived software asset

Why significant	How our audit addressed the key audit matter
On 6 July 2023, the Group completed the acquisition of the business assets of Arrived Workforce Connections Inc. ("Arrived") for non-cash consideration as disclosed in Note 12 of the financial report. The non-cash consideration comprised of ordinary shares in LiveHire Limited and two contingent payments of a variable number of shares. The acquisition has been accounted for as an asset acquisition (refer to Note 12 of the financial report for disclosures relating to the acquisition of Arrived). The acquisition is significant to the Group and accounting for the acquisition was complex due to the significant estimates required to determine the fair value of the software asset acquired.	Our audit procedures included the following: ▸ Read the purchase agreement to gain an understanding of the key terms. ▸ Assessed the appropriateness of the acquisition accounting applied against the requirements of the relevant Australian Accounting Standards. ▸ Assessed the fair value of the asset acquired, with the assistance of our valuation and technology specialists, including considering whether the valuation methodology applied is in accordance with the requirements of Australian Accounting Standards. ▸ Assessed the qualifications, competence and objectivity of the Group's external expert involved in the fair value assessment process. ▸ Assessed the adequacy of the disclosures included in Note 12 to the financial report.

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Capitalisation of intangible software assets

Why significant	How our audit addressed the key audit matter
The Group develops software related to the LiveHire cloud-based Human Resource productivity tool helping employers source and recruit talent. Software asset development is core to the Group's operations and requires judgement as to whether software development costs meet the capitalisation criteria of AASB138 *Intangible Assets*. The carrying value of intangible assets (excluding the intangible asset acquired from Arrived) as at 30 June 2024 was $3,878,214 representing 33% of total assets with $1,072,435 capitalised during the year. The capitalisation of intangible software assets is a key audit matter due to the significant judgements, including: ▸ whether software development costs incurred relate to research costs that should be expensed or development costs that are eligible for capitalisation; ▸ the estimation of the research and development tax rebate and the allocation of this rebate between capitalised costs and operating expenses; ▸ the assessment of future economic benefits and the technical feasibility of the software products; and ▸ the timing of amortisation and the useful lives for projects. Refer to Note 12 of the financial report for disclosures relating to capitalised software development costs.	Our audit procedures included the following: ▸ We selected a sample of software development projects to determine the nature and status of the projects and assessed whether the costs incurred on these projects met the capitalisation requirements of Australian Accounting Standards. ▸ For the sample of projects selected, we met with management, including the project manager, to understand project status, assess the feasibility of project completion and consider the timing of future economic benefits. ▸ Selected a sample of employee and contractor costs recorded within the capitalisation model, agreed the costs to employee timesheets, payroll records and supplier invoices, and obtained evidence of approvals to support the allocated time charged to software development projects. 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 software development costs. ▸ Assessed the consistency of the capitalisation methodology applied by the Group in comparison to prior reporting periods and analysed trends in capitalised costs. ▸ Assessed the adequacy of the disclosures included in Note 12 to the financial report.

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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 2024 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 (other than the consolidated entity disclosure statement) that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001*; and

- The consolidated entity disclosure statement that is true and correct in accordance with the *Corporations Act 2001;* and

for such internal control as the directors determine is necessary to enable the preparation of:

- The financial report (other than the consolidated entity disclosure statement) that gives a true and fair view and is free from material misstatement, whether due to fraud or error; and

- The consolidated entity disclosure statement that is true and correct and is free of 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.

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.

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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.

Building a better working world

Report on the audit of the Remuneration Report

Opinion on the Remuneration Report

We have audited the Remuneration Report included in the directors' report for the year ended 30 June 2024.

In our opinion, the Remuneration Report of LiveHire Limited for the year ended 30 June 2024, 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

Amy Hudson

Amy Hudson
Partner
Melbourne
16 September 2024

Shareholder information

The following information was applicable as at 4 September 2024.

1. CORPORATE GOVERNANCE STATEMENT

The Corporate Governance Statement can be found at the Company's website at https://investorhub.livehire.com/.

2. 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[1]	% of issued share capital at date of interest[2]	% of current issued share capital[3]
HUMANFORCE HOLDINGS PTY LTD	104,610,585[4]	28.30%	28.30%
HARVESTLANE	67,669,129	18.31%	18.31%
SHOREBROOK PTY LIMITED <NO FEE A/C>	21,105,871	6.24%	5.71%
MR RICHARD SMITH AND ASSOCIATES	21,025,549	6.24%	5.69%
TELSTRA SUPER PTY LTD	13,285,195	5.49%	3.59%

1. As disclosed in the last notice lodged with the ASX by the substantial shareholder.
2. The percentage set out in the notice lodged with the ASX is based on the total issued capital of the Company at the date of interest.
3. The percentage based on the number of shares held by the holder as set out in the last notice lodged with the ASX relative to the total issued capital of the Company as at 4 September 2024.
4. See the ASIC Form 604 lodged by HumanForce Holding Pty Ltd with ASX on 15 August 2024 for further details.

3. NUMBER OF SECURITY HOLDERS

Securities	Number of Holders
Ordinary Shares	1,207
Performance Rights and Service Rights	24
Warrants	1

4. 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: • each shareholder is entitled to vote and may vote in person or by proxy, attorney or representative; • 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 • 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.
Performance Rights	Performance Rights do not carry any voting rights.
Service Rights	Service Rights do not carry any voting rights.
Warrants	Warrants do not carry any voting rights.

5. SUMMARISED CAPITAL STRUCTURE AS AT 4 SEPTEMBER 2024

a. 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	357,785,640	96.80%
Loan Back Shares held by previous Director, Grant Galvin[1]	11,812,257	3.20%
Total share capital	**369,597,897**	**100.00%**

[1] Issued pre-IPO outside the EIP at an issue price of $0.060593 per Loan Back Share and a loan expiry date of 22 December 2026. See the Company's ASX announcement dated 26 July 2023 for further details.

b. Performance Rights and Service Rights

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

Holder	Securities	%
Performance Rights and Service Rights held by Director, Christy Forest[1]	7,682,748	37.85%
Service Rights held by Director, Andrew Rutherford[2]	517,241	2.55%
Service Rights held by Director, Cris Buningh[3]	517,241	2.55%
Performance Rights issued outside of the EIP	500,000	2.46%
Performance Rights and Service Rights issued to employees	11,080,757	54.59%
Total	**20,297,987**	**100.00%**

[1] Issued under the EIP:

- 434,785 Performance Rights were fully vested on issue as they were issued on the achievement of the FY23 short term incentive grant.
- 948,276 Service Rights were issued as part of Christy Forest's remuneration package for FY24 and vested on 30 June 2024 upon satisfaction of time-based vesting criteria.
- 2,075,699 Performance Rights were issued in lieu of part remuneration for FY24 and vested on 30 June 2024 upon satisfaction of time-based vesting criteria.
- 4,223,988 Performance Rights will vest on 30 June 2026 subject to the satisfaction of performance-based vesting criteria. The number of Performance Rights that will vest will be dependent on the 10-day VWAP of ordinary shares following release of the FY26 Annual Report. Where Christy Forest becomes a Good Leaver before 30 June 2026, the Rights will be subject to vesting testing under which the Board may determine in its sole discretion if any of the Rights shall vest based on the achievement of the vesting criteria as at the date of cessation of employment. In all other circumstances, all unvested Performance Rights will lapse 30 days from the date of cessation of employment and otherwise in accordance with the terms of the EIP.

[2] Issued under the EIP: Vested on 30 June 2024 upon satisfaction of time-based vesting criteria.

[3] Issued under the EIP: Vested on 30 June 2024 upon satisfaction of time-based vesting criteria.

c. Warrants

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

Holder	Securities	%
Warrants held by Lighter Capital Australia Pty Ltd	728,828	100.00%
Total held by Lighter Capital Australia Pty Ltd	**728,828**	**100.00%**

6. DISTRIBUTION SCHEDULE

The distribution schedule for Ordinary Shares is as follows:

Spread of Holdings	Holders	Ordinary Shares	% of Total Ordinary Shares
1 - 1,000	136	44,933	0.01%
1,001 - 5,000	304	885,287	0.24%
5,001 - 10,000	145	1,140,728	0.31%
10,001 - 100,000	385	13,494,632	3.65%
100,001 - 9,999,999,999	237	354,032,317	95.79%
Totals	**1,207**	**369,597,897**	**100.00%**

*Including all Loan Back Shares as set out above.

The distribution schedule for Performance Rights and Service Rights is as follows:

Spread of Holdings	Holders	Options	% of Total Options
1 - 1,000	1	976	0.00%
1,001 - 5,000	1	2,862	0.01%
5,001 - 10,000	0	0	0.00%
10,001 - 100,000	4	333,707	1.64%
100,001 - 9,999,999,999	18	19,960,442	98.34%
Totals	**24**	**20,297,987**	**100.00%**

The distribution schedule for Warrants is as follows:

Spread of Holdings	Holders	Performance / Service Rights	% of Total Performance / 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	0	0	0
100,001 - 9,999,999,999	1	728,828	100.00%
Totals	**1**	**728,828**	**100.00%**

7. HOLDERS OF NON-MARKETABLE PARCELS

Date	Closing price of shares	Number of holders
4 September 2024	$0.047	593

8. TOP 20 SHAREHOLDERS

The top 20 largest fully paid ordinary shareholders together hold 73.00% of the securities in this class and are listed below:

Rank	Holder Name	Securities	%
1	HUMANFORCE HOLDING PTY LTD[1]	93,495,860	25.30%
2	BNP PARIBAS NOMS PTY LTD	47,524,588	12.86%
3	PALM BEACH NOMINEES PTY LTD	21,093,870	5.71%
4	MR RICHARD SMITH	16,489,631	4.46%
5	J P MORGAN NOMINEES AUSTRALIA PTY LTD	14,614,819	3.95%
6	MR PATRICK GRANT GALVIN	12,637,467	3.42%
7	BNP PARIBAS NOMINEES PTY LTD <IB AU NOMS RETAILCLIENT >	9,242,175	2.50%
8	CERTANE CT PTY LTD < BC1 >	8,054,649	2.18%
9	MISS EMILY BRINDLEY	8,008,554	2.17%
10	DARNOLD HOLDINGS PTY LTD < MIT A/C >	6,650,000	1.80%
11	HSBC CUSTODY NOMINEES (AUSTRALIA) LTD	4,579,947	1.24%
12	R & JS SMITH HOLDINGS PTY LTD <R & JS SMITH SUPER FUND A/C >	3,980,000	1.08%
13	CMC MARKETS STOCKBROKING NOMINEES PTY LTD < ACCUM A/C >	3,860,639	1.05%
14	RAC & JD BRICE SUPERANNUATION P/L < BRICE SUPER FUND A/C >[2]	3,755,209	1.02%
15	MR BENJAMIN DAVID HAWTER < HAWTER INVESTMENTS A/C>	3,610,983	0.98%
16	CITICORP NOMINEES PTY LIMITED	3,010,136	0.81%
17	BYTHEWAY PTY LIMITED < THE RENNIE SUPER FUND A/C >	2,718,798	0.74%
18	BOLO INTERNATIONAL PTY LTD <BOLO SUPER FUND A/C >	2,281,707	0.62%
19	BRONDLAX PTY LTD	2,096,460	0.57%
20	KITGROVE PTY LTD	2,000,000	0.54%
	Total	**269,705,492**	**73.00%**

[1] In the ASIC Form 604 lodged with ASX on 15 August 2024, HumanForce Holding Pty Ltd disclosed that it has executed share purchase agreements with RAC & JD Brice Superannuation P/L < Brice Super Fund A/C > and other minority shareholders so that it has a total relevant interest in 104,610,585 shares as at 15 August 2024.

[2] In the ASIC Form 604 lodged with ASX on 15 August 2024, HumanForce Holding Pty Ltd disclosed that it has executed a share purchase agreement to acquire 100% of the shares held by RAC & JD Brice Superannuation P/L < Brice Super Fund A/C >.

9. COMPANY DETAILS

Company secretary: Charly Stephens

Registered Address: c/- cdPlus Corporate Services,
Level 42, Rialto South Tower,
525 Collins St, Melbourne VIC 3000

Telephone: 03 9021 0657

Address of where the register is kept: Automic, Level 5, 126 Phillip Street, Sydney NSW 2000

Telephone of where the register is kept: 1300 288 664

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

10. ESCROWED SECURITIES

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

11. UNQUOTED SECURITIES

Performance and Service Rights

- There is a total of 20,297,987 unlisted Performance Rights and Service Rights on issue.
- The number of Performance Right and Service Right holders is 24.
- The Performance Rights and Service Rights carry no dividend or voting rights.
- There are no holders outside of the EIP that hold more than 20% of the Performance Rights or Service Rights on issue.

Warrants

- There is a total of 728,828 unlisted warrants on issue.
- The number of warrant holders is 1.
- The following holder holds more than 20% of the Warrants in the Company:

Rank	Holder Name	Warrants	%
1	Lighter Capital Australia Pty Ltd	728,828	100.00%

12. 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
ICP	Ideal Customer Profile
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
VMS	Vendor Management System

Corporate Directory

PRINCIPAL REGISTERED OFFICE

C/O CD Plus Corporate Services
Level 42
Rialto South Tower
525 Collins Street
Melbourne VIC, 3000

T: +61 (03) 9021 0657
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
Level 5,
126 Phillip Street
Sydney NSW 2000

Website: www.automic.com.au

SECURITIES EXCHANGE

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

DIRECTORS AND OFFICERS

Andrew Rutherford
Non-Executive Director and Chairman

Michael Rennie
Non-Executive Director
(resigned 28 November, 2023)

Christy Forest
Chief Executive Officer and Executive Director

Henry Ludski
Position: Non-Executive Director
(appointed Non-Executive Director 3 April 2024)

Cris Buningh
Non-Executive Director

Ben Brooks
Chief Financial Officer

Charly Stephens
Company Secretary

livehire

ASX:LVH | ABN: 59 153 266 605

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www.livehire.com