

LiveHire

Empowering the flow of the
world's talent

LiveHire (ASX:LVH)

28 November 2019

livehire

1. Welcome & Introductions

Introducing the Board



Michael Rennie
Executive Chairman



Christy Forest
Chief Executive Officer &
Executive Director



Antonluigi (Gigi) Gozzi
Co-Founder, Chief Products
Officer & Executive Director



Adam Zorzi
Independent Non-
Executive Director



Reina Nicholls
Independent Non-
Executive Director

Agenda

1. Welcome & Introductions
2. Chairman's Address – Michael Rennie
3. CEO's Address – Christy Forest
4. Business of Meeting

2. Chairman's Address

FY19 Achievements

Building on our strategic priorities for growth and achieving results for our clients

- ✓ **Fit-for-purpose product:** a globally unique, integrated platform, seamlessly combining Talent Communities, CRM and ATS capability
- ✓ **Delivering significant benefit for our clients.** For example, Vodafone, who in six months has achieved¹:
 - ✓ 24% reduction in cost-per-hire
 - ✓ Talent Community time-to-hire only 7 days
 - ✓ Dramatic shift in sourcing mix to 45% from Talent Communities and internal hires
 - ✓ Shortlists down from 50 to 3 people
 - ✓ Positive diversity shift from 56/44 male-to-female ratio to 50/50
- ✓ **US expansion:** partnerships with leading MSPs and Systems Implementers, as well as first US client

Capital Management

Strong financial position to support future growth

- ✓ Successfully raised \$15 million in March 2019 via a placement of 25 million ordinary shares at \$0.60 per share to sophisticated and institutional investors
- ✓ The funds raised will be deployed over a number of years on projects that accelerate international expansion
- ✓ Strong cash position of \$34.0 million as at 30 June 2019
- ✓ Well funded to continue to fund future growth opportunities

Board & Governance

Strengthened leadership team and enhanced corporate governance

- ✓ Strengthened management team with renewed strategic focus
- ✓ Continued evolution of the Board to keep pace with Company's growth with the appointments of Reina Nicholls as independent non-executive director and Michael Rennie as Executive Chairman
- ✓ The Board continues to refine and enhance corporate governance principles to provide a solid foundation for future performance and meet shareholder expectations
- ✓ Board transitioning, over time, to a majority independent structure
- ✓ Comprehensive search underway for additional independent non-executive director with US experience

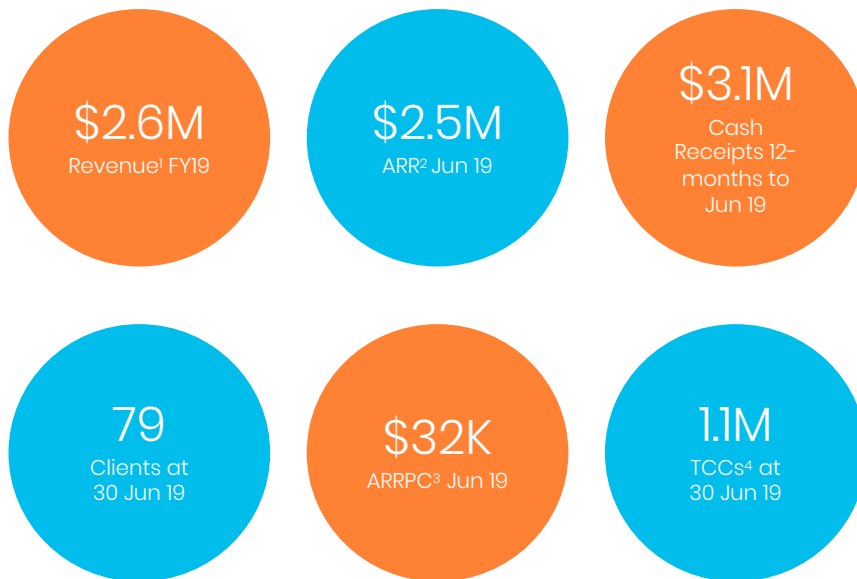
Concluding Remarks

- ✓ Strong foundations to drive future growth and sustainable value for shareholders
- ✓ Solid start to FY20
- ✓ Thank you to our people, clients, partners, fellow directors and shareholders

3. CEO's Address

FY19 Achievements

Strong growth momentum across all key performance metrics



1) SaaS annual subscription model based on company size (FTE), plus some non-recurring revenue streams

2) Annualised Recurring Revenue: Refer Glossary attached to presentation lodged with ASX on 28 August 2019

3) Annualised Recurring Revenue Per Client: Refer Glossary attached to presentation lodged with ASX on 28 August 2019

4) Talent Community Connections: Refer Glossary attached to presentation lodged with ASX on 28 August 2019

The US market represents a significant opportunity for LiveHire

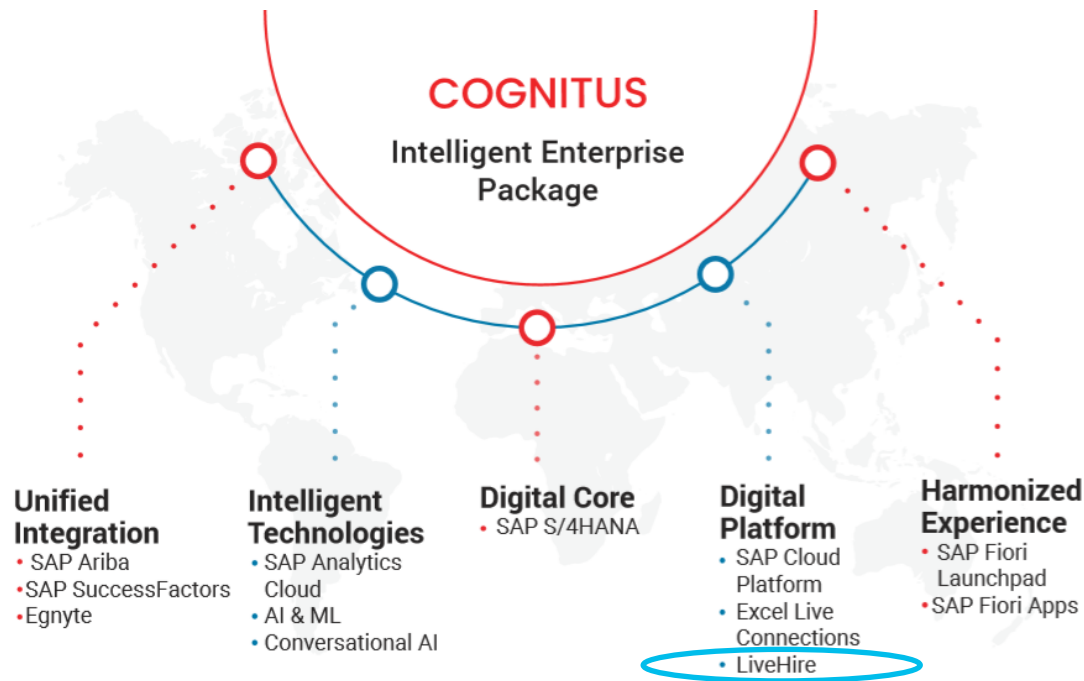
- ✓ Our entry into the US market, initially through our channel partner strategy gives us the ability to scale through partners and brings speed to generating revenue and important early reference clients
- ✓ US market is 15 times larger than the Australian market
- ✓ With well over US\$200 billion spent on Talent Acquisition in the United States, of which only around 2.5% is attributed to the software and platform part of the market, there is a continued trend in Talent Acquisition budgets being reallocated towards technology¹
- ✓ Within Australia, more than 4,000 companies with over 200 FTEs². In the US, there are over 60,000 companies with over 200 FTEs³. Based on current ARRPC, this represents a significant addressable market of over \$2 billion⁴

The rising trend of contingent labour is a global phenomenon



LiveHire is well positioned to capitalise on growth of contingent workforce

- ✓ In the US, MSPs are highly receptive to direct sourcing solutions
- ✓ Positive market and industry fundamentals with an estimated 40% of the US workforce made up of contingent workers¹
- ✓ Workforce Logiq provides important early proof point to form the foundation of conversations with other MSPs
- ✓ LiveHire is positioning itself to capitalise on this opportunity

LiveHire anticipates benefiting from SAP certification of Cognitus platform



Significant progress against strategic growth priorities

Channel	Direct	Outsourced Provider Partners		Reseller / Referrer Partners
		RPO	MSP 	System Implementers 
Description	<ul style="list-style-type: none"> Direct Sales team, currently focused on the ANZ market, companies with 200-5,000 FTEs 	<ul style="list-style-type: none"> Recruitment Process Outsource providers managing permanent hires on behalf of organisations 	<ul style="list-style-type: none"> Managed Service Providers managing contingent hires on behalf of organisations 	<ul style="list-style-type: none"> System Implementers managing the implementation of enterprise management software
How to track success?	<ul style="list-style-type: none"> # of customers ARR 	<ul style="list-style-type: none"> # of RPO partners ARR # of customers 	<ul style="list-style-type: none"> # of MSP partners ARR # of customers 	<ul style="list-style-type: none"> # of SI partners ARR # of customers
FY19 progress	<ul style="list-style-type: none"> 27 new clients, \$1 million in total contract value (\$780,000 ARR). Plus \$125,000 in revenue from pilot customers that are not reported as ARR 9 person Direct Sales team and senior commercial leaders onboarded to productivity 	<ul style="list-style-type: none"> Seven new clients, \$725,000 in total contract value (\$495,000 ARR) New clients wins through partnerships with both Korn Ferry and Manpower Group 	<ul style="list-style-type: none"> Seven new clients via two new partnerships delivering \$175,000 ARR Workforce Logiq (US) five client deal CXC (ANZ) two client deal 	<ul style="list-style-type: none"> Rizing / Synchrony (US/ANZ) Leading New Zealand based SI

These channels provide LiveHire opportunity to access:

Australian Market¹
>4,000 companies with 200+ FTEs



US Market²
>60,000 companies with 200+ FTEs

Product & Technology

Continuing investment in product innovation and technology enhancements

- ✓ Localised for US Market
- ✓ Launched Business Intelligence analytics tools
- ✓ Continued investment in Artificial Intelligence and Matching Algorithms
- ✓ Upgraded infrastructure to maximise performance, reliability, scalability and security
- ✓ With major new modules now added to the Platform, the technology has achieved high market fit

Summary & Outlook

Solid FY19 Result	Operational Highlights	Outlook
<ul style="list-style-type: none">✓ Strong momentum across all key performance metrics✓ Annualised Recurring Revenue grew by 88%✓ Cash receipts for the period increased 56%✓ Successfully raised \$15 million in March 2019 via a placement✓ Strong financial position - debt free with \$34 million cash at bank	<ul style="list-style-type: none">✓ Talent Community Connections (TCCs) grew by 65%✓ Signed 41 new agreements through both the Direct Sales and Partner Channels✓ US market entry commenced via MSP and SI channels✓ Continued product development and technology investment	<ul style="list-style-type: none">✓ Well funded to pursue organic growth both domestically and internationally✓ Continued penetration of US market through channel partners✓ Broaden portfolio of channel partners in the US and Australia✓ Strong emphasis on reducing time it takes to convert signed partnerships to revenue✓ Accelerating client wins in Australia through Direct Sales✓ Strong pipeline of opportunities in key markets

Reach.Hire 'Hiring Heroes'



HIRING HEROES
REACH.HIRE - AN EVENT BY LIVEHIRE



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