

# ASX: LVH MARKET RELEASE

## Board Changes

**31 January 2023 | Melbourne, Victoria**

LiveHire Limited (ASX: LVH) (“LiveHire” or the “Company”) announces the appointment of Mr Andrew Rutherford as the Company’s new Independent Chairman of the Board. Andrew will succeed Mr Michael Rennie, who will remain in his role as a Non-Executive Director.

Andrew is an existing Non-Executive Director at LiveHire, and brings to the role a wealth of experience from a 37-year career that includes a variety of leadership roles.

**Michael Rennie said:** “I am excited to be able to hand the Chairman role to Andrew. He has the experience to steer LiveHire successfully through its next phase of growth. This experience includes ASX listed companies, business building and small cap markets. I will continue to serve on the board going forward and fully support Andrew and Christy as LiveHire proves out the tremendous North American Direct Sourcing opportunity.”

Commenting on his appointment, **Andrew Rutherford said:** “I am both grateful for and honoured by my fellow Directors for the opportunity to serve shareholders in the role of Chairman. I would also like to thank Michael for his leadership and stewardship as Chairman for the past 4 years. Michael’s energy, strategic insight and experience has been invaluable over that time and we are fortunate that he remains as a Non-Executive Director.

The Company has a strong, focused and capable executive team lead by Christy Forest and I look forward to working closely with them to help LiveHire achieve its potential and to deliver the outcomes our shareholders expect.”

The Company has varied the terms of Andrew’s appointment such that he will be paid an annual cash fee of AUD\$80,000 (exclusive of compulsory superannuation) for his position as Chairman, in addition to his existing Non-Executive Director fees.<sup>1</sup> The terms of Andrew’s appointment otherwise remain unchanged.<sup>2</sup>

Michael Rennie will step down from his position as Chairman of the Board after serving in this capacity since September 2019 and will remain in his role as a Non-Executive Director. The Company has varied the terms of Michael’s appointment such that he will receive an annual cash fee of AUD\$70,000 (exclusive of superannuation) for his role as Non-Executive Director.<sup>3</sup> The terms of Michael’s appointment otherwise remain unchanged.<sup>4</sup>

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<sup>1</sup> Benchmarked as a Non-Executive Chairman based on previous advice provided by independent remuneration consultant, Godfrey Remuneration Group.

<sup>2</sup> See ASX announcement dated 25 October 2022 regarding Andrew’s appointment and existing remuneration.

<sup>3</sup> Benchmarked as an Australian-based non-executive Director.

<sup>4</sup> See Annexure B to ASX announcement dated 11 March 2022 regarding Michael’s prior remuneration.

LiveHire would also like to announce Lesa Francis' resignation from the Board.

**Lesa Francis said:** "It has been a difficult decision to leave the Board because I am a great believer in LiveHire and its ability to lead the Direct Sourcing wave. I look forward to still being part of the journey as I will continue to be an advisor to LiveHire's North American team."

Commenting on Lesa's retirement, **Michael Rennie, said:** "Lesa has been a terrific contributor, bringing her understanding of the North American market to the Board's work. She is leaving the Board for personal family reasons which we fully understand. On behalf of the Board I want to thank her for her many contributions and the many late night and early morning meetings given the time zone challenges of Sydney, the Netherlands and Atlanta."

An Appendix 3Z relating to Lesa Francis is attached. An Appendix 3H relating to the cancelled equity will be lodged separately today.

**For more information:**

Christy Forest – CEO and Executive Director

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

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www.livehire.com/investor](https://www.livehire.com/investors/directors/www.livehire.com/investor)

Christy Forest, CEO and Executive Director, authorised the release of this announcement to the ASX.

## About LiveHire

LiveHire is an award-winning<sup>5</sup>, market-leading recruitment, talent mobility and direct sourcing platform. It revolutionises the candidate experience and enables businesses and curation partners to thrive with talent on demand. The platform makes managing the flow of talent into and through businesses seamless, delivering value through detailed visibility of talent, shifting both permanent and contingent recruitment from reactive to proactive, improving fit, reducing time and cost to hire, with an unrivalled candidate experience.

Founded in 2011, LiveHire is an Australian company headquartered in Melbourne, with offices also in Sydney, Perth and Miami.

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

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<sup>5</sup> [https://drivenxdesign.com/SYD17/winners\\_list.asp](https://drivenxdesign.com/SYD17/winners_list.asp)

## Appendix 3Z

### Final Director's Interest Notice

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

Introduced 30/9/2001.

|                       |                  |
|-----------------------|------------------|
| <b>Name of entity</b> | LiveHire Limited |
| <b>ACN</b>            | 154 266 605      |

We (the entity) give ASX the following information under listing rule 3.19A.3 and as agent for the director for the purposes of section 205G of the Corporations Act.

|                                                 |                 |
|-------------------------------------------------|-----------------|
| <b>Name of director</b>                         | Lesa Francis    |
| <b>Date of last notice</b>                      | 6 January 2023  |
| <b>Date that director ceased to be director</b> | 31 January 2023 |

#### Part 1 – Director's relevant interests in securities of which the director is the registered holder

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

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

|                                                                                |
|--------------------------------------------------------------------------------|
| <b>Number &amp; class of securities</b>                                        |
| 50,000 fully paid ordinary shares                                              |
| 151,274 unlisted service rights issued under the EIP ( <b>Service Rights</b> ) |

#### Part 2 – Director's relevant interests in securities of which the director is not the registered holder

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

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

|                                                                                 |                                         |
|---------------------------------------------------------------------------------|-----------------------------------------|
| <b>Name of holder &amp; nature of interest</b>                                  | <b>Number &amp; class of securities</b> |
| Note: Provide details of the circumstances giving rise to the relevant interest |                                         |
| Nil                                                                             |                                         |

#### Part 3 – Director's interests in contracts

|                           |     |
|---------------------------|-----|
| <b>Detail of contract</b> | N/A |
|---------------------------|-----|

+ See chapter 19 for defined terms.

**Appendix 3Z**  
**Final Director's Interest Notice**

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|                                                                  |     |
|------------------------------------------------------------------|-----|
| <b>Nature of interest</b>                                        | N/A |
| <b>Name of registered holder<br/>(if issued securities)</b>      | N/A |
| <b>No. and class of securities to<br/>which interest relates</b> | N/A |

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+ See chapter 19 for defined terms.