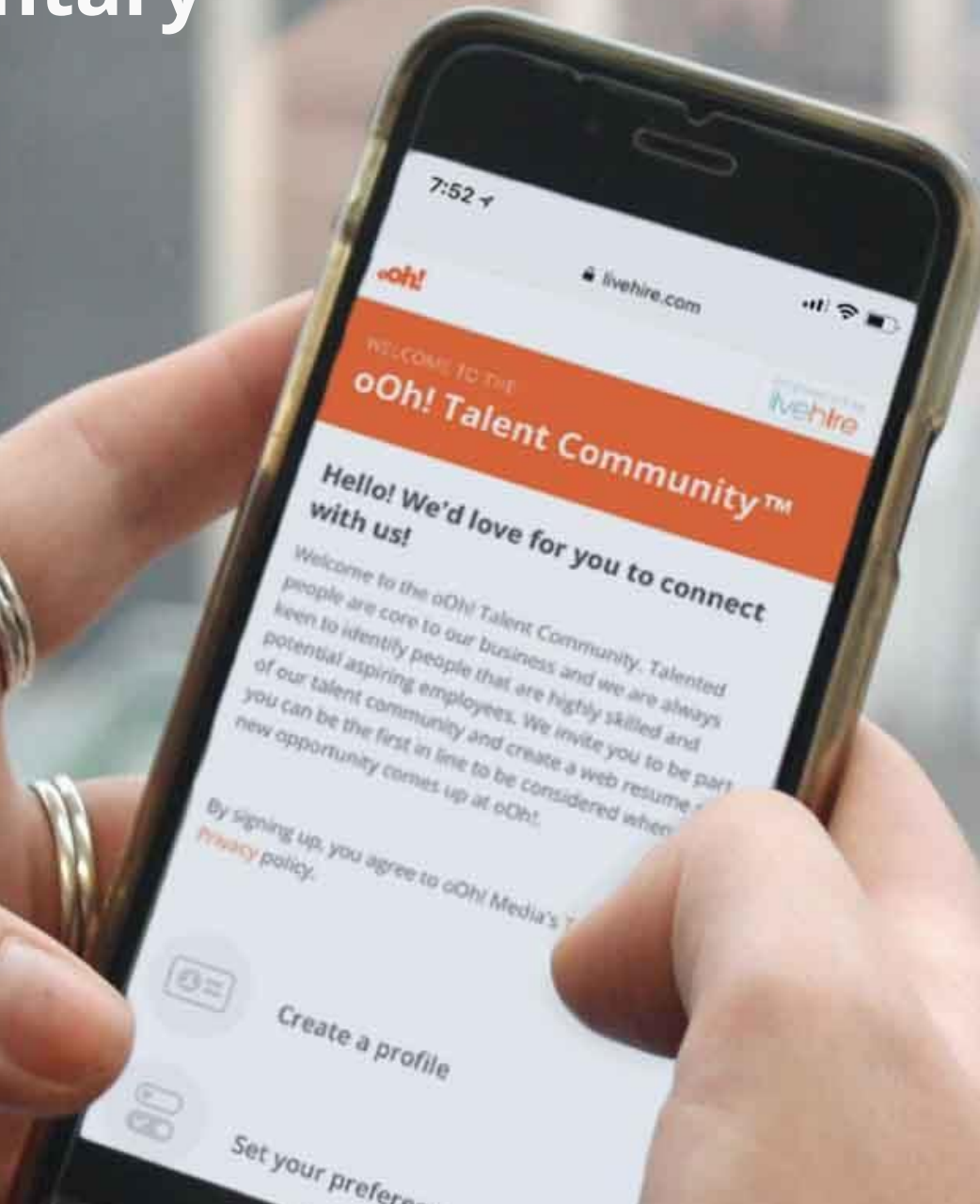


H1 FY2018 Commentary

livehire



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LiveHire Purpose

LiveHire purpose is to empower the flow of the world's talent through organisations, to create a more agile, open and awesome working world.

We deliver on this by creating the most private, trusted, humanised, candidate centric, and data unified platform that we possibly can. Our software underpins exceptional candidate experience through the enablement of responsive communication and collaboration.



In 2017, we were proud winners of the AIIA (Australian Information Industry Association) iAward. Previous winners of this prestigious award include Atlassian, Wotif, Xero, and WiseTech.



Launched in 2012, LiveHire is an innovative technology company that began as a single marketplace, connecting employers to talent on demand. We are now a total talent solution leader, helping some of Australia's biggest brands stay personally connected to their past, current and future workforce through private Live Talent Communities, which are all a part of the world's first, and fastest growing Live Talent Ecosystem.



H1 FY18 highlights

- **130% YoY growth in key performance indicator, Talent Community Connections (TCCs)**, Exponential growth (avg. 23% QoQ).
- **Cash receipts for the period increased 183% to \$984,980 YoY.**
- **Revenue¹ for the period increased 173% to \$844,901** compared to the same period in FY17.
- Materially lower growth rate of cost base compared to revenue growth. Expenditure² for the period increased 57% to \$4,885,243. Strong financial position at the end of the period, **debt free with \$33.6m cash at bank.**
- Launched Talent Communities for RPO led client wins with **3 of the global top 10 RPO firms.**
- **Evolved revenue model** for large enterprise customers and global RPO Partners.
- **107 product iterations released** in the last year (twice weekly), deployed live across all customers. LiveHire's continuous product deployment is a significant advantage over traditional recruitment software, usually built on single instances for each client.
- **Appointed ex Sales Director of Splunk (Nasdaq: SPLK) Denise Carson**, to lead and grow Direct Enterprise sales at LiveHire. Invested in growth of sales team from 3 to 9 people.
- Entered and begun **expansion across 4 new verticals**; Mining Services, Real Estate, Utilities, and Financial Services. Industries now entered represent >50% of Australia working population.

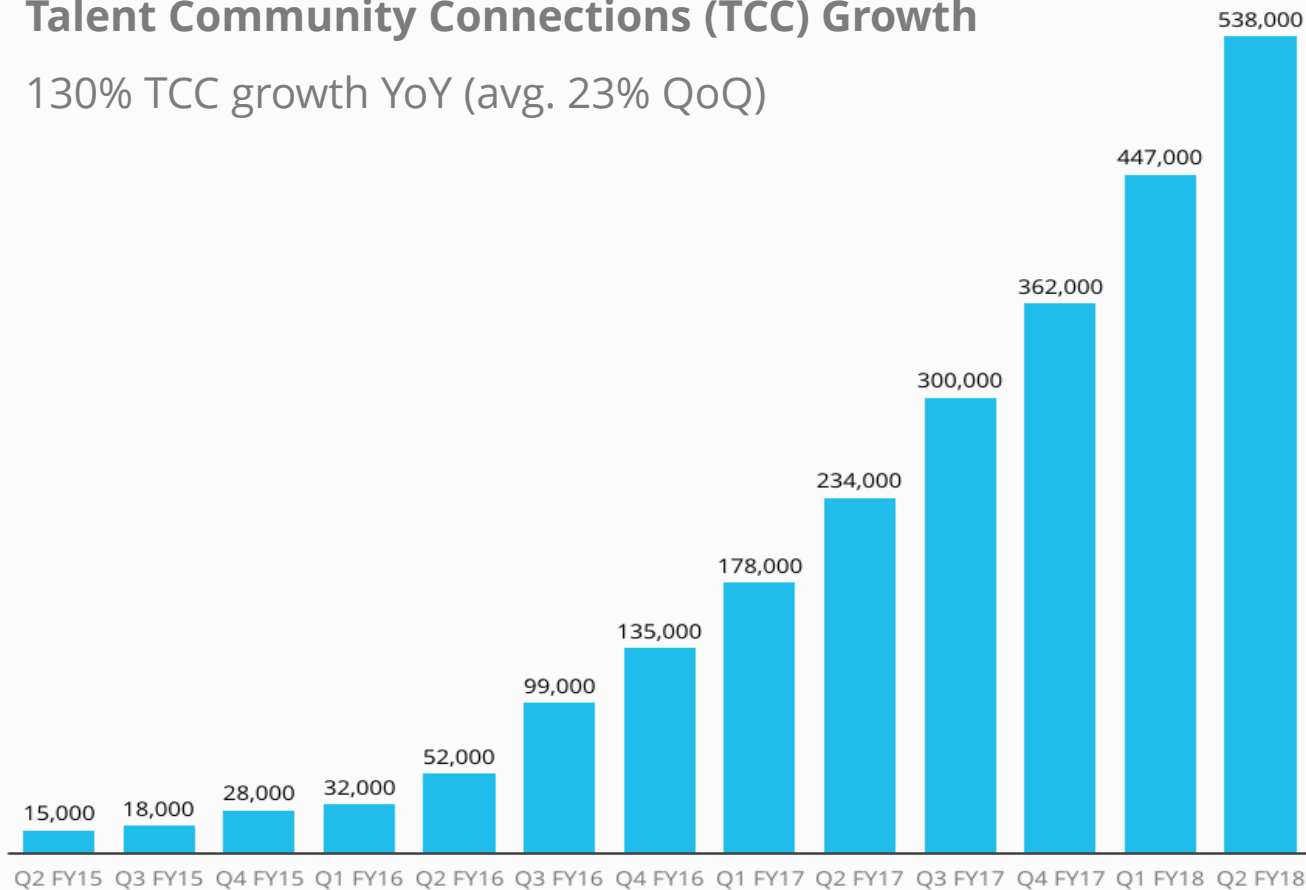
1) Revenue excluding R&D rebate income and interest income. Refer to slide 22 for reconciliation to statutory results.

2) Expenditure excluding non-cash share-based payments expense and depreciation & amortisation, and including software development expenditure both expensed and capitalised. Refer to slide 22 for reconciliation to statutory results.

Exponential ecosystem growth continued in H1 FY18

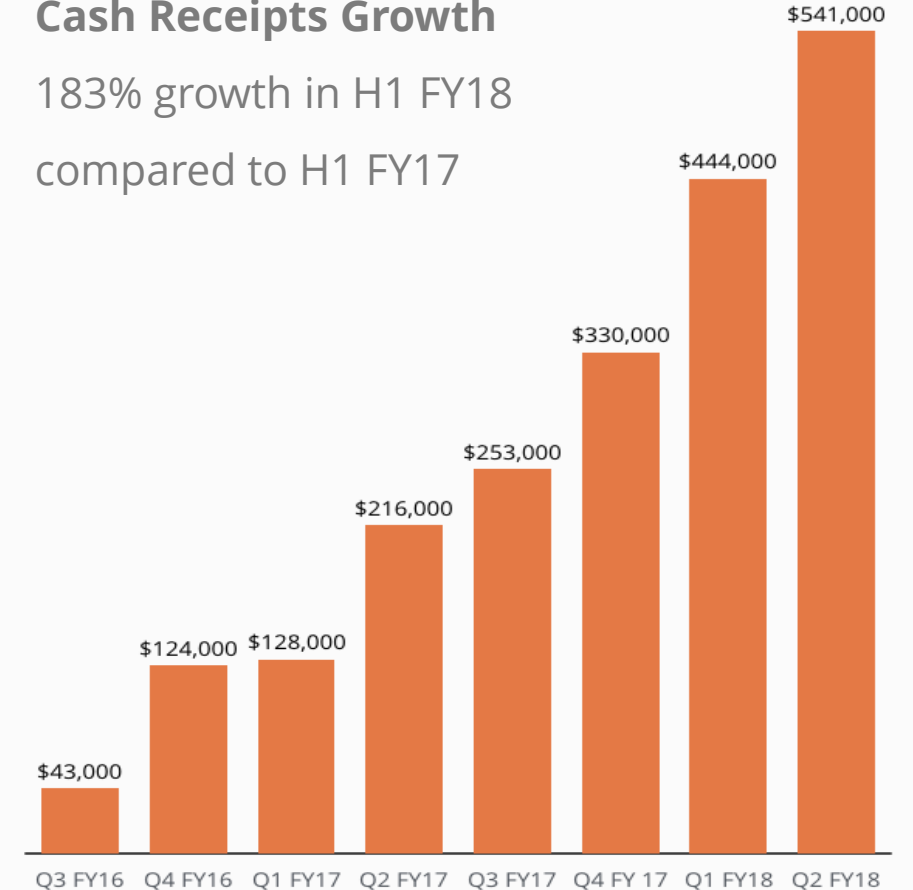
Talent Community Connections (TCC) Growth

130% TCC growth YoY (avg. 23% QoQ)



Cash Receipts Growth

183% growth in H1 FY18 compared to H1 FY17



LiveHire - the global market leader in Live Talent Communities™

MARKET OPPORTUNITY

Recruitment has not been disrupted. \$240 billion spent annually on Talent Acquisition in the US alone¹. Mature (disrupted) markets have tech spend ~20%.

PROVEN TECHNOLOGY

Sustained exponential scale through Direct Enterprise sales, global Recruitment Process Outsourcing (RPO) partners, and Consulting partners.

SCALABLE

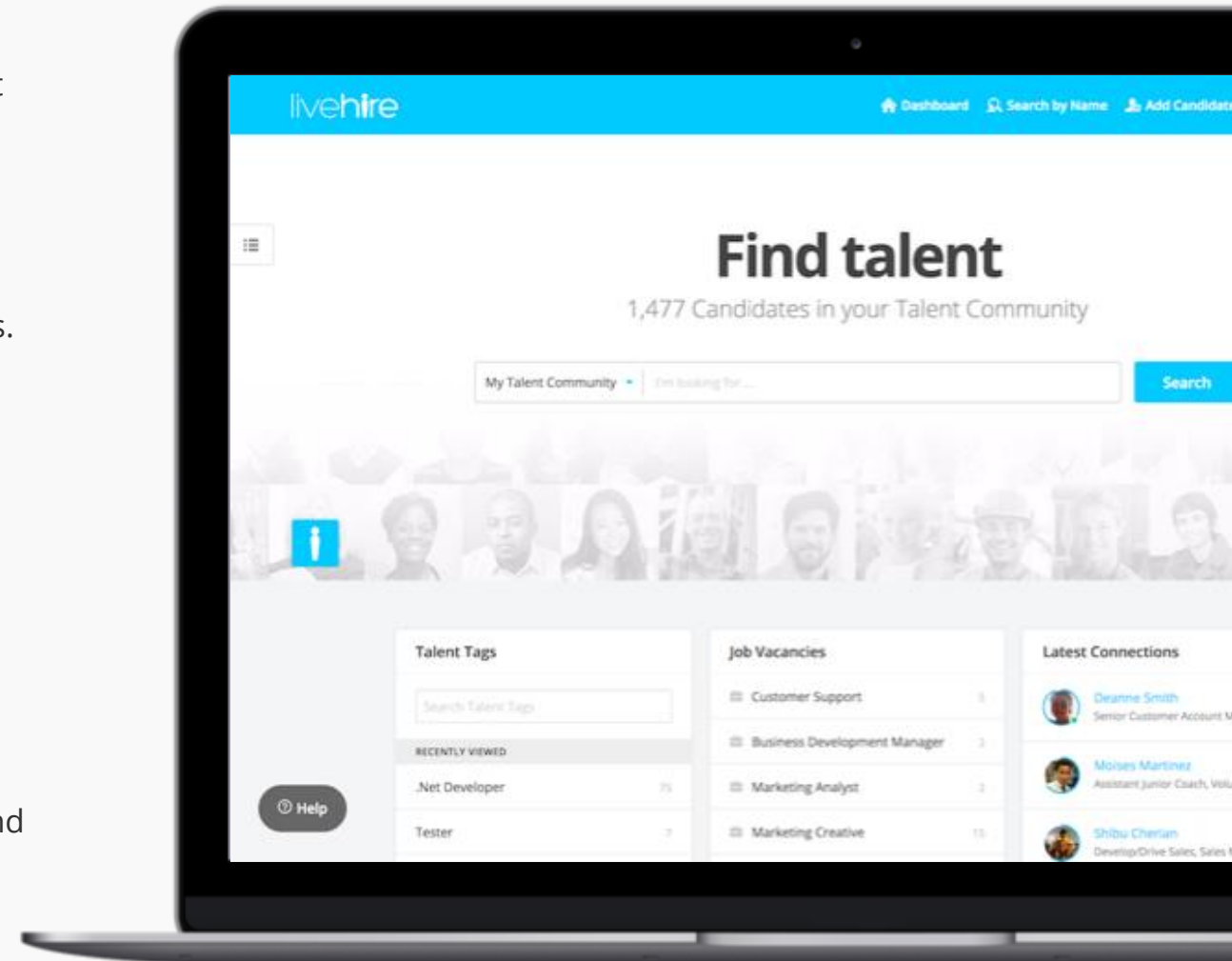
Low cost of acquisition of users. Each new Talent Community launched compounds user growth, revenue, and network effect.

ECOSYSTEM

LiveHire is empowering an **ecosystem**, not a single product. Once ecosystems build momentum, even at single digit % of market share, they are typically very hard to disrupt.

DEFENSIBLE POSITION

6 year first mover advantage with a completely flipped, hyper-effective, and results proven proactive **"Live Talent Community"** approach to hiring.



¹<https://www2.deloitte.com/content/dam/Deloitte/us/Documents/human-capital/us-hc-disruptions.pdf>



**“LiveHire is leading technology
in the talent acquisition space”
- Alana Bennett - Head of Talent oOh! Media -**

[Play Video](#)

oOh! Media's transformational journey to proactive recruitment won them a CandE award for Candidate Experience

The traditional recruitment model is broken

~16% of employees move jobs each year³
and
traditional reactive recruitment is not keeping up.



~\$300
just to advertise

Per hire cost
\$5,700
In recruitment team's time²
+ \$11,000
In company productivity loss¹

1: CEB is now Gartner: <https://www.cebglobal.com/human-resources/recruiting/accelerating-recruiting.html>

2: <http://www.afr.com/leadership/management/hiring/average-time-to-hire-staff-hits-68-days-twice-as-long-as-in-2010-20150629-gi0y9h>

3: https://www.ahri.com.au/data/assets/pdf_file/0018/52344/PULSE_retention-and-turnover-2015.pdf

LiveHire in the Australian workforce

50%

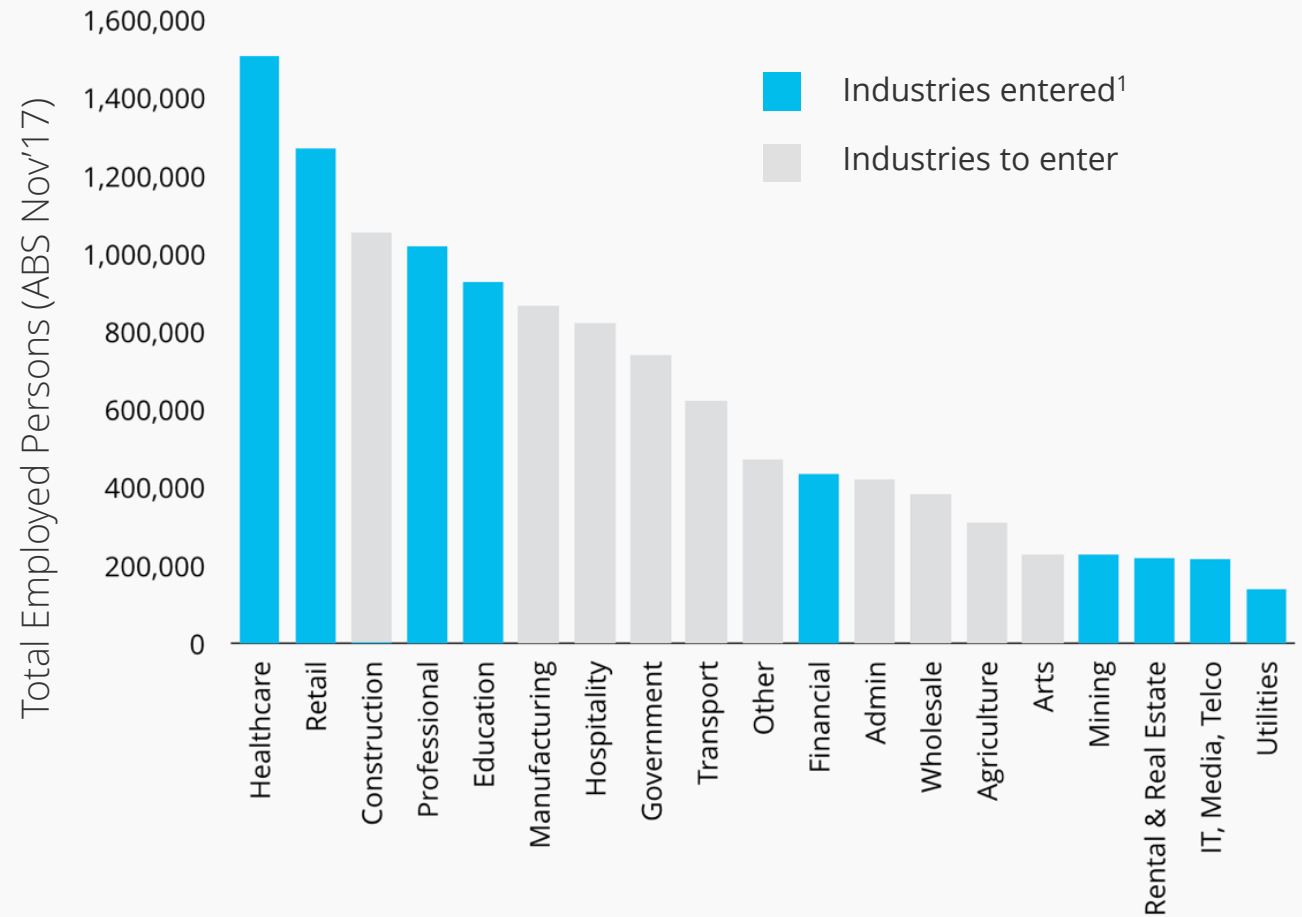
of total Australian workforce represented by industries LiveHire is servicing.

75%

Aims to enter 75% of industries by end of 2018¹

LiveHire is now used in industries employing >50% of the Australian workforce.

Servicing 4 of the 5 largest industries in Australia and expanding.

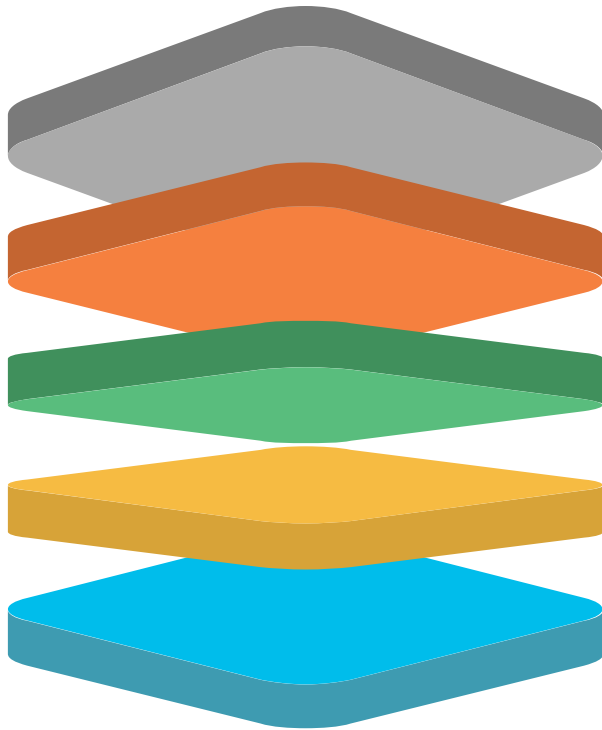


1. "Industries entered" means the LiveHire platform is being used by one or more businesses in that industry and does not mean that the LiveHire platform is used by all persons within that industry.

Evolving the LiveHire revenue model

The Talent Community revenue model has focused on charging companies hosting fees, as well as one-off fees to yield up to 50c per TCC per month. LiveHire has evolved its contract terms to meet market demand for SaaS technology for all of its customers.

In order to deliver maximum cost predictability and consistency, LiveHire is transitioning new contract terms to include a yearly upfront payment for hosting fees based on hiring volume bands, as well as one-off payments.



LiveHire aims to achieve a long-term **yield per Talent Community Connection of \$0.50/month** on average.

LiveHire's revised pricing model charges **annual fees upfront based on forecasted hiring volumes**, with hiring bands reviewed annually for each customer. This provides pricing certainty for all customers.

LiveHire's revised contracts may include annual recurring fees (hosting fee based on hiring volumes; maintenance costs) and one off fees (set-up fees; integration fees).

Candidates can **create multiple TCCs with their unified profile**. LiveHire's revenue increases with each new Talent Community launched.

All companies collectively invite talent to join their LiveHire Talent Community. **Zero user acquisition cost.**

NOTE: LiveHire expects fluctuations in cash receipts on a quarter by quarter basis, as new customers join and existing customers roll into annual contracts. LiveHire reserves all rights to change its pricing from time to time, depending on individual customer circumstances, tender requirements and partnerships, negotiating each contract on a case-by-case basis as it sees fit.

The talent technology landscape

The LiveHire platform has created a whole new global category of enterprise software

Many sources of talent to search and manage.

Link them all into a single, private destination.

Problem

Traditional applicant databases are stale and unresponsive.



Solution

Live shared data and responsive SMS (human communication)

NOTE: Graphic representation for illustrative purposes only.

The Australian market opportunity

Australian recruitment tech market (top down analysis)

~**7m employees**² (56%) work for medium and large enterprise¹.

~1,100,000 hires per year
@16% average turnover³

~\$6,000 average cost to hire (68 day current reactive process)⁴

~5% spend on technology (average \$300/hire) = \$330m/year



\$330m market
per annum

1: http://www.asbfeo.gov.au/sites/default/files/Small_Business_Statistical_Report-Final.pdf

2: <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0>

3: https://www.ahri.com.au/_data/assets/pdf_file/0018/52344/PULSE_retention-and-turnover-2015.pdf

4: <https://www.cebglobal.com/human-resources/recruiting/accelerating-recruiting.html>

The global recruitment market opportunity

Globally the problem and opportunity is similar. LiveHire's strategy is to rapidly expand in APAC past critical mass. LiveHire may further expand internationally with RPO and Consulting partnerships as the opportunities arise.



Companies spend
over US\$**240 billion**
per year on Talent
Acquisition in the
US alone

Bersin by Deloitte 2016
Perspective¹



Calendar Year 2018

- Continued to deliver **exponential growth** in TCCs to date. Given the focus towards larger customer implementations, we expect TCC growth will experience fluctuations QoQ, with potential for significant step changes as LiveHire signs new cornerstone clients.
- Launch Talent Communities for **medium to large enterprise customers in Australia**, focusing on Total Talent Management (TTM) and connect all sources of talent, internal (full-time and contingent) and external.
- Continued expansion through global **RPO partnerships** (40% of market) to open new market opportunities and provide TCC growth from these referral channels.
- Enter **new industry verticals in Australia**, with a focus on Construction, Government, Manufacturing, aim to expand our total serviceable market to 75% of workforce.
- Expand integrations with the **major global Human Capital Management Systems** to access new large enterprises customers, and accelerate the LiveHire platform marketplace of 3rd party **technology integrations** (with major global source channels, AI, and HR SaaS 3rd party software).
- Continue evolving and adapting the revenue model to respond to new markets, new product functionalities, new partnerships, and commercial requirements.`

LiveHire's consistent growth strategy since IPO

to reach our total global addressable market



Recruitment Partners

Rapid Global Scale

40% of large companies use Recruitment Process Outsourcing (RPO) teams.

The top 10 RPO's control 90% of this market. Three global RPOs now deploying LiveHire across new and existing customers.



Direct (Enterprise) Sales

Vertical Market Penetration

60% of large Enterprises manage their own recruitment with internal teams.

Tripled sales team under highly experienced enterprise sales leadership (ex Splunk, IBM, Indeed)



HRIS Integrations

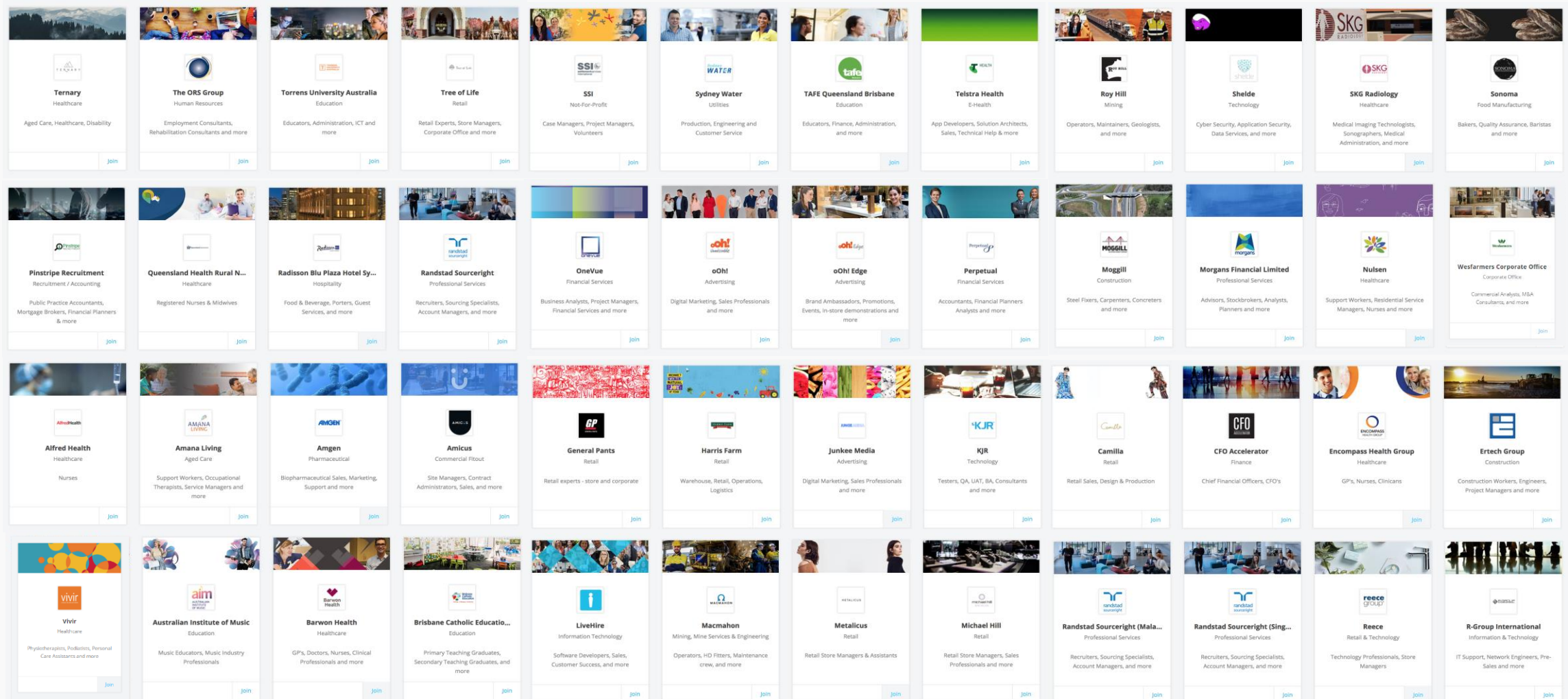
Serve the largest enterprises

Majority of large enterprise use 3 HR software vendors (Oracle, SAP, Workday).

LiveHire is integrated with SAP and integrations with Oracle and Workday are on product roadmap.

Aiming to achieve 10x ROI for clients

Across an ever expanding share of industries and regions



Recruitment Process Outsourcing (RPO) partner growth strategy

LiveHire's growth strategy aims to partner with some of the following
major global Recruitment Process Outsourcing providers



providing efficient and fast geographical scale with minimal sales infrastructure.

The future of humanised sourcing and recruitment

Live Talent Pools powered by Artificial Intelligence and Machine Learning

“Hey LiveHire, find me a data analyst.”



- LiveHire’s Talent Ecosystem and Private Talent Communities are at the cutting edge of technology in terms of functionality, candidate engagement, and recruiter usability.
- A material investment in Artificial Intelligence and Machine Learning will step change the Talent Community product effectiveness and ROI, by recommending the right candidates to hire in real time, ahead of other market participants.
- Drawing from the extremely rich data set of unique information about candidates profiles and recruitment partners uniquely available to LiveHire, as well as all publicly available information (social, Google, internet, etc), LiveHire will be helping recruiters to reduce time to hire and maximise quality of hire.
- LiveHire will develop AI, as well as exploring integrations with best in breed technologies from third party providers: Google; IBM Watson; Video Interviewing; Natural Language Processing; Social Sourcing; Smart Recommendations Algorithms; etc.

LiveHire's Team

Board



Geoff Morgan
Chairman
Morgan & Banks, Talent2



Gigi Gozzi
Co-Founder,
Managing Director



Mike Haywood
Co-Founder,
Growth Director



Grant Galvin
Commercial Execution
Director
Coca-Cola, EY, AMEX



Christy Forrest
Non-Exec Director
CEB now Gartner



Adam Zorzi
Non-Exec Director
Property Entrepreneur,
Technology Investor

Leadership



Matt Ryan
CTO
20 years tech and data



Ben Malone
CFO
REA,
Australian Unity



Denise Carson
Sales Director
Ex-Splunk



Paul Bridgewater
Head of RPO
Partnerships
Ex GM Manpower (RPO)



Jarrod Hughes
Regional Sales Leader
Head of Strategic Alliances
Ex-IBM



David Vuu
Design/UI/UX
CarSales, WebAwards

Advisory



Andrew Rothery
Leapfrog, Koda,
Blackbird, Archer



Michael Rennie
Global Head of Org. Practice
McKinsey & Co



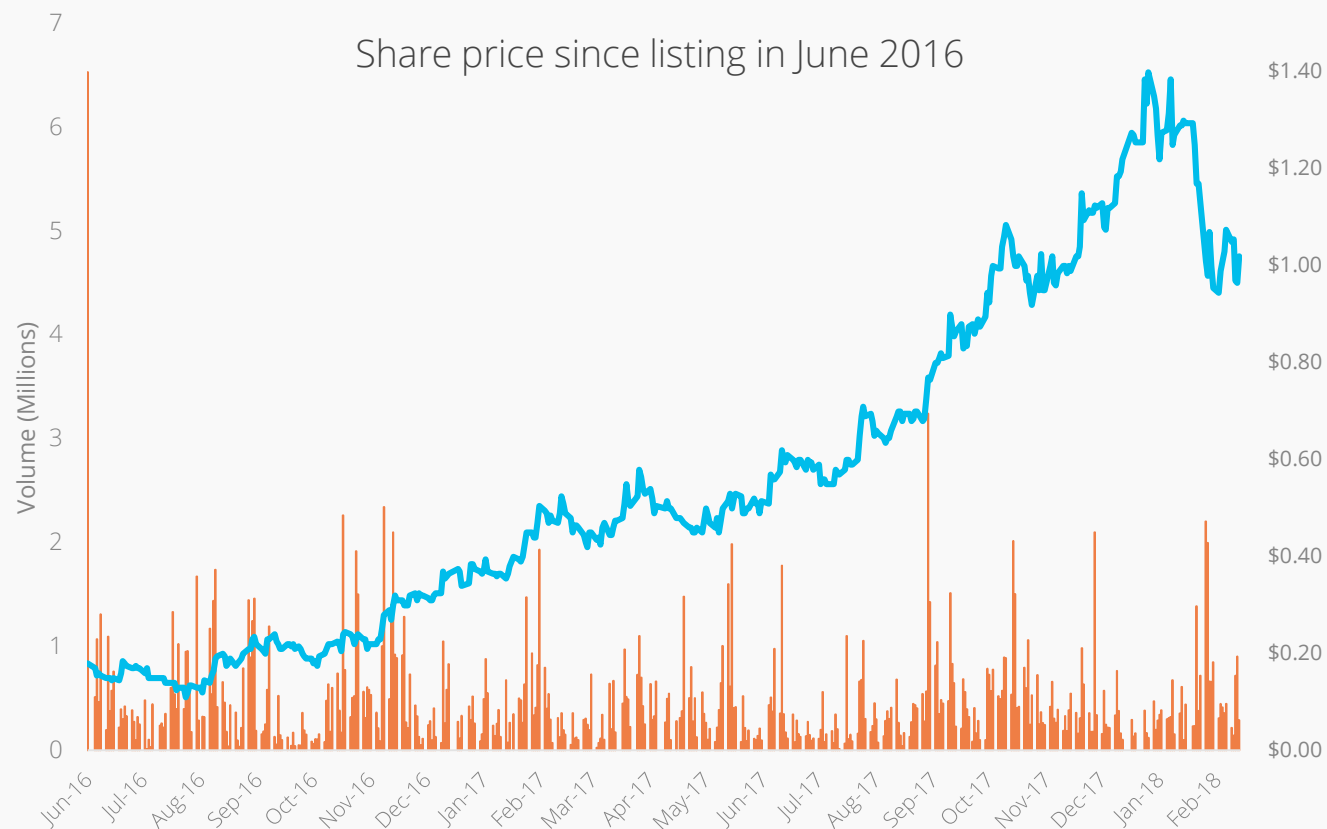
Ian Basser
ex CEO Chandler
Macleod



Greg Savage
The Savage Truth (1m
followers on social media)

LiveHire capital structure

Share price since listing in June 2016



Share price	\$0.995
Shares on issue	261.1m
Cash at bank as at 31 Dec 2016	\$33.6m
Market capitalisation	\$259.8m
Enterprise value	\$226.2m
Options and performance rights on issue	27.1m

Major Shareholders

Antonluigi Gozzi (Co-Founder)	11.4%
Michael Haywood (Co-Founder)	10.8%
Directors (including two co-founders)	30.8%
Telstra Super	5.5%
Fidelity	5.1%

Reconciliation to statutory results

	FY18 H1 (\$ '000)	FY17 H1 (\$ '000)	% Change
Operating Revenue ¹	845	310	173%
Expenditure ²	(4,885)	(3,104)	57%
EBITDA³ (Management Reporting)	(4,040)	(2,794)	45%
Share-based payments expense ⁴	(1,931)	(1,061)	
R&D rebate accrual ⁵	302	-	
Capitalisation of software development ⁶	791	1466	
EBITDA (Statutory Reporting)	(4,878)	(2,388)	104%
Interest, Depreciation & Amortisation	(94)	(55)	
Net Loss (Statutory Reporting)	(4,972)	(2,443)	104%

1. Revenue excluding R&D rebate income and interest income
2. Expenditure excluding non-cash share-based payments expense and depreciation & amortisation, and including software development expenditure both expensed and capitalised
3. Earnings before interest, tax, depreciation and amortisation
4. Share-based payments is a non-cash cost relating to the value attributed to equity based employee benefits
5. R&D rebates are considered to be outside of operating revenue for management reporting purposes
6. Software development costs attributed to the Statutory Profit & Loss is impacted by the amount capitalised to the value of Intangible Assets under the relevant accounting standards



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