



Compliance. Simple.

FY23 AGM

16 November 2023

Wrkr Ltd

ASX: WRK

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Agenda

- ✓ Chair welcome
- ✓ Voting
- ✓ Wrkr CEO Presentation
 - ✓ Strategy alignment
 - ✓ Performance to date
 - ✓ Financial strengths
 - ✓ Winning in the market
 - ✓ Investing for growth
 - ✓ Summary outlook
 - ✓ Q&A



AGM proxy results

Resolution	For	Against	Open	Abstain
Resolution 1 - Remuneration Report	498,756,437	1,388,670	1,652,819	25,063,334
Resolution 2 - Re-election of Director – Paul Collins	865,178,958	15,000	1,652,819	1,123,670
Resolution 3 – Approval of issue of securities under ASX listing rule 7.1A	864,703,958	953,888	1,677,819	634,782
Resolution 4 – Approval of Employee Securities Incentive Plan	861,903,291	1,338,670	2,061,819	0
Resolution 5 – Ratification of Prior Performance Rights Issue	864,444,958	1,103,888	1,786,819	634,782
Resolution 6 - Approval of Termination Benefits	498,222,437	1,128,888	1,811,819	25,698,116
Resolution 7 – Grant of Performance Rights to Director	861,778,291	1,738,670	1,761,819	2,691,667



Compliance. Simple.

FY23 CEO Presentation

Revolutionising workforce compliance

Wrkr is a regulatory technology business helping Australian employers to simplify workforce compliance from hire to retire.

We replace paper-based compliance processes across employee onboarding, payments, super contributions and SMSFs with a simple, sophisticated, and secure digital experience.

- ✓ **Modern cloud based and Scalable**
- ✓ **Mobile and branded experience**
- ✓ **Pre-integrated**
- ✓ **Cyber resilience and data verification**



Wrkr has a clear strategy to maximise employee reach



Grow the base



Reach many Wrkrs

Prioritise organisations with the greatest reach:

1. Super Funds
2. Payroll Providers
3. Large Employers

Grow the value



Deliver on more compliance moments

Focus product development on being the one stop shop for compliance:

1. Identify and serve more onboarding moments in target industries
2. Automate complex ongoing compliance moments
3. Solve priority industry compliance needs

Create new value



Create new value directly with Wrkrs

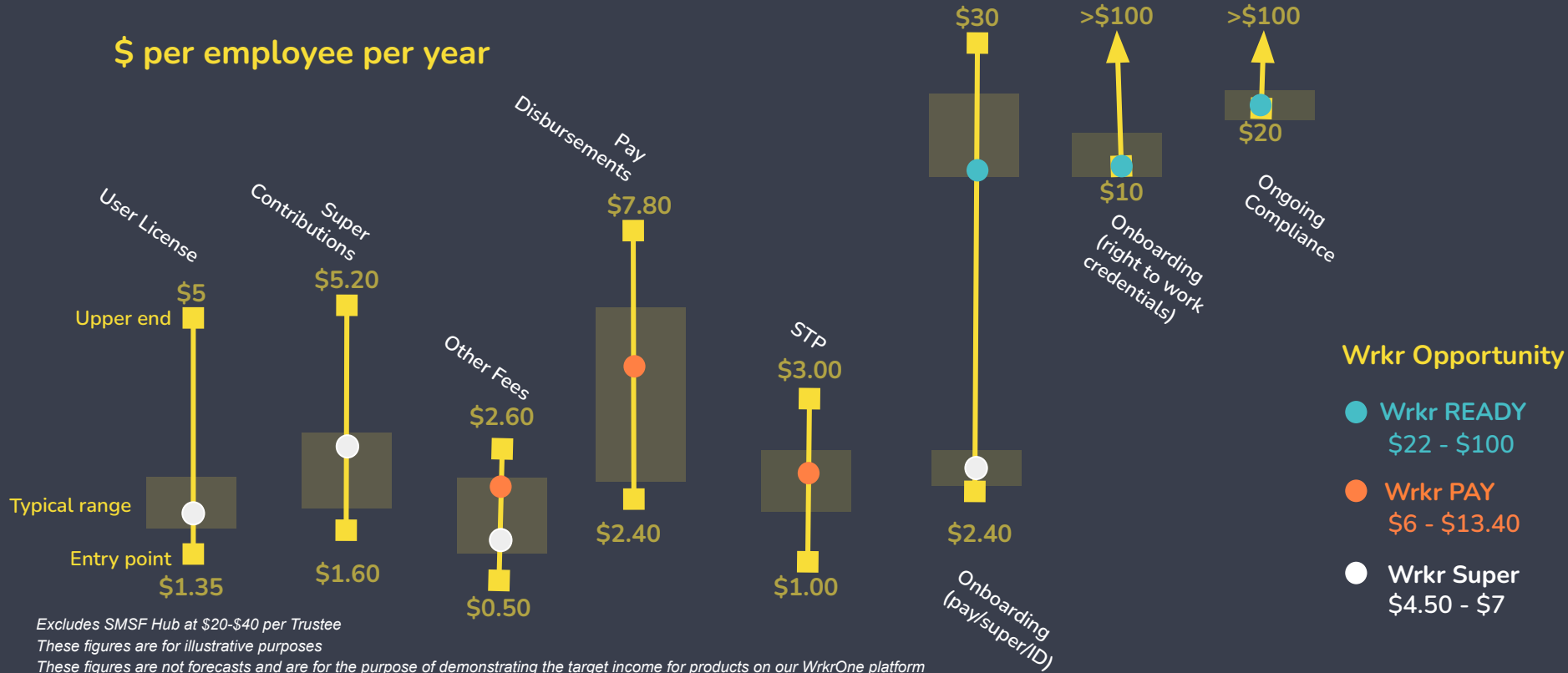
Leverage data and volume of Wrkrs to create new value and benefits:

1. Enable benefit provider partners
2. Create new benefits packages
3. Enable tax compliant benefit consumption
4. Enable data revenue for Wrkrs

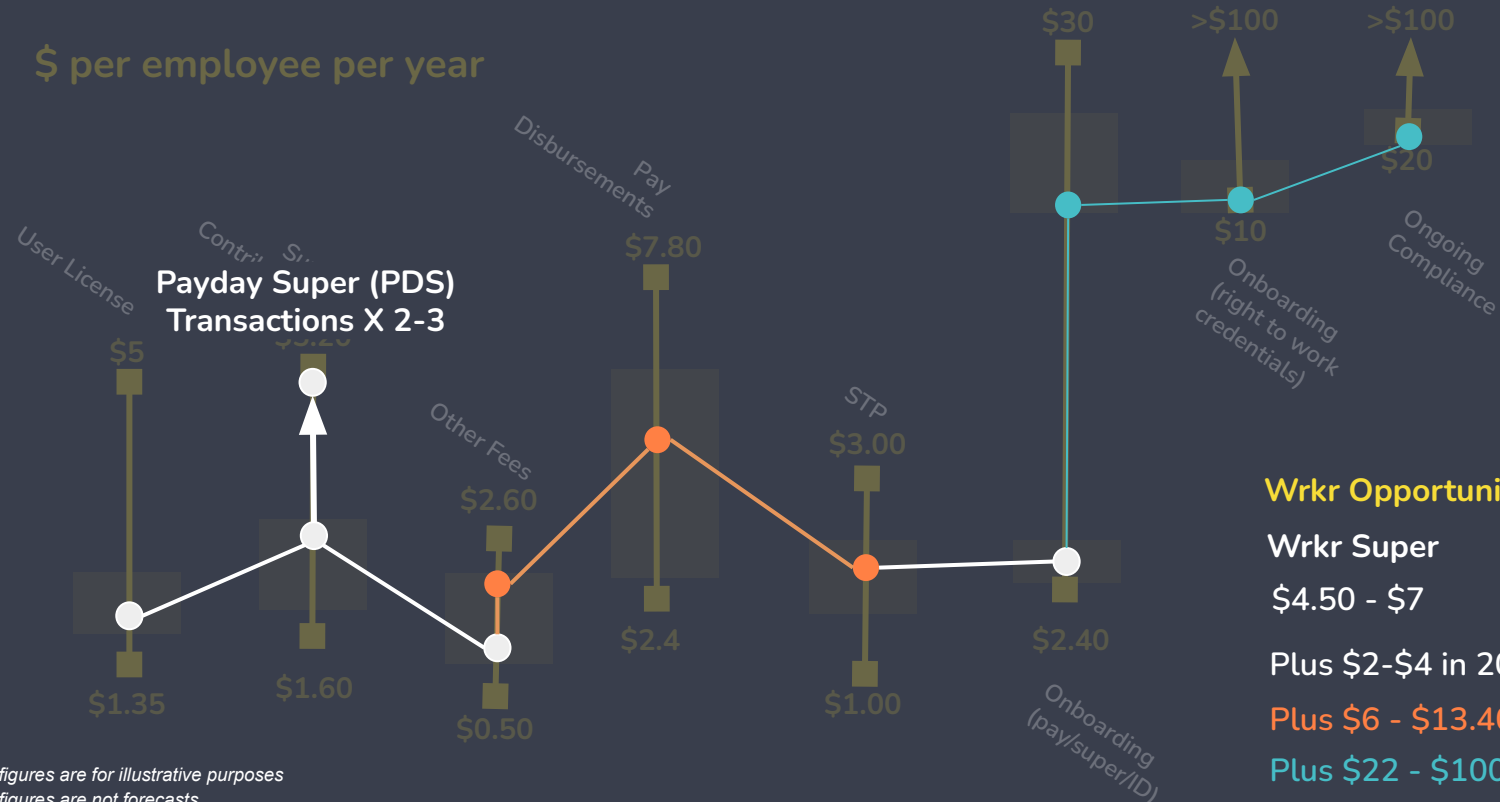
How we generate income



\$ per employee per year



How we generate income



These figures are for illustrative purposes
These figures are not forecasts

Wrkr Performance

01 Financial strengths

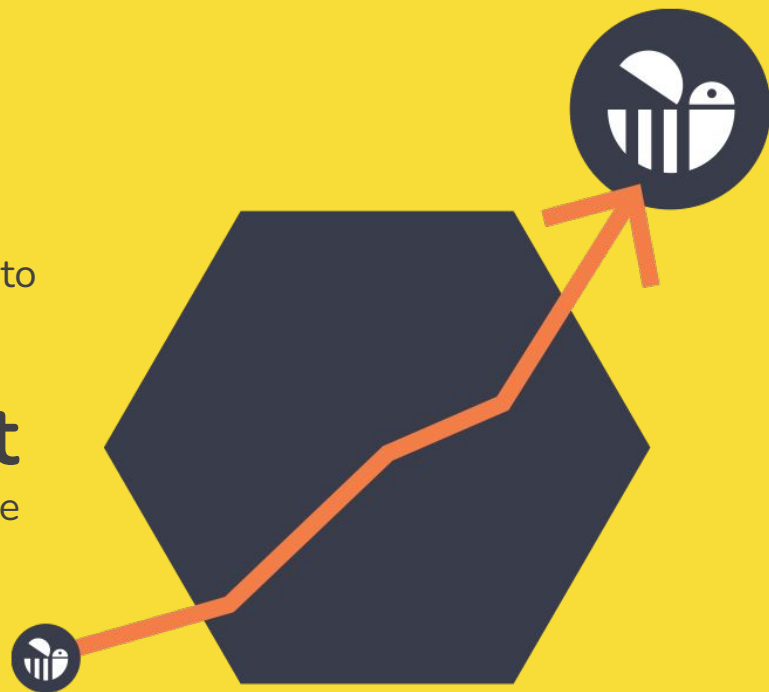
Growing revenue, managing costs and improving cost to income ratio

02 Winning in the market

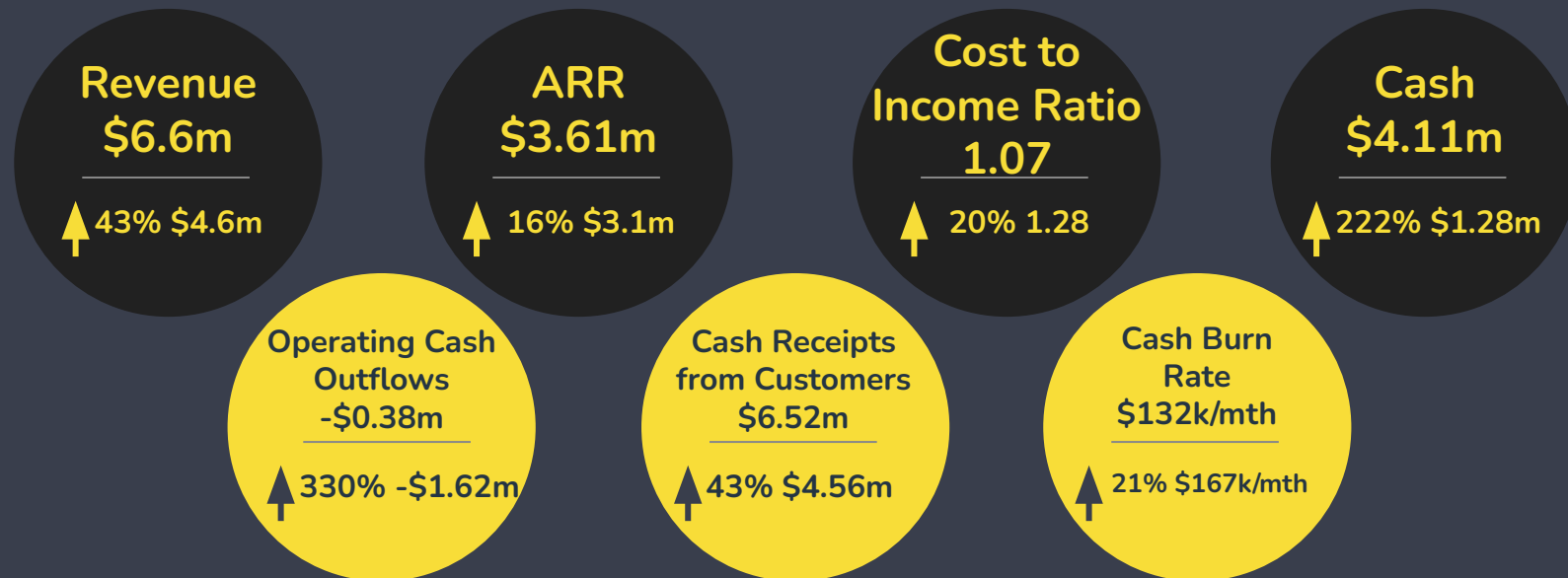
Retaining value, extending clients and building pipeline

03 Investing for growth

Investments in Platform, Product and Channels



01 Financial strengths at 30.06.23



- Figures compared to 30 June 2022
- ARR is calculated using the Q4 average ARR to account for quarterly activity cycles
- Cost to income ratio is calculated as operating costs divided by ordinary revenue from sales

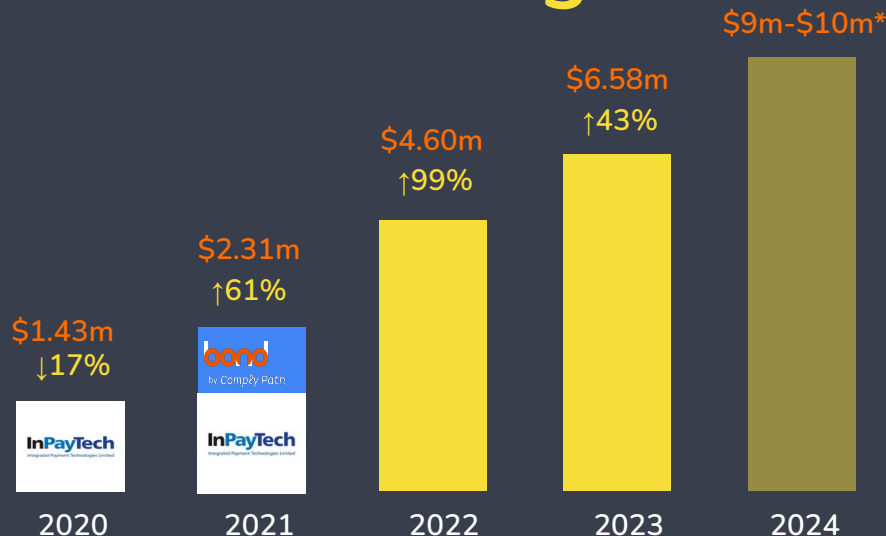
- Cash Burn is net movement in cash at bank excluding proceeds from issues of equity securities and convertible notes, interest received and paid, share buy-backs, costs related to the issues of equity securities and convertible notes, government grants and income tax paid.

01

Financial strengths



Operating Revenue FY20 to FY23



Next wave of growth
opportunity



WrkrOne
Cross-sell

Payday Super

LINKGroup

2025 & 2026

	2020	2021	2022	2023	2024
Operating Revenue	\$1.43m	\$2.31m	\$4.60m	\$6.58m	\$9-10m*
EBITDA	(\$1.76m)	(\$1.93m)	(\$1.43m)	(\$1.56m)	
NPAT	(\$3.67m)	(\$3.79m)	(\$4.35m)	(\$4.17m)	
Operating Cash flows	(\$1.49m)	(\$2.05m)	(\$1.62m)	(\$0.38m)	
Cash at Bank	\$0.99m	\$2.73m	\$1.28m	\$4.11m	
Cost to income ratio	1.61	1.74	1.28	1.07	

Key indicators
continue to trend up

* Figures are management targets

02 Winning in the market



SMSF Hub

- On track to achieve:
 - >\$800K
 - >600 Advisors
 - >24,000 Accounts
- Channel positioned for next products (e.g. Client eKYC, Tax Lodgment, Wealth Coach tools)



Direct Customers

- 100% Retention of payrolls, Funds and direct users
- Float income from interest rate rise
- Significant opportunity to cross sell post transition to WrkrOne



Expanding through innovation

- Investment in product innovation for onboarding and stapling has grown short term revenue
- New innovations continue to evidence the value of the Wrkr Platform



Creating deep partnerships

- Moved beyond design and implementation planning to build in Australia and Hong Kong
- Expecting to begin onboarding of significant Australian Fund within weeks and piloting the enhanced full WrkrOne offering



Partner Ecosystem

- Significant sales investment in Payrolls and Payroll implementation partners
- New Integration Workday for KPMG
- New white label capability for Payrolls

02 Winning in the market

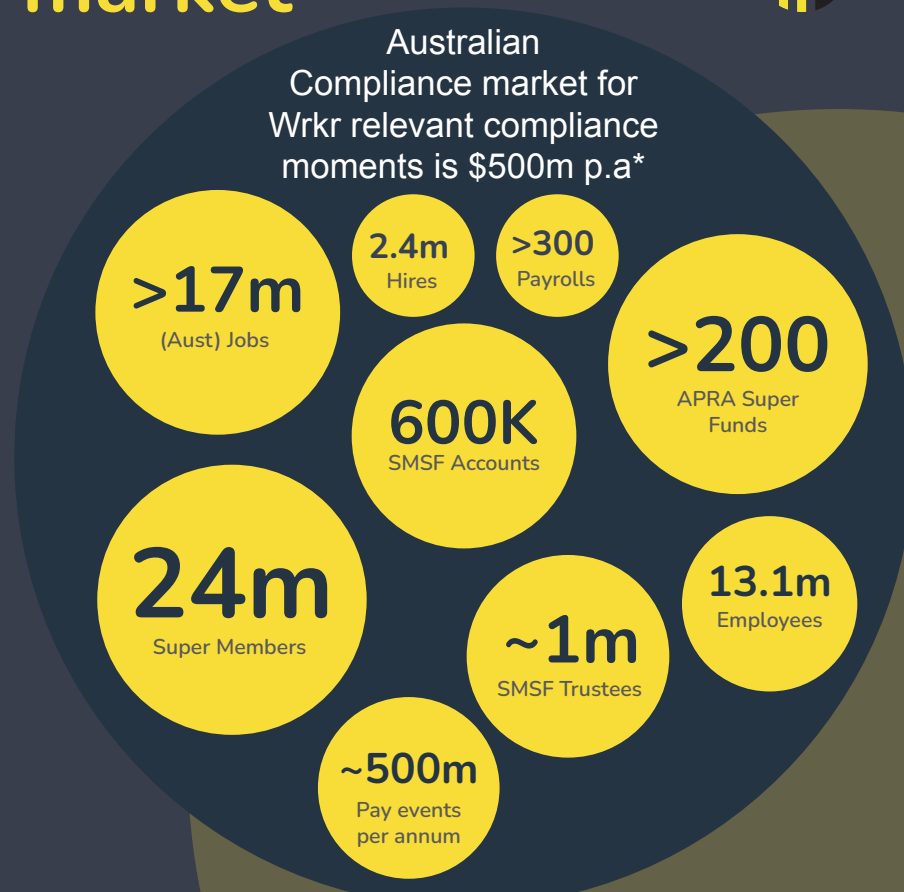


Wrkr has an enormous market opportunity in Australia:

- We are focused on the largest volumes
- We are concentrated in the right employee types (high turnover, compliance requirements and pay frequency)
- Well progressed on market awareness BUT only at the beginning of our growth journey

Wrkr's opportunity can be expanded internationally

**Management estimate*



03 Investing for growth



Transmit Security

- Deep partnership with leading Cyber security firm to move beyond multi factor to real time monitoring and event based security
- Focus now on secure integration to Partners



Onboarding

- Increasing industry compliance moments (e.g. AHPRA for Health)
- Full employee contract support
- Focus on meeting Fair Work requirements for employee classification and policy tracking



Real-time Pay

- CDR Status and Open Banking Partnerships
- Partner strategy for pay options
- Opportunity to set a new standard in closed loop payments - fit for the industry



WrkrOne

- Integrated One stop shop front end for Wrkr READY, PAY, Super and STP
- Ability to customise branding for customers and channels
- Focus now on synchronising PAY and Super

Wrkr will continue to balance investment with market opportunity and revenue certainty

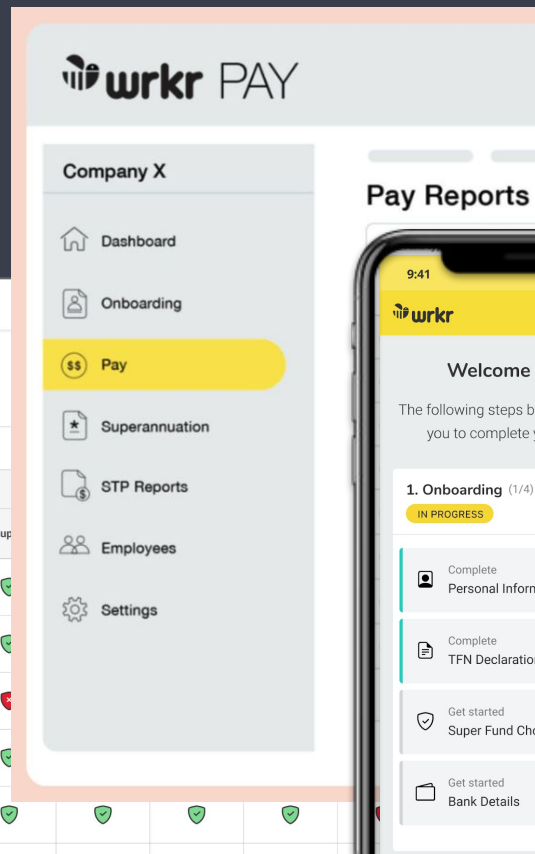
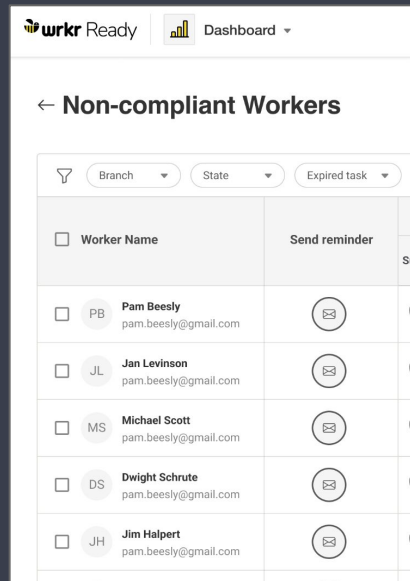
03 Investing for growth



Bring the 'one stop shop' to life for Employer to Employee compliance:

- Onboarding staff
- Pay & Super
- Continuous compliance checks
- Statutory reporting
- Employment taxes
- Employee data ownership
- In-built upsell/cross-sell

Changing the experience for the CFO, HR and Payroll Officer



Summary & Outlook



- Positioning Wrkr to improve financial performance with an **aim to achieve positive EBITDA in FY25**
- Continue to **balance our investment** between short term revenue generation and long term growth
- **Regulatory tail winds are in our favour** with Payday Super and SIS ACT
- Industry consolidation and performance transparency for Super Funds is driving market activity
- The **WrkrOne product strategy is gaining traction** in Art, Link Group supported Funds, and the Payroll sector



Q&A

Thank you & Questions



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Board



Emma Dobson

Non-Executive Chair



Paul Collins

Non-Executive Director



Randolf Clinton

Non-Executive Director



Jillian McGregor

Company Secretary



Trent Lund

CEO and Executive
Director

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