

## Appendix 4E

For the year ended 30 June 2024

### LiveHire Limited

ABN 59 153 266 605

### RESULTS FOR ANNOUNCEMENT TO THE MARKET

For the year ended 30 June 2024 ("current reporting period")

	30-Jun-24	30-Jun-23	% Change from year ended 30-Jun-23
	A\$	A\$	
<b>Revenue</b> from ordinary activities	7,027,388	7,786,858	Down (10)%
<b>Profit / (Loss)</b> from ordinary activities after tax attributable to members	(8,766,416)	(14,111,312)	Down 38%
<b>Net Profit / (Loss)</b> for the period attributable to members	(8,766,416)	(14,111,312)	Down 38%
<b>Dividend information</b>			
	Amount per security		Franked amount per security
Interim Dividend	N/A		N/A
Final Dividend	N/A		N/A
Payment Date	N/A		N/A
	<b>30-Jun-24</b>		<b>30-Jun-23</b>
	<b>Cents</b>		<b>Cents</b>
Net tangible assets per security	(0.0072)		0.0104

Other information requiring disclosure to comply with Listing Rule 4.3A is included in the Preliminary Financial Report.

The Financial Report for the year ended 30 June 2024 is in the process of being audited by Ernst & Young and is likely to contain material uncertainty related to the Going Concern paragraph in the Independent Auditor's Report.

LiveHire is also in the process of being acquired by Humanforce and recommend you refer to the recent release of the Second Supplementary Target's Statement as an update.

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# LIVEHIRE LIMITED

(ASX: LVH)

ABN: 59 153 266 605

## Preliminary Financial Report

For the full year ended 30 June 2024



## Consolidated Statement of Profit or Loss and Other Comprehensive Income

	Notes	30-Jun-24 \$	30-Jun-23 \$
<b>Revenue from continuing operations</b>			
Revenue from contracts with customers	3	7,027,388	7,786,858
Other income	3	325,265	335,932
Interest income	3	158,979	260,971
<b>Total revenue and other income</b>		<b>7,511,632</b>	<b>8,383,761</b>
<b>Expenses</b>			
Employee benefits expense	4	(7,636,611)	(12,466,677)
Operating expenses	4	(4,915,262)	(5,825,058)
Share based payment expense	16	(1,493,367)	(2,645,546)
<b>Earnings (Loss) before interest, tax, depreciation and amortisation (EBITDA)</b>		<b>(6,533,608)</b>	<b>(12,553,520)</b>
Depreciation and amortisation expense	4	(1,825,280)	(1,441,381)
<b>Earnings (Loss) before interest and tax (EBIT)</b>		<b>(8,358,888)</b>	<b>(13,994,901)</b>
Interest expense	4	(334,631)	(77,873)
<b>Loss before income tax</b>		<b>(8,693,519)</b>	<b>(14,072,774)</b>
Income tax expense		(8,577)	(49,301)
<b>Loss after income tax</b>		<b>(8,702,096)</b>	<b>(14,122,075)</b>
<b>Items that may be reclassified subsequently to profit or loss</b>			
Exchange differences on translation of foreign operations, net of tax	15	(64,320)	10,763
<b>Other comprehensive (Loss)/income for the year, net of tax</b>		<b>(64,320)</b>	<b>10,763</b>
<b>Total comprehensive loss for the year</b>		<b>(8,766,416)</b>	<b>(14,111,312)</b>
		\$	\$
<b>Loss per share attributable to ordinary equity holders</b>			
- Basic loss per share	17	(0.025)	(0.045)
- Diluted loss per share	17	(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 \$
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	6	3,083,606	4,760,956
Term deposits	7	7,497	701,193
Trade and other receivables	8	1,756,563	2,207,797
Prepaid Expenditure		577,855	635,022
Contract acquisition costs		225,005	232,568
<b>Total current assets</b>		<b>5,650,526</b>	<b>8,537,536</b>
<b>Non-current assets</b>			
Plant and equipment		50,810	141,836
Intangible assets	9	5,897,769	4,435,099
Contract acquisition costs		166,370	235,928
Right-of-use assets	10	33,191	418,158
<b>Total non-current assets</b>		<b>6,148,140</b>	<b>5,231,021</b>
<b>Total assets</b>		<b>11,798,666</b>	<b>13,768,557</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Trade and other payables	11	1,571,904	1,354,206
Provisions	12	907,802	1,066,553
Lease liabilities	10	34,656	305,226
Deferred revenue	3	3,325,696	2,636,668
Borrowings	13	1,415,833	181,727
<b>Total current liabilities</b>		<b>7,255,891</b>	<b>5,544,380</b>
<b>Non-current liabilities</b>			
Provisions	12	69,201	58,221
Lease liabilities		-	181,972
Borrowings	13	1,224,501	-
<b>Total non-current liabilities</b>		<b>1,293,702</b>	<b>240,193</b>
<b>Total liabilities</b>		<b>8,549,593</b>	<b>5,784,573</b>
<b>Net assets</b>		<b>3,249,073</b>	<b>7,983,984</b>
<b>EQUITY</b>			
Issued capital	14	74,577,206	73,065,148
Reserves	15	21,531,863	19,076,737
Accumulated losses		(92,859,996)	(84,157,901)
<b>Total equity</b>		<b>3,249,073</b>	<b>7,983,984</b>

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 \$
<b>At 1 July 2023</b>		<b>73,065,148</b>	<b>19,076,737</b>	<b>(84,157,901)</b>	<b>7,983,984</b>
Loss for the year		-	-	(8,702,096)	(8,702,096)
Other comprehensive loss		-	(64,320)	-	(64,320)
<b>Total comprehensive loss for the year</b>		<b>-</b>	<b>(64,320)</b>	<b>(8,702,096)</b>	<b>(8,766,416)</b>
<b>Transactions with owners in their capacity as owners:</b>					
Contributions of equity		-	-	-	-
<b>Total Transactions with owners in their capacity as owners:</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Share issue transaction costs		-	-	-	-
Share based payment expense	16	-	1,493,367	-	1,493,367
Lighter Warrant	15	-	21,448	-	21,448
Acquisition of Arrived	9	1,512,058	1,004,629	-	2,516,687
<b>At 30 June 2024</b>		<b>74,577,206</b>	<b>21,531,861</b>	<b>(92,859,997)</b>	<b>3,249,070</b>
	Notes	Issued Capital \$	Reserves \$	Accumulated Losses \$	Total Equity \$
<b>At 1 July 2022</b>		<b>63,162,357</b>	<b>16,420,428</b>	<b>(70,035,826)</b>	<b>9,546,959</b>
Loss for the year		-	-	(14,122,075)	(14,122,075)
Other comprehensive income		-	10,763	-	10,763
<b>Total comprehensive loss for the year</b>		<b>-</b>	<b>10,763</b>	<b>(14,122,075)</b>	<b>(14,111,312)</b>
<b>Transactions with owners in their capacity as owners:</b>					
Contributions of equity		10,122,366	-	-	10,122,366
<b>Total Transactions with owners in their capacity as owners:</b>		<b>10,122,366</b>	<b>-</b>	<b>-</b>	<b>10,122,366</b>
Share issue transaction costs		(219,575)	-	-	(219,575)
Share based payment expense	16	-	2,645,546	-	2,645,546
<b>At 30 June 2023</b>		<b>73,065,148</b>	<b>19,076,737</b>	<b>(84,157,901)</b>	<b>7,983,984</b>

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
		\$	\$
<b>Cash flows from operating activities</b>			
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
<b>Net cash inflow/(outflow) from operating activities</b>		<b>(4,462,021)</b>	<b>(9,559,599)</b>
<b>Cash flows from investing activities</b>			
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
<b>Net cash inflow/(outflow) from investing activities</b>		<b>616,914</b>	<b>(1,843,128)</b>
<b>Cash flows from financing activities</b>			
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)
<b>Net cash inflow/(outflow) from financing activities</b>		<b>2,203,306</b>	<b>9,756,492</b>
<b>Net increase / (decrease) in cash and cash equivalents</b>		<b>(1,641,800)</b>	<b>(1,646,235)</b>
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
<b>Cash and cash equivalents at the end of the year</b>	6	<b>3,083,606</b>	<b>4,760,956</b>

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 preliminary financial report 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) 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 Financial Report for the year ended 30 June 2024 is in the process of being audited by Ernst & Young and is likely to contain material uncertainty related to the Going Concern paragraph in the Independent Auditor's Report.

This report does not include all of the notes normally included in an Annual Financial Report. Accordingly, this report is to be read in conjunction with the financial report for the year ended 30 June 2023 and any public announcements made by LiveHire during the reporting period in accordance with the continuous disclosure requirements of the Corporations Act 2001.

### 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.

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.

**3. REVENUE FROM CONTRACTS WITH CUSTOMERS AND OTHER INCOME**

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

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

**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.



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

### Hosting and maintenance fees

Hosting and maintenance fees relate to recurring subscription fees for the right to access the LiveHire platform. Hosting and maintenance fee revenue is 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 utilising 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

Direct sourcing revenue 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.

### Reseller Revenue

Reseller revenue is recognised over the life of the reseller arrangement and is when the Group sells software that is developed by another partner, meaning LiveHire is acting as an agent in this revenue arrangement.

This reseller revenue is calculated as gross fees less the partners percentage of these fees, as stated in contractual arrangements with this partner.

**4. EXPENSES**

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

**RECOGNITION AND MEASUREMENT (CONT)****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.

## Notes to the Financial Statements

### 5. 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.

### 6. 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 <sup>1</sup>	300,000	-
Cash at bank	2,783,366	4,760,716
	<b>3,083,606</b>	<b>4,760,956</b>

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

### 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.

**7. TERM DEPOSITS**

	30-Jun-24 \$	30-Jun-23 \$
Term deposits - credit card facility	-	500,000
Term deposits - lease guarantee facility	<b>7,497</b>	201,193
<b>Total Term deposits</b>	<b>7,497</b>	<b>701,193</b>

**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.

**8. TRADE AND OTHER RECEIVABLES**

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

**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.

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**9. INTANGIBLE ASSETS**

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

## 9. 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 4.

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

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

## Notes to the Financial Statements

### 10. 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 \$
<b>As at 30 June 2022</b>	<b>314,867</b>	<b>392,692</b>
Additions	384,242	384,242
Depreciation expense	(280,951)	-
Interest expense	-	76,138
Payments	-	(365,874)
<b>As at 30 June 2023</b>	<b>418,158</b>	<b>487,198</b>
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)
<b>As at 30 June 2024</b>	<b>33,191</b>	<b>34,656</b>
	30-Jun-24	30-Jun-23
	\$	\$
Current lease liability	34,656	305,226
Non-Current lease liability	-	181,972
<b>Total Lease Liability</b>	<b>34,656</b>	<b>487,198</b>

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	<b>169,031</b>	280,951
Interest expense on lease liabilities	<b>19,646</b>	76,138
Expenses relating to leases of low-value assets	<b>4,990</b>	5,160
<b>Total amount recognised in profit or loss</b>	<b>193,667</b>	<b>362,249</b>

## 10. LEASES (CONT)

### 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.

#### Key judgement: Incremental borrowing rate

The Group has applied judgement to determine the incremental borrowing rate which significantly affects the amount of lease liabilities and right-of-use asset recognised. The Group applies a rate it best believes to be the rate that the Group will have to pay to obtain funds for an asset of a similar value to the right-of-use asset in a similar economic environment.

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# Notes to the Financial Statements

## 11. TRADE AND OTHER PAYABLES

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

### 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.

## 12. PROVISIONS

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

#### 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.

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

**12. 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.

**13. BORROWINGS**

	30-Jun-24	30-Jun-23
	\$	\$
<b>CURRENT</b>		
Lighter Capital - Tranche 1	<b>250,000</b>	-
Lighter Capital - Tranche 2	<b>987,326</b>	-
Insurance Premium funding	<b>160,894</b>	181,727
Accrued Interest	<b>17,613</b>	-
<b>Total borrowings</b>	<b>1,415,833</b>	<b>181,727</b>
	30-Jun-24	30-Jun-23
	\$	\$
<b>NON-CURRENT</b>		
Lighter Capital - Tranche 1	<b>750,000</b>	-
Lighter Capital - Tranche 2	<b>474,501</b>	-
<b>Total borrowings</b>	<b>1,224,501</b>	-

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 30th 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%.

**14. 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
	<b>74,577,206</b>	<b>369,597,897</b>	<b>73,065,148</b>	<b>341,556,530</b>

**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.

**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 9.

**15. RESERVES**

	Share-Based payments reserve \$	Foreign Currency translation reserve \$	Total \$
<b>Balance at 30 June 2022</b>	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
<b>Balance at 30 June 2023</b>	<b>19,133,683</b>	<b>(56,946)</b>	<b>19,076,737</b>
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)
<b>Balance at 30 June 2024</b>	<b>21,653,127</b>	<b>(121,266)</b>	<b>21,531,861</b>

**16. SHARE-BASED PAYMENTS**

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

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
<b>Total Fair Value:</b>	<b>N/A</b>	<b>\$155,185</b>

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

- The LTI options that were granted on 17 November 2021 (2,662,286) and 17 November 2022 (1,939,811) were cancelled.
- The options granted on 11 December 2019 (1,500,000) expired on 11 December 2023.
- The options granted on 11 February 2021 (2,925,000) were forfeited.

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

Grant Date	Expiry Date	Exercise Price	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)	-	-	-
<b>Total:</b>			<b>9,027,097</b>	<b>-</b>	<b>-</b>	<b>(2,925,000)</b>	<b>(4,602,097)</b>	<b>(1,500,000)</b>	<b>-</b>	<b>-</b>

### 16. 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 (2023:16,330,932) rights to employees.

## Notes to the Financial Statements

### 16. 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 <sup>1</sup>	Tranche 2 <sup>2,3</sup>	Tranche 3	Tranche 4	Tranche 5 <sup>3</sup>
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	-	-	-	-	\$0.032
Share Price at Grant Date	\$0.068	\$0.033	\$0.058	\$0.058	\$0.032
Volatility <sup>4</sup>	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
<b>Total Fair Value at Grant Date:</b>	<b>\$40,800</b>	<b>\$139,392</b>	<b>\$37,295</b>	<b>\$431,875</b>	<b>\$186,781</b>

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

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

Fair Value of Performance Rights	Tranche 1 <sup>1</sup>	Tranche 2 <sup>3</sup>	Tranche 3 <sup>1</sup>	Tranche 4 <sup>1</sup>	Tranche 5 <sup>2</sup>	Tranche 6 <sup>3</sup>	Tranche 7 <sup>1</sup>	Tranche 8 <sup>1</sup>
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
<b>Total Fair Value at Grant Date:</b>	<b>\$1,035,334</b>	<b>\$167,978</b>	<b>\$717,533</b>	<b>\$72,810</b>	<b>\$168,083</b>	<b>\$253,217</b>	<b>\$36,233</b>	<b>\$3,813</b>

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.

# Notes to the Financial Statements

## 16. 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 <sup>1</sup>		Tranche 2 <sup>1</sup>	
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	
<b>Total Fair Value at Grant Date:</b>	<b>\$ 237,466</b>		<b>\$ 98,400</b>	

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 <sup>1</sup>		Tranche 2 <sup>1</sup>		Tranche 3 <sup>1</sup>	
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	
<b>Total Fair Value at Grant Date:</b>	<b>\$ 20,548</b>		<b>\$ 154,123</b>		<b>\$ 30,000</b>	

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.

## 16. SHARE-BASED PAYMENTS (CONT)

## v) 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 <sup>1</sup>	Balance Exercisable at end of period	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	-
<b>Total:</b>			<b>3,000,000</b>			<b>(500,000)</b>	<b>2,500,000</b>	

<sup>1</sup> These rights expired on 15 January 2024.

Fair Value of Performance Rights	Tranche 1 <sup>1</sup>	Tranche 2 <sup>1</sup>	Tranche 3 <sup>1,2</sup>
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

<sup>1</sup> 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.

<sup>2</sup> 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.



# Notes to the Financial Statements

## 17. 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
<b>Net loss attributable to the ordinary equity holders of the Group (\$)</b>	<b>(8,702,096)</b>	(14,122,075)
<b>Weighted average number of ordinary shares for basis per share (No)</b>	<b>346,704,685</b>	312,152,863
<b>Continuing operations</b>		
- Basic loss per share (\$)	<b>(0.025)</b>	(0.045)
- Diluted loss per share (\$)	<b>(0.025)</b>	(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.

## 18. 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.

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 13 Borrowings for further detail.

## 19. DIVIDENDS

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

## 20. CONTINGENCIES

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

## 21. 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. Based on the successful completion of the on-market takeover bid by Humanforce (AKKR) the carrying value of the business will be recoverable.