

# ASX: LVH MARKET RELEASE

## Issue of Shares on Conversion of Rights

**8 September 2023 | Melbourne, Victoria**

LiveHire Limited (ASX:LVH) ("LiveHire" or the "Company") advises that it has converted 2,871,289 unlisted performance rights ("Performance Rights") and service rights ("Service Rights") (together, "Rights") issued to employees of the Company into a total of 2,871,289 fully paid ordinary shares in the Company ("Shares") after the satisfaction of the relevant vesting conditions applicable to those Rights.

Of the 2,871,289 Shares issued on conversion of that number of Rights, an aggregate of 1,131,310 Shares will be issued to Cris Buningh (Non-Executive Director), Andrew Rutherford (Non-Executive Chair and Director), and Christy Forest (CEO and Executive Director). In accordance with the respective terms of each Director's Rights, a holding lock will be applied to 565,653 Shares issued on conversion of that number of Rights (representing 50% of each Directors' Rights being converted into shares) restricting the sale or disposal of those Shares until the earlier of (i) 15 years from the date of issue of the Rights; or (ii) the date on which the Director ceases employment or Directorship with the Company.

### Cleansing Statement and ASX Appendices

The Company hereby gives notice under section 708A(5)(e) of the Corporations Act 2001 (Cth) (**Act**) that:

1. on 8 September 2023 the Company completed the issue and allotment of 2,871,289 fully paid ordinary shares (**Shares**).
2. the Company issued the Shares without disclosure to investors under Part 6D.2 of the Act;
3. as at the date of this notice, the Company has complied with:
  - a. the provisions of Chapter 2M of the Act as they apply to the Company; and
  - b. sections 674 and 674A of the Act; and
4. as at the date of this notice there is no 'excluded information' (as that term is defined in section 708A(7) and (8) of the Act).

An Appendix 2A in relation to the quotation of Shares will be lodged separately today. Appendices 3Y in relation to Cris Buningh, Andrew Rutherford, and Christy Forest's change in interests are enclosed with this announcement.

**For more information:**

Christy Forest – CEO and Executive Director

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

Subscribe to LiveHire's newsletter at: <https://www.livehire.com/investors/directors/>  
[www.livehire.com/investor](https://www.livehire.com/investor)

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

**About LiveHire**

LiveHire is an award-winning<sup>1</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](https://www.livehire.com)

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<sup>1</sup> [https://drivenxdesign.com/SYD17/winners\\_list.asp](https://drivenxdesign.com/SYD17/winners_list.asp)

# Appendix 3Y

## Change of 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 30/09/01 Amended 01/01/11

<b>Name of entity</b>	<b>LiveHire Limited</b>
<b>ABN</b>	<b>59 153 266 605</b>

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

<b>Name of Director</b>	Andrew Rutherford
<b>Date of last notice</b>	25 May 2023

### Part 1 - Change of director's relevant interests in securities

*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>Direct or indirect interest</b>	Direct
<b>Nature of indirect interest (including registered holder)</b> Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
<b>Date of change</b>	8 September 2023

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+ See chapter 19 for defined terms.

**Appendix 3Y**  
**Change of Director's Interest Notice**

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<p><b>No. of securities held prior to change</b></p> <p>Andrew Rutherford</p> <p>Alternative Private Investments Pty. Ltd. ACN 615 389 949 as trustee for Arsam Super Fund ABN 46 380 159 907*</p> <p>* Securities held by Netwealth Investments Limited &lt;Wrap Services A/C&gt; as nominee</p> <p>* Andrew Rutherford has the power to exercise, or control the exercise of, a right to vote attached to the securities and to dispose of, or control the exercise of a power to dispose of, the securities.</p>	<p>99,265 unlisted service rights issued under the EIP (subject to time-based vesting)</p> <p>833,127 fully paid ordinary shares</p>
<b>Class</b>	Fully paid ordinary shares
<b>Number acquired</b>	99,265 fully paid ordinary shares
<b>Number disposed</b>	Nil
<p><b>Value/Consideration</b></p> <p>Note: If consideration is non-cash, provide details and estimated valuation</p>	Nil consideration. Issue of fully paid ordinary shares on conversion of Service Rights issued under the Company's employee incentive plan.
<p><b>No. of securities held after change</b></p> <p>Andrew Rutherford</p> <p>Alternative Private Investments Pty. Ltd. ACN 615 389 949 as trustee for Arsam Super Fund ABN 46 380 159 907*</p> <p>* Securities held by Netwealth Investments Limited &lt;Wrap Services A/C&gt; as nominee</p> <p>* Andrew Rutherford has the power to exercise, or control the exercise of, a right to vote attached to the securities and to dispose of, or control the exercise of a power to dispose of, the securities.</p>	<p>99,265 fully paid ordinary shares (49,632 of which are subject to a holding lock)</p> <p>833,127 fully paid ordinary shares</p>
<p><b>Nature of change</b></p> <p>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p>	Issue of fully paid ordinary shares on conversion of Service Rights issued under the Company's employee incentive plan.

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+ See chapter 19 for defined terms.

## Part 2 – Change of director’s interests in contracts

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.

<b>Detail of contract</b>	N/A
<b>Nature of interest</b>	
<b>Name of registered holder (if issued securities)</b>	
<b>Date of change</b>	
<b>No. and class of securities to which interest related prior to change</b> <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	
<b>Interest acquired</b>	
<b>Interest disposed</b>	
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
<b>Interest after change</b>	

## Part 3 – <sup>+</sup>Closed period

<b>Were the interests in the securities or contracts detailed above traded during a <sup>+</sup>closed period where prior written clearance was required?</b>	NO
<b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>	
<b>If prior written clearance was provided, on what date was this provided?</b>	

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Introduced 30/09/01 Amended 01/01/11

<b>Name of entity</b>	<b>LiveHire Limited</b>
<b>ABN</b>	<b>59 153 266 605</b>

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

<b>Name of Director</b>	Christy Lyn Forest
<b>Date of last notice</b>	16 June 2023

### Part 1 - Change of director's relevant interests in securities

*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>Direct or indirect interest</b>	Direct
<b>Nature of indirect interest (including registered holder)</b> Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
<b>Date of change</b>	8 September 2023

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+ See chapter 19 for defined terms.

**Appendix 3Y**  
**Change of Director's Interest Notice**

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<p><b>No. of securities held prior to change</b></p> <p>Christy Lyn Forest</p>	<p>4,345,127 fully paid ordinary shares (162,326 of which are subject to a holding lock)</p> <p>996,741 Performance Rights issued under the Company's LTI plan, subject to performance-based vesting criteria, such that the volume weighted-average price (<b>VWAP</b>) of the Company's shares over the 10 days on which trades occur immediately following release of the FY25 Annual Report must be at least \$0.625 per Share for 100% of the Performance Rights to vest</p> <p>703,823 Performance Rights issued under the Company's STI Plan</p> <p>217,391 Service Rights (subject to time-based vesting criteria)</p> <p>2,925,000 Options exercisable at \$0.32 on or before 11 February 2026, subject to performance-based vesting criteria, such that the VWAP of the Company's shares over the 10 days on which trades occur immediately following release of the FY23 Annual Report must be at least \$0.87 per Share for 100% of the Options to vest</p> <p>2,662,286 Options exercisable at \$0.36 on or before 5 April 2027, subject to performance-based vesting criteria, such that the VWAP of the Company's shares over the 10 days on which trades occur immediately following release of the FY24 Annual Report must be at least \$0.87 per Share for 100% of the Options to vest</p> <p>1,939,811 Options exercisable at \$0.253 on or before 23 December 2027, subject to performance-based vesting criteria, such that the VWAP of the Company's shares over the 10 days on which trades occur immediately following release of the FY25 Annual Report must be at least \$0.625 per Share for 100% of the Options to vest</p>
<p><b>Class</b></p>	<p>Fully paid ordinary shares</p>
<p><b>Number acquired</b></p>	<p>921,214 fully paid ordinary shares</p>
<p><b>Number disposed</b></p>	<p>Nil</p>

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+ See chapter 19 for defined terms.

<b>Value/Consideration</b> Note: If consideration is non-cash, provide details and estimated valuation	Nil consideration. Issue of fully paid ordinary shares on conversion of Performance Rights and Service Rights issued under the Company's employee incentive plan.
<b>No. of securities held after change</b>  Christy Lyn Forest	5,266,341 fully paid ordinary shares (622,932 of which are subject to a holding lock)  996,741 Performance Rights issued under the Company's LTI plan, subject to performance-based vesting criteria, such that the volume weighted-average price ( <b>VWAP</b> ) of the Company's shares over the 10 days on which trades occur immediately following release of the FY25 Annual Report must be at least \$0.625 per Share for 100% of the Performance Rights to vest  2,925,000 Options exercisable at \$0.32 on or before 11 February 2026, subject to performance-based vesting criteria, such that the VWAP of the Company's shares over the 10 days on which trades occur immediately following release of the FY23 Annual Report must be at least \$0.87 per Share for 100% of the Options to vest  2,662,286 Options exercisable at \$0.36 on or before 5 April 2027, subject to performance-based vesting criteria, such that the VWAP of the Company's shares over the 10 days on which trades occur immediately following release of the FY24 Annual Report must be at least \$0.87 per Share for 100% of the Options to vest  1,939,811 Options exercisable at \$0.253 on or before 23 December 2027, subject to performance-based vesting criteria, such that the VWAP of the Company's shares over the 10 days on which trades occur immediately following release of the FY25 Annual Report must be at least \$0.625 per Share for 100% of the Options to vest
<b>Nature of change</b> Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Issue of fully paid ordinary shares on conversion of Performance Rights and Service Rights issued under the Company's employee incentive plan.

## Part 2 – Change of director's interests in contracts

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.

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**Appendix 3Y**  
**Change of Director's Interest Notice**

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<b>Detail of contract</b>	N/A
<b>Nature of interest</b>	
<b>Name of registered holder (if issued securities)</b>	
<b>Date of change</b>	
<b>No. and class of securities to which interest related prior to change</b> <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	
<b>Interest acquired</b>	
<b>Interest disposed</b>	
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
<b>Interest after change</b>	

**Part 3 – <sup>+</sup>Closed period**

<b>Were the interests in the securities or contracts detailed above traded during a <sup>+</sup>closed period where prior written clearance was required?</b>	NO
<b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>	
<b>If prior written clearance was provided, on what date was this provided?</b>	

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Introduced 30/09/01 Amended 01/01/11

<b>Name of entity</b>	<b>LiveHire Limited</b>
<b>ABN</b>	<b>59 153 266 605</b>

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

<b>Name of Director</b>	Cornelis (Cris) Fernand Buningh
<b>Date of last notice</b>	22 May 2023

### Part 1 - Change of director's relevant interests in securities

*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>Direct or indirect interest</b>	Direct
<b>Nature of indirect interest (including registered holder)</b> Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
<b>Date of change</b>	8 September 2023
<b>No. of securities held prior to change</b>  Cornelis Buningh	148,000 fully paid ordinary shares  110,831 Service Rights (subject to time-based vesting criteria)
<b>Class</b>	Fully paid ordinary shares
<b>Number acquired</b>	110,831 fully paid ordinary shares
<b>Number disposed</b>	Nil

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+ See chapter 19 for defined terms.

## Appendix 3Y

### Change of Director's Interest Notice

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<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	Nil consideration. Issue of fully paid ordinary shares on conversion of Service Rights issued under the Company's employee incentive plan.
<b>No. of securities held after change</b>  Cornelis Buningh	258,831 fully paid ordinary shares (55,415 of which are subject to a holding lock)
<b>Nature of change</b> <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	Issue of fully paid ordinary shares on conversion of Service Rights issued under the Company's employee incentive plan.

### Part 2 – Change of director's interests in contracts

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.

<b>Detail of contract</b>	N/A
<b>Nature of interest</b>	
<b>Name of registered holder (if issued securities)</b>	
<b>Date of change</b>	
<b>No. and class of securities to which interest related prior to change</b> <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	
<b>Interest acquired</b>	
<b>Interest disposed</b>	
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
<b>Interest after change</b>	

### Part 3 – <sup>+</sup>Closed period

<b>Were the interests in the securities or contracts detailed above traded during a <sup>+</sup>closed period where prior written clearance was required?</b>	NO
<b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>	

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<sup>+</sup> See chapter 19 for defined terms.

<b>If prior written clearance was provided, on what date was this provided?</b>	
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+ See chapter 19 for defined terms.