



ASX: LVH MARKET RELEASE

Issue of EIP Securities

27 December 2023 | Melbourne, Victoria

LiveHire Limited (ASX: LVH) (“**LiveHire**” or the “**Company**”) advises that following approvals granted at the annual general meeting held on 28 November 2023 (“**AGM**”), the Company has issued the following securities under the Company’s employee incentive plan (“**EIP**”) to various key executives and employees of the Company:

- 4,575,698 unlisted service rights convertible into Shares (“**Service Rights**”), of which:
 - o 517,241 Service Rights were issued to Non-Executive Chair, Andrew Rutherford;
 - o 517,241 Service Rights were issued to Non-Executive Director, Cris Buningham;
 - o 948,276 Service Rights were issued to Chief Executive Officer, Christy Forest;
 - o 2,075,699 Remuneration Service Rights were issued to Christy Forest; and
 - o 517,241 Service Rights were issued to Chief Financial Officer, Ben Brooks;
- a total of 19,350,035 unlisted long term incentive performance rights (“**LTI Rights**”) and FY23 short term incentive performance rights (“**STI Rights**”) (together “**Performance Rights**”), of which:
 - o 4,223,988 LTI Rights and 434,785 STI Rights were issued to Christy Forest; and
 - o 1,518,852 LTI Rights, 208,229 STI Rights and 1,200,000 Retention Performance Rights, were issued to Ben Brooks; and
 - o the remaining 11,764,181 Performance Rights were issued to various senior executives and other employees of the Company.

All securities issued to the Directors of the Company received shareholder approval at the AGM. Please refer to the Notice of AGM and subsequent Addendum for the full terms of the Performance Rights and Service Rights.¹

An Appendix 3G in respect of the above securities will be lodged separately. Appendices 3Y in respect of the changes to the interests of the Directors are also enclosed.

For more information:

Christy Forest – CEO and Executive Director
investors@livehire.com

¹ Please refer to the Notice of Meeting dated 24 October 2023 and Addendum to the Notice of Meeting dated 14 November 2023.

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

Cris Buningh, Non-Executive Director, authorised the release of this announcement to the ASX.

About LiveHire

LiveHire is an award-winning², 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.

² 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

Name of entity	LiveHire Limited
ABN	59 153 266 605

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.

Name of Director	Andrew Rutherford
Date of last notice	11 September 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.

Direct or indirect interest	Direct
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
Date of change	21 December 2023

+ See chapter 19 for defined terms.

Appendix 3Y
Change of Director's Interest Notice

<p>No. of securities held prior to change</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 <Wrap Services A/C> 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>Class</p>	<p>Unlisted service rights issued under the Company's Employee Incentive Plan (EIP) (Service Rights)</p>
<p>Number acquired</p>	<p>517,241 Service Rights</p>
<p>Number disposed</p>	<p>Nil</p>
<p>Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation</p>	<p>Nil cash consideration. The Service Rights have been issued under the EIP as part of the chairman's annual remuneration package.</p>
<p>No. of securities held after change</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 <Wrap Services A/C> 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>517, 241 Service Rights (subject to time-based vesting conditions)</p> <p>833,127 fully paid ordinary shares</p>

+ See chapter 19 for defined terms.

Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Issue of securities under the EIP as approved at the Company's annual general meeting held on 28 November 2023.
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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.

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

Part 3 – ⁺Closed period

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

⁺ See chapter 19 for defined terms.

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Change of Director's Interest Notice

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

Name of entity	LiveHire Limited
ABN	59 153 266 605

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.

Name of Director	Christy Lyn Forest
Date of last notice	17 November 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.

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Change of Director's Interest Notice

Direct or indirect interest	Direct
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
Date of change	21 December 2023
No. of securities held prior to change Christy Lyn Forest	24,541,826 fully paid ordinary shares (622,932 of which are subject to a holding lock)
Class	<ol style="list-style-type: none"> 1. Unlisted long term incentive performance rights issued under the Company's Employee Incentive Plan (EIP) (LTI Performance Rights) 2. Unlisted short-term incentive performance rights issued under the EIP (STI Performance Rights) 3. Unlisted service rights issued under the Company's EIP as part of the executive director's annual remuneration package (Service Rights) 4. Unlisted service rights issued under the Company's EIP in-lieu of part annual fixed salary (Remuneration Service Rights)
Number acquired	<ol style="list-style-type: none"> 1. 4,223,988 LTI Performance Rights 2. 434,785 STI Performance Rights 3. 948,276 Service Rights 4. 2,075,699 Remuneration Service Rights
Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	<ol style="list-style-type: none"> 1. Nil cash consideration. The LTI Performance Rights have been issued under the EIP as a long-term incentive for FY24. 2. Nil cash consideration. The STI Performance Rights have been issued under the EIP as a result of the FY23 short-term incentive. 3. Nil cash consideration. 948,276 Service Rights have been issued under the EIP as part of the executive director's annual remuneration package 4. Nil cash consideration. 2,075,699 Remuneration Service Rights have been issued under the EIP in-lieu of part annual fixed salary.

+ See chapter 19 for defined terms.

<p>No. of securities held after change</p> <p>Christy Lyn Forest</p>	<p>24,541,826 fully paid ordinary shares (622,932 of which are subject to a holding lock)</p> <p>948,276 Service Rights (subject to time-based vesting criteria)</p> <p>2,075,699 Remuneration Service Rights (subject to time-based vesting criteria)</p> <p>4,223,988 LTI Performance Rights issued under the Company's LTI plan, 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 FY26 Annual Report must be at least \$0.20 per Share for 100% of the Performance Rights to vest</p> <p>434,785 STI Performance Rights issued under the Company's STI Plan</p>
<p>Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p>	<p>Issue of securities under the EIP as approved at the Company's annual general meeting held on 28 November 2023.</p>

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

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

Part 3 – ⁺Closed period

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

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

Name of entity	LiveHire Limited
ABN	59 153 266 605

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.

Name of Director	Cornelis (Cris) Fernand Buningh
Date of last notice	11 September 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.

Direct or indirect interest	Direct
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
Date of change	21 December 2023
No. of securities held prior to change Cornelis Buningh	258,831 fully paid ordinary shares (55,415 of which are subject to a holding lock)
Class	Unlisted service rights issued under the Company's Employee Incentive Plan (EIP) (Service Rights)
Number acquired	517,241 Service Rights
Number disposed	Nil

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<p>Value/Consideration <small>Note: If consideration is non-cash, provide details and estimated valuation</small></p>	<p>Nil cash consideration. The Service Rights have been issued under the EIP as part of the non-executive director's annual remuneration package.</p>
<p>No. of securities held after change Cornelis Buningh</p>	<p>258,831 fully paid ordinary shares (55,415 of which are subject to a holding lock) 517,241 Service Rights (subject to time-based vesting conditions)</p>
<p>Nature of change <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small></p>	<p>Issue of securities under the EIP as approved at the Company's annual general meeting held on 28 November 2023.</p>

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.

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

Part 3 – ⁺Closed period

+ See chapter 19 for defined terms.

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

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