

Investor Presentation

26 March 2025

Wrkr Ltd

ASX: WRK



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Wrkr Ltd
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Surry Hills NSW 2010

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Who is Wrkr Ltd

Entity:
Wrkr Ltd

ASX:
WRK

Share Price:
\$0.53*

Market Cap:
~\$92.02m*

CEO:
Trent Lund (Director)

CFO:
Karen Gilmour

Board:
Emma Dobson (Chair)
Paul Collins
Jillian McGregor (CoSec)

Top 50 Shareholders:
~84%

Web:
www.wrkr.com.au

Office:
104 Commonwealth Street,
Surry Hills, Sydney 2010

Staff:
51

Locations:
Sydney, Melbourne, Adelaide,
Brisbane, Perth, Newcastle

Wrkr

At Wrkr our purpose is to **make compliance effortless**, so businesses and employees can thrive. We aim to do this by streamlining the journey from **onboarding** to receiving **pay** and benefits.

Our mission is to ensure that each individual meets their compliance obligations seamlessly, gets paid accurately and on time, and has straightforward access to their benefits.

Our mission begins with Superannuation and pay.



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Wrkr 101








At our core, Wrkr processes, reconciles & **moves money, messages and credentials** to underpin wage & super contributions and new employees onboarding... **with a great user experience.**

Inputs to pay & onboarding

- Employers 
- Employers Banks
- HR Systems
- Payroll
- Employees 
- Benefit Suppliers
- Advisors & Accountants



Receiving entities

-  Employer Accounts
- SMSF Accounts 
- Super Funds 
- ATO Superstream 
- ATO STP
- Disbursement Accounts
-  Credential Providers

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The Australian market for Wrkr PAY & READY



Our compliance services meet the regulated requirements for the entire market and our partnering model is seeing strong adoption processing over AU\$3.98B annually

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~1m
Employers



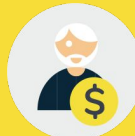
~22m
Super fund
members/accounts



~500m
Wage payments



>300
Payroll companies



~620k
SMSF Accounts



~500m
STP events



~15m
Employees



~160m
Super payments
(moving to ~500m
in Payday Super)



111
APRA regulated
Super Funds >6
members

Compliance complexity is on the rise



The standards for a service provider are substantial and create a barrier to entry. Wkrk holds several key licenses and meets ongoing attestation of licenses and standards to be a trusted provider.



Focus on employer accountability is increasing

E.g Super Stapling



Compliance requirements are increasing

E.g Super Guarantee changes, STP2 & sham contracting



Data demand is driving increased frequency and detail

E.g PayDay Super, STP2+, ABS, Diversity



CDR / PII Data management is increasing complication

E.g. balancing storage and evidence



Payments simplification

E.g BECS / NPP



Shift in enforcement

E.g Closing loopholes legislation with Unions and 'Wage Theft agenda'

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Business model (how do we grow)



Software as a Service and Transactions

Wrkr has invested significantly in bringing all products together as a consolidated SaaS offering to Super Funds, HRIS Platforms or direct to Employers. FY24-25 and early 26 is heavily oriented towards Super Fund onboarding.

Services Revenue

Channel onboarding, Customisation, Licenses & Support

Time & Material / Fixed and variable.

- Configuration and branding for white label platform users.
- Customer extensions and integrations.

Recurring Revenue

Licenses per user

Volume based pricing per annum. License fees are charged per user for individuals registered and maintained.

Transaction Fees

Transactions are charged monthly for the processing of payments and submission of ATO messages.

Compliance Process Fees

Charges are applied for each compliance event where credentials are verified.

**\$7
ARPU
Target**

**>500k* SaaS
Direct Users**

**\$1.60 – \$96
ARPU range**

* Number of Australians Wrkr is currently processing compliance moments for.

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Growth in our base today underpins long term upside



The Wrkr channel partnerships enable Wrkr to introduce our full compliance offerings



01 Reach many Wrkr's

Prioritise organisations with the greatest reach:

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



02 Deliver on more compliance moments

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

1. Expand directly to businesses beyond Super contributions
2. Automate complex ongoing compliance moments
3. Solve priority industry compliance needs



03 Create shared value for Wrkr's

Leverage data and volume of Wrkr's to create new value and benefits:

1. Enable benefit provider partners
2. Create new benefits packages
3. Enable tax compliant benefit consumption

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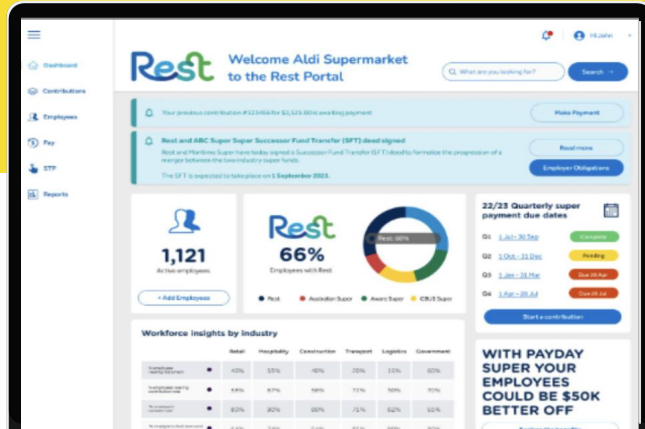
Partnering with MUFG Retirement Solutions is fueling our growth



Super Funds and HRIS partners represent our largest growth prospects in Australia and beyond

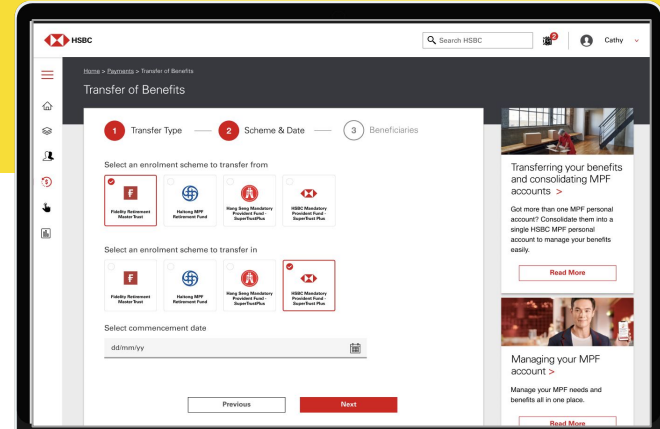
Referrals to ~7m members and
>300k businesses

MUFG Retirement Solutions partnership, platform and integration complete and available in many brands with deep integration to Aaspire™ and support.



New pension capability puts numerous geographies in play

Geographic expansion to Hong Kong territory and creation of a full pension model relevant to other international jurisdictions.



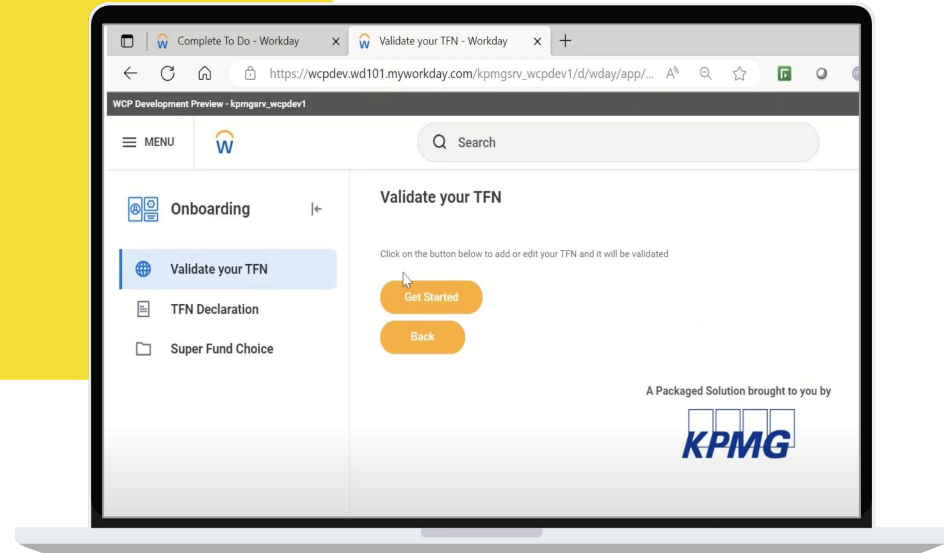


Making our services available through an API provides an opportunity for a multiplier effect

HRIS partners represent a connection to the Businesses and users that are not serviced by the Funds or are co-served by the Funds

Onboarding compliance through integration to HRIS – your system UI and customer, Wrkr's compliance heavy lifting

API Partner Program gaining momentum with go-to-market solutions with KPMG and Workday bringing a qualified pipeline of enterprises using Workday in Australia.



We are innovating toward a 'One Stop Shop' for employer to employee compliance



Investment in Security and Fraud detection

- Employer READY set up to support KYC and multiple pay types
- Fraud detection integration (Transmit Security)
- API enablement of all services for secure digital access

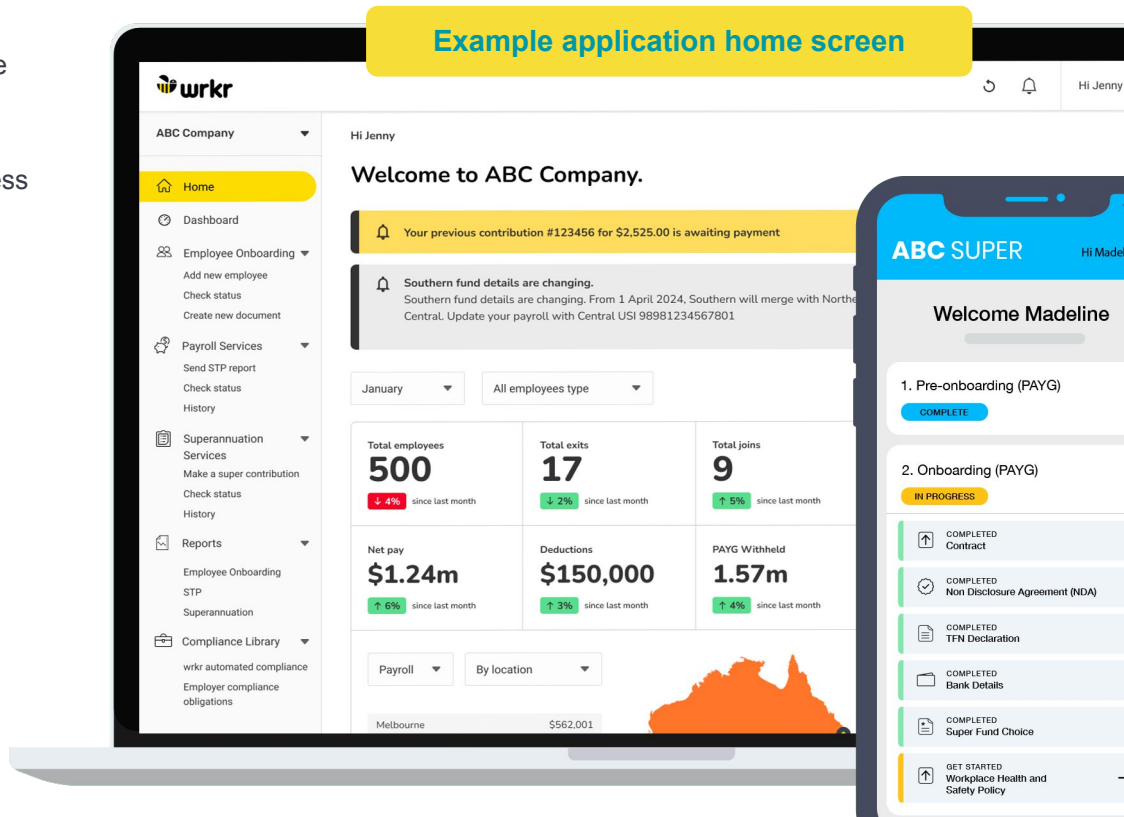
Investments in Fund and Employer branded experiences

- White labelled onboarding and verification solution
- Capture super choice and stapling compliance moments digitally
- Verify employee details to improve data quality
- Live compliance status dashboards

Investments in error handling

- Payday Super reconciliation
- Payday Super error detection and remediation

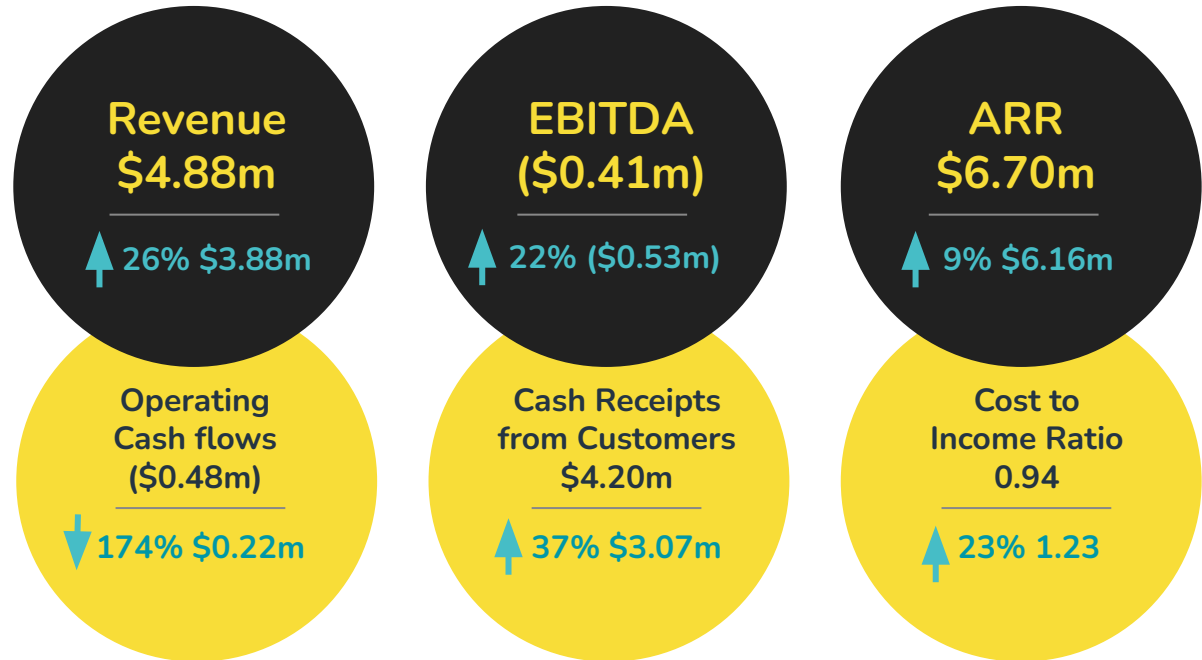
Example application home screen



Strong financial management



1H25 v 1H24 Financial Highlights



- ARR is calculated using the Q2 average ARR to account for quarterly activity cycles. Float interest is included in the calculation as an operating revenue.
- 12 mth rolling cost to income ratio excludes non-operating interest, depreciation & amortisation, cost of employee share schemes, costs relating to changes in share capital, impairment of patents, convertible note costs, and the fair value movement of the convertible notes embedded derivative.
- EBITDA represents profit adjusted for depreciation, amortisation, non-operating interest revenue, finance costs, capital raise costs, the fair value movement on embedded derivatives and tax expenses

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Wrkr is well positioned for growth



Market Activity

In FY24, and continuing into FY25, the Wrkr Management team have balanced **tight cost controls while continuing to advance the platform**, market position and develop the revenue pipeline.



¹ Balance as at 31 December 2024

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Executive & Leadership Team



Karen Gilmour

CFO

Karen has over 15 years experience in senior finance management positions across banking & finance, commodities and construction across Australia and UK.



Con Lambropoulos

COO and Head of Delivery

Con brings over 30 years of leadership experience in operational delivery and business transformation across multiple industries. He is focused on driving efficiency and aligning operations to support Wrkr's strategic goals.



Joe Brasacchio

CTO (Comply Path Founder)

Joe has over 20 years of experience in leading high profile digital transformations, co-design in open Data Standards development, building RegTech platforms and venturing.



Jean-Paul Seow

Head of Commercial and Alliances

Jean-Paul has over 15 years experience covering commercial, strategy and venturing. Worked across FS, Telco, Retail and Postal industries across AU, Asia and US.



Greg Tonner

Head of Growth

Greg is a strong leader with over 25 years in executing growth strategies in the software and technology sectors across Asia and the UK. Greg was CEO and led the transformation of the Queensland Cowboys.

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Board



Emma Dobson
Non-Executive Chair



Paul Collins
Non-Executive Director



Jillian McGregor
Company Secretary



Trent Lund
CEO and Managing Director

Trent has over 25 years experience in technology and innovation. Trent is also CEO of Unlocked Ventures and holds numerous advisory board roles in technology & business.

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Thank you & Questions



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