



Compliance.

Simple.

PaidRight Acquisition & Q2 FY26 Quarterly Cash Report

9th February 2026

Authorised by the CEO

Wrkr Ltd (ASX:WRK)

Level 3, Suite 1, 104 Commonwealth St
Surry Hills NSW 2010



Important Notice

Summary information

This presentation contains summary information about Wrkr Ltd (Company) (ASX: WRK) and its activities as at the date of the presentation. The information in this presentation is of a general nature and does not purport to be complete or contain all information that a prospective investor should consider when evaluating an investment decision in the Company or that would be required in a prospectus or product disclosure statement prepared in accordance with the requirements of the *Corporations Act 2001* (Cth) (Corporations Act). This presentation should be read in conjunction with the Company's other periodic news releases or ASX disclosure documents as available from time to time.

Forward looking statements

This presentation contains forward-looking statements and information that are necessarily subject to risks, uncertainties and assumptions. Many factors could cause actual results, performance or achievements of the Company to be materially different from those expressed or implied in this release including, amongst others, changes in general economic and business conditions, regulatory environment, results of advertising and sales activities, competition, and the availability of resources. Should one or more of these risks or uncertainties materialise, or should underlying assumptions prove incorrect, actual results may vary materially from those described in this presentation. Except as required by law, the Company assumes no obligation to update or correct the information in this presentation. To the maximum extent permitted by law, the Company and its subsidiaries and officers do not make any representation or warranty as to the likelihood of fulfilment of any forward-looking statements and disclaim responsibility and liability for any forward-looking statements or other information in this presentation.

Not an offer of securities or financial products

This presentation is not a prospectus, product disclosure statement or other offering document under Australian law (and will not be lodged with ASIC) or any other law. This presentation does not constitute an offer, invitation, solicitation or recommendation with respect to the purchase or sale of any securities or any financial product nor does it constitute financial product or investment advice nor take into account your investment objectives, taxation situation, financial situation or needs. An investor must not act on the basis of any matter contained in this presentation but must make its own assessment of the Company and conduct its own investigations and analysis. Before making an investment in the Company, a prospective investor should consider whether such an investment is appropriate to their particular investment objectives and financial situation and seek appropriate advice, including legal, taxation and financial advice appropriate to their jurisdiction and circumstances.

Financial data

All financial information in this presentation is in Australian dollars (\$) or AUD unless otherwise stated. Investors should note that this presentation may contain pro forma historical and forward looking financial information. The pro forma and forward looking financial information and the historical information, provided in this presentation is for illustrative purposes only and is not represented as being indicative of the Company's views on its future financial condition and/or performance. The pro forma financial information has been prepared by the Company in accordance with the recognition and measurement principles of Australian Accounting Standards (AAS) and the Company's adopted accounting policies of applicable accounting standards and other mandatory reporting requirements in Australia. Investors should also note that any pro forma financial information does not purport to be in compliance with Article 11 of Regulation S-X of the rules and regulations of the U.S. Securities and Exchange Commission (SEC). Such information does not purport to comply with Article 3-05 of Regulation S-X. Investors should be aware that certain financial measures included in this presentation are 'non-IFRS financial information' under ASIC Regulatory Guide 230: 'Disclosing non-IFRS financial information' published by ASIC and also 'non-GAAP financial measures' within the meaning of Regulation G under the U.S. Securities Exchange Act of 1934, as amended, and are not recognised under AAS and International Financial Reporting Standards (IFRS). The non-IFRS financial information / non-GAAP financial measures include EBITDA and EBIT. The Company believes the non-IFRS financial information / non-GAAP measures provide useful information to users in measuring the financial performance and conditions of the Company. The non-IFRS financial information / non-GAAP financial measures do not have a standardised meaning prescribed by AAS or IFRS. Therefore, the non-IFRS financial information is not a measure of financial performance, liquidity or value under the IFRS and may not be comparable to similarly titled measures presented by other entities, and should not be construed as an alternative to other financial measures determined in accordance with AAS or IFRS. Investors are cautioned, therefore, not to place undue reliance on any non-IFRS financial information / non-GAAP financial measures included in this presentation.

Who We Are



We are a **Regtech company** transforming compliance from *hire to retire*.



Our Purpose

To make compliance effortless.



Streamlined Operations

We aim to streamline onboarding, pay & benefits through a unified platform approach.



Initial Market Focus

Our initial market is superannuation, establishing credibility in a high-trust regulated sector.

Wrkr Q2 Snapshot (ASX:WRK)



Contracted Users



Target 5 million

Actively onboarding Jan-June 2026

Rest Pay Go Live



AustralianSuper Production Testing commencement



*Early March launch date

Acquisition of PaidRight Holdings Pty Ltd



Talent Acquisition



Headcount of 80

63 at 30 June 2025

Cash Balance



\$16.18m

As at 31 Dec 2025

Market Leadership



36%

Market Share of Top 3 Funds

Captured or retained the Top 3 super funds in the Australian market. With AustralianSuper, Australian Retirement Trust (Beam) and Rest Super.

Key Wins & Growth



AustralianSuper

>3.6m member accounts / ~160k employers



Rest Super

>2m member accounts / ~30k employers

Compliance Software at Scale

One Platform. Three Compliance Lanes.



Money



Superannuation

Wages & Payroll



Disbursements

Credentials



Licences

Tax IDs (TFN/ABN), SMSF ESAs

Industry Checks

Messages



ATO Reporting

Regulator Data



Super Funds

One Unified Platform

Each 'compliance moment' uses the same underlying technology infrastructure.

Industry Reach

Built once, Wrkr can reach every industry and scale compliance.

Where Our Platform Can Reach

Every Employer. Every Industry.



MARKET PROVEN



Super

Market proven & creates credibility. The foundation of our platform reach.

Established Credibility

Scalability

"Wrkr can scale across industries and customers efficiently from our core platform."

FIRST REVENUES



Onboarding Compliance

First revenues secured. Next major segments targeted for growth.

SCALABLE CHECKS



Credential Verifications

Licences, qualifications, and industry checks integrated into the workflow.

EXPANSION PHASE



Pay

Strategic expansion from Phase 1. Addressing complex wage compliance needs.

FUTURE VALUE



Benefits & Rewards

Additional value-add services to enhance employee engagement and retention.



We believe each targeted addressable market represents a similar market value and opportunity to Super.

Channels to Market / Business Model

Diversified Revenue Streams & Scalable Growth



Personal Use Only



CHANNEL 1

White Label Tenants

Collaborative growth through strategic alliances with major funds and institutions. Supporting Fund brands on the Wrkr Platform

Fee split or other arrangement



CHANNEL 2

Wrkr Branded Platform

Scaling with Managed Payrolls and Digital Service Providers (DSPs).

Channel Sales



CHANNEL 3

Direct-to-Employer

Direct sales and onboarding for enterprise and SME employers on the Wrkr brand.

100% Revenue Take

Starting with Super

Foundational Market Strategy & Growth Drivers



Superannuation is a Concentrated Market

Top 10 super funds represent ~70% of the **22 million** active members.

Source: APRA, 30-Jan-2025, "Annual fund-level superannuation statistics 2024"

Focus Strategy

Targeting the largest funds drives maximum employer and member reach with efficient sales effort."



High Trust Market

Super is complex, regulated, and universal—requiring strong, enterprise-grade compliance technology. This creates high barriers to entry for competitors.



Regulatory Tailwinds

Payday Super (1 July 2026) increases transaction volume and drives interest in Wrkr's compliant platform capabilities.



Partnership Accelerates Growth

Wrkr partners to offer an integrated solution to **MUFG**, expanding reach and validating the platform with Australian and global financial institutions.



Network Effects Starting

Launching with leading funds establishes early credibility, creating an opportunity for other funds to view Wrkr as a potential industry standard.



Q2 Cash Flow Highlights

FY2026 YTD Cash Receipts

\$7.23m

↗ +72% pcp

FY2026 YTD Operating Cash Flows

\$64k

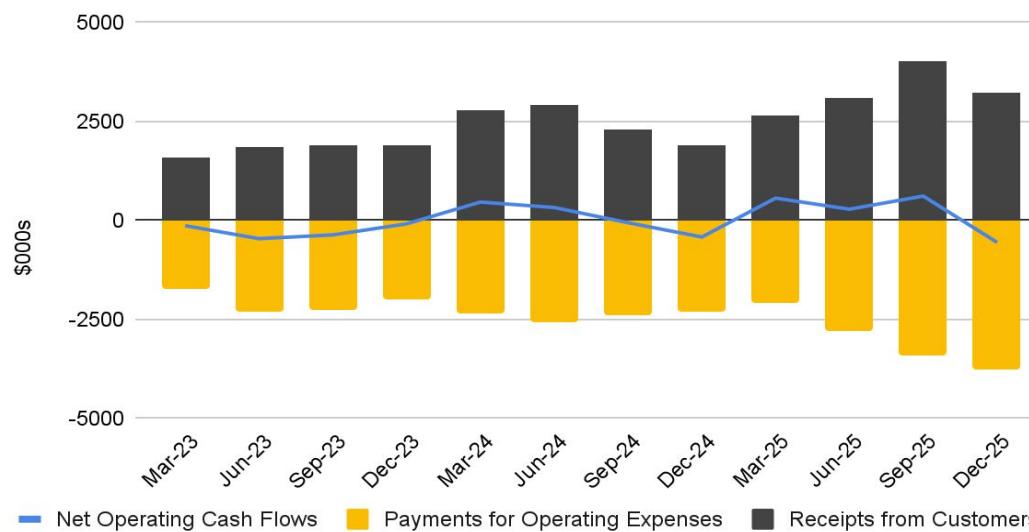
✓ +113% pcp

Cash Balance

\$16.18m

As at 31-Dec-2025

Wrkr Quarterly Operating Cash Flows



📅 Q2 FY26 Cash Movements

- \$3.2m cash receipts from MUFG milestone payments, development & implementation work for major customers, and existing Wrkr PAY transactional activity
- \$1.8m continued strategic capital investment
- Operating expenses \$3.8m (controlled expenditure for growth)
- Q2 cash receipts of \$3.2m were \$0.79m lower than prior quarter reflecting unpaid in overdue invoices of \$0.85m at 31 Dec 25

Growth Initiatives

Three Pillars of Strategic Expansion



Partnerships



👉 Expand Super

Build on **Rest & AustralianSuper** rollouts with the goal of taking on additional funds.

💵 Expand Payroll

Positioned to white-label and scale with Managed Payrolls on the back of **Payday Super reforms**.

Direct-to-Employer



👉 ATO SBCH Closure

Opportunity to access **~275k SME market** and accountants servicing **~960k employees**.

👉 ClickSuper Migration

Strengthens platform stickiness and drives ARPU growth opportunity through migration.

Disciplined Investment



👉 Increase ARPU

Target acquisitions in compliance moments: **wage, licence, and credential verification**.

👉 Expand Markets

Service early adopters with wider compliance moments across credentials and pay sectors.

Strategic Acquisition: PaidRight Holdings Pty Ltd

Accelerating Phase 2 Growth Strategy Beyond Super into Pay Compliance



Transaction Value

~A\$13.9m

Based on Wrkr share price at close of business on acquisition completion date plus acquisition costs

100%

Acquisition of Issued Capital

Consideration Structure



90.9m Shares

~4.8% of Issued Capital



100% Scrip

No Cash Raised

Strategic Rationale

"The acquisition combines WRKR's platform scale with PaidRight's innovative payroll technology to **transform compliance** for millions of Australian employers."

Enhanced Accuracy

Real-Time Compliance

Entire Pay Cycle

Execution Timeline

Q2 FY25

Announcement

29 Jan 2026

EGM Approval

5 Feb 2026

Completion

PaidRight: Proven Pay Compliance Technology

ORIGINS

Born from CSIRO Data61 'RegTech' & PwC Ventures



Technology Capabilities

Core Tech

Advanced logic-based AI
Interprets complex awards & EAs

Proven IP

~10 years of R&D
and intellectual property investment

“ Capable of handling >72,000 interpretations in the General Retail Industry Award alone.

Core Solutions

01 PayPrecision

Real-time checks before pay approval

02 Wage Remediation

Historical review using platform

03 Payroll Risk Assessment

Rapid 10-day health check



500k+

Australians Paid Correctly



~\$15B

Wages Processed (5 Yrs)



Enterprise Validation

Trusted by Market Leaders

Technology deployed by some of Australia's **largest employers** across thousands of job types, validating the platform's capability to handle scale and complexity.



FY25 Financial Performance

Operating Revenue

~\$3.4m

(Unaudited)

Powerful Combination: WRKR + PaidRight

Unlocking Strategic Synergies



Complementary Strengths

WRKR

- Platform Scale & Reach
- Super Compliance Position
- DSP / SI Ecosystem
- Monetisation Reach

PaidRight

- Real-time Pay Engine
- Award Expertise
- Enterprise-grade IP
- Deep Tech R&D

Common DNA

CEO Trent Lund (co-founder via PwC Ventures) – shared mission & history.

Integration Funding

A\$1.5-2.0m Allocated



- Product Dev (50%)
- Growth (30%)
- Working Cap (10%)
- Trans. Costs (10%)

Target Timeline

Current State

Standalone Operations

Target State

Integrated Business Q3 CY26

*Leverage Wrkr operations & increasing ARR mix

Thank you

— Questions? —

wrkr

ASX:WRK

🌐 www.wrkr.com.au

Head Office

Level 3, Suite 1
104 Commonwealth St
Surry Hills NSW 2010

