

Wrkr Update

28 July 2025
Wrkr Ltd
ASX: WRK



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Wrkr Ltd
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Surry Hills NSW 2010

Who is Wrkr Ltd

Entity:
Wrkr Ltd

ASX:
WRK

Share Price:
11c*

Market Cap:
~\$189.5m*

CEO:
Trent Lund (Director)

CFO:
Karen Gilmour

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

Top 50 Shareholders:
~85%

Web:
www.wrkr.com.au

Office:
104 Commonwealth Street,
Surry Hills, Sydney 2010

Staff:
60

Locations:
Sydney, Melbourne

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.

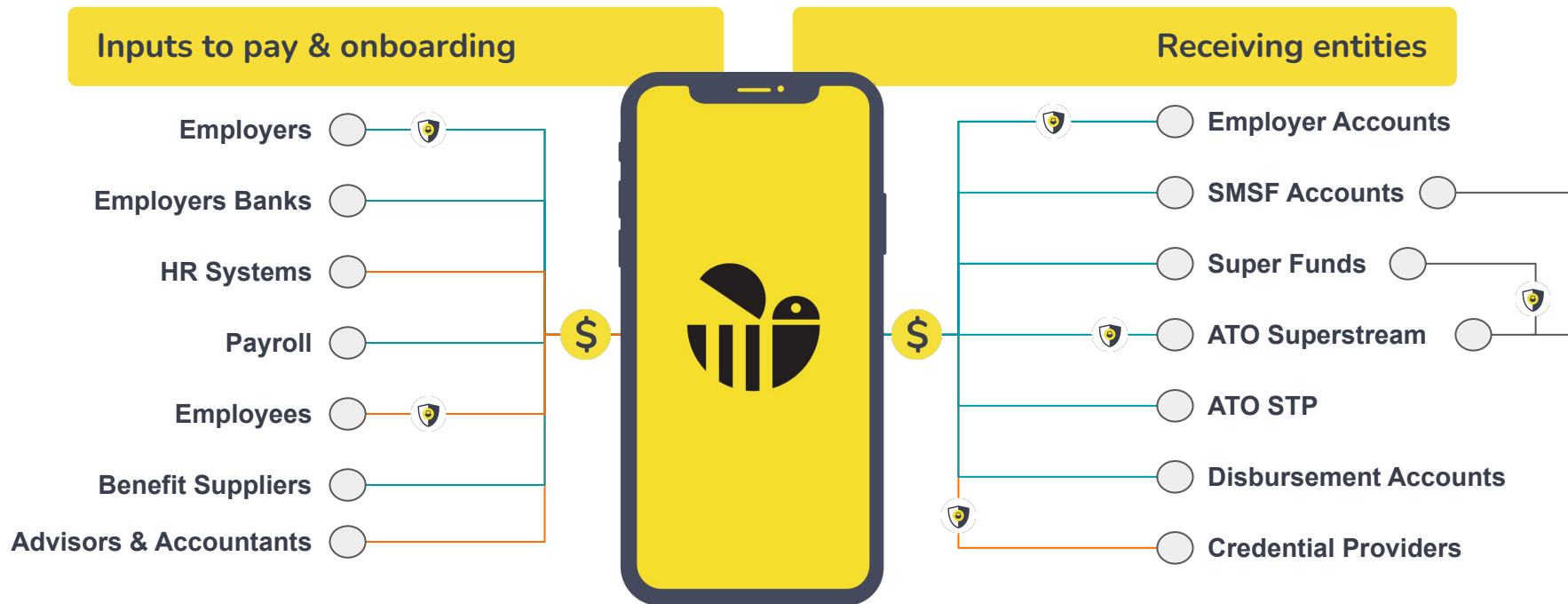
Our mission begins with Superannuation and pay.



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.**



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



~1m
Employers



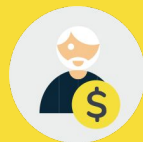
~22m
Super fund
members/accounts



~500m
Wage payments



>300
Payroll companies



~620k
SMSF Accounts



~500m
STP events



~15m
Employees



111
APRA regulated
Super Funds >6
members

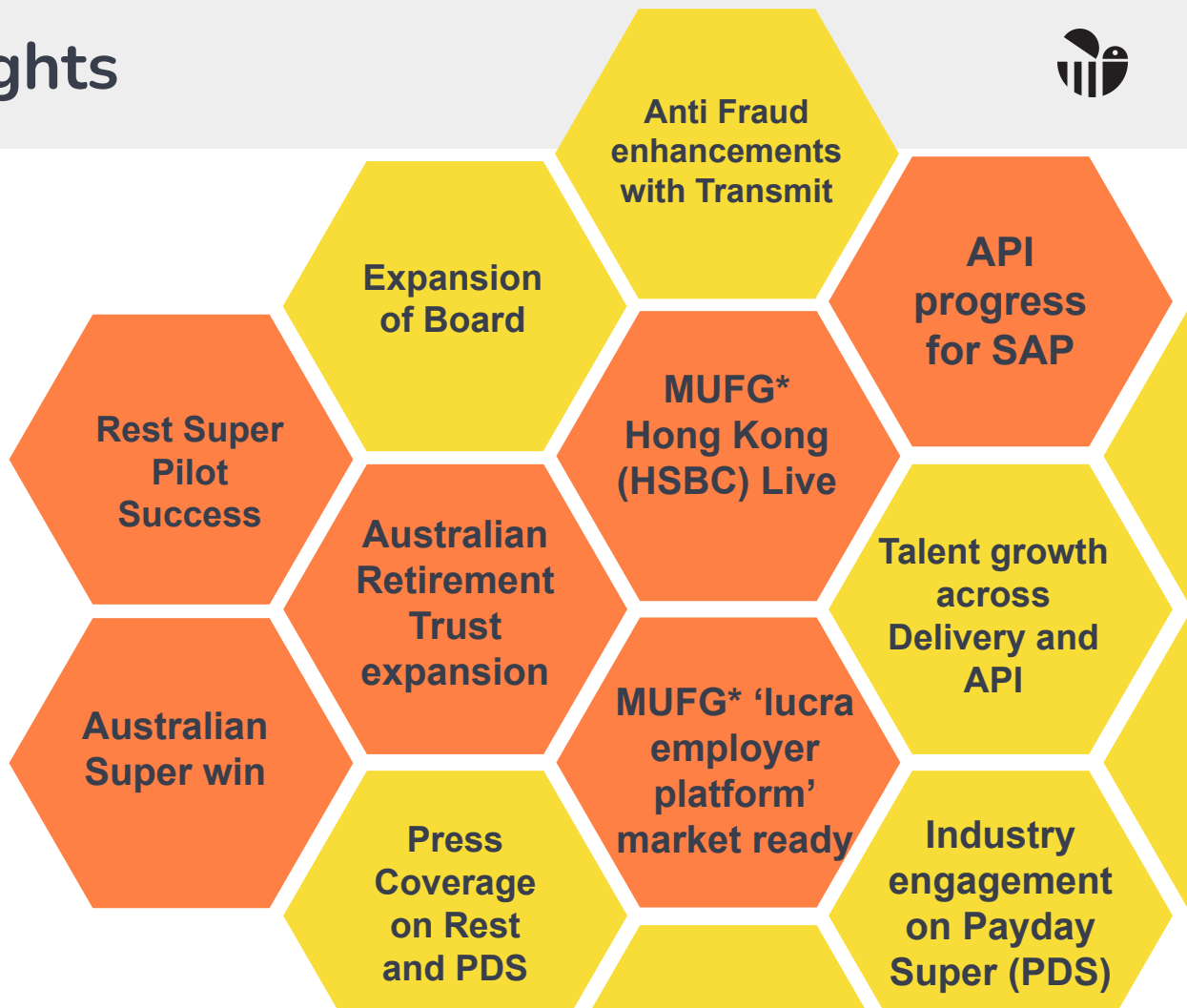


~160m
Super payments
(moving to ~500m
in Payday Super)

Quarterly Highlights



The quarter has been marked by significant commercial successes, key technology advancements, and strategic strengthening of our operational capabilities, laying a robust foundation for future revenue growth and market penetration.

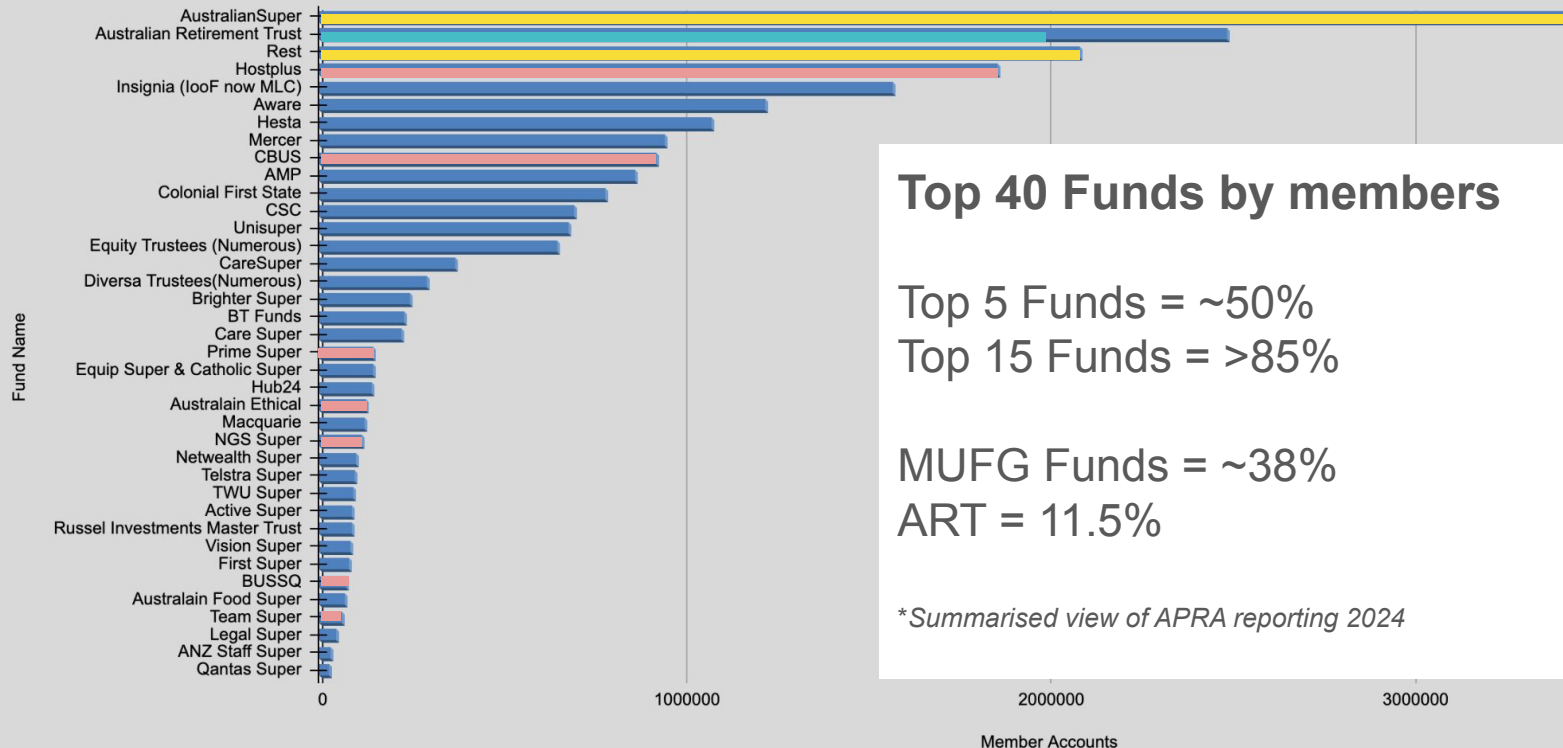


*MUFG refers to MUFG Retirement Solutions

Building a compelling base in Super



Funds by Member Accounts



The Fund proposed implementation plan



We recommend a communications window of 3 months to ensure quarterly employers are targeted migration of employers over 6-9 months.

PRE GO LIVE (C. 6 MONTHS)

GO LIVE

POST GO LIVE (C. 3 - 6 MONTHS)

Transition Strategy

0 Experience, goals & KPIs

Planning

1

Develop comms strategy and execution plan

2

Develop employer transition content strategy and content

3

Plan, Stage and Test lucra platform

Execution to go live

4

Execute comms plan for employers

5

Execute train-the-trainer for fund

6

Execute employer training

7

Go-live Execution

8

Employer migration

Hypercare

9

Post go-live support

10

BAU transition

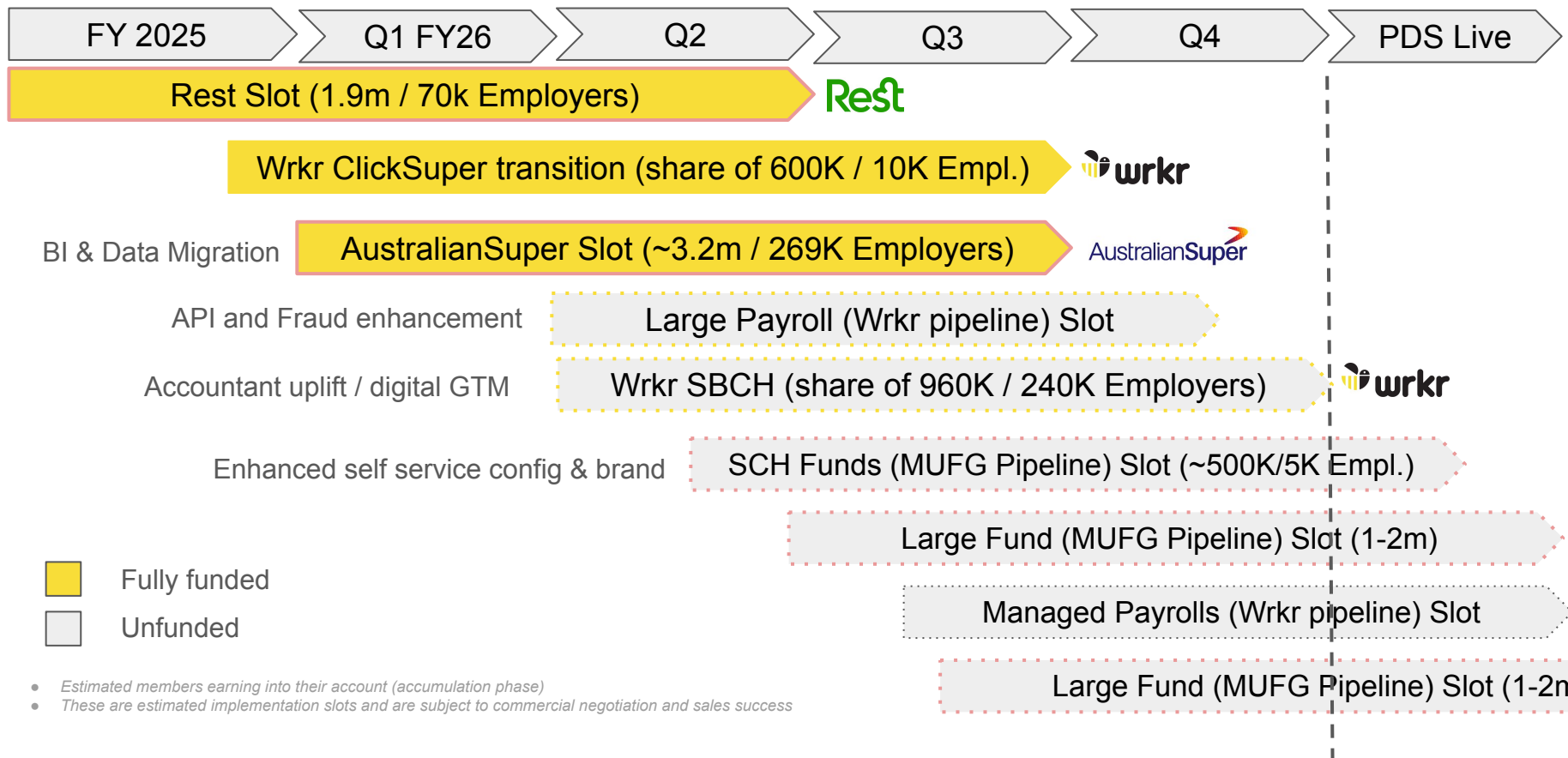
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Benefits and improvement capture

Benefits/Outcome

**Combined MUFG Retirement Solutions and Wrkr draft implementation plan for Funds*

The Payday Super implementation available window



Financial Performance



FY25 Cash Flow Results



Metric	Q4 FY25 \$'000s	Q3 FY25 \$'000s	Variance \$'000s	Variance
Net Cash from Operating Activities	284	564	(280)	(50%)
Net Cash from Investing Activities	(1,400)	(985)	(415)	(42%)
Net Cash from Financing Activities	125	(77)	202	262%
Cash at End of Period	5,729	6,720	(991)	(15%)

FY25 \$'000s	FY24 \$'000s	Variance \$'000s	Variance
373	340	33	10%
(3,588)	(2,429)	(1,159)	(48%)
7,007	(82)	7,089	-
5,729	1,960	3,769	192%

FY25 Overview

- \$373k positive net operating cash flows (\$340k FY24);
- 4% increase in cash receipts from customers YoY (FY25 \$9.9m; FY24 \$9.5m), noting that there was overdue receivables of \$399k at 30 June 2025;
- 28% increase in YoY in staff costs (including capitalised staff costs) as the team was expanded by 20 people.
- Significant investment in the Wrkr Platform in readiness for the introduction of PayDay Super reforms, scalability, security posture, and API strategy for Digital Service Provider & HRIS pipeline opportunities.
- \$7.81m capital raised by way of institutional placement and Share Purchase Plan

Financial outlook



- Projected FY25 net operating revenues between \$10m to \$11m
- Continue to **balance our investment** between short term revenue generation and long term growth
- With less than **12 months before the proposed PayDay Super launch**, Wrkr will continue to invest alongside MUFG Retirement Solutions (MUFG) in the implementation of Australian Super and onboarding of REST employers, as well as providing commercials and implementation planning options for MUFG's broader Fund clients.
- With a strong interest in the Wrkr Platform, we expect resource planning to be critical and will **look at various options to support concurrent deployments and pipeline opportunities that align with our strategic goals.**

Thank you & Questions



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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

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 & Partnerships

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.

Board



Emma Dobson

Non-Executive Chair



Paul Collins

Non-Executive Director



Duncan McLennan

Non-Executive Director



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.



Jillian McGregor

Company Secretary

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.

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Thank you & Questions



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