



Compliance.

Simple.

PaidRight Acquisition & Q2 FY26 Quarterly Cash Report

9th February 2026

Authorised by the CEO

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| 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

Acquisition of PaidRight Holdings Pty Ltd



Rest Pay Go Live



Talent Acquisition



Headcount of 80

63 at 30 June 2025

AustralianSuper Production Testing commencement



*Early March launch date

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.

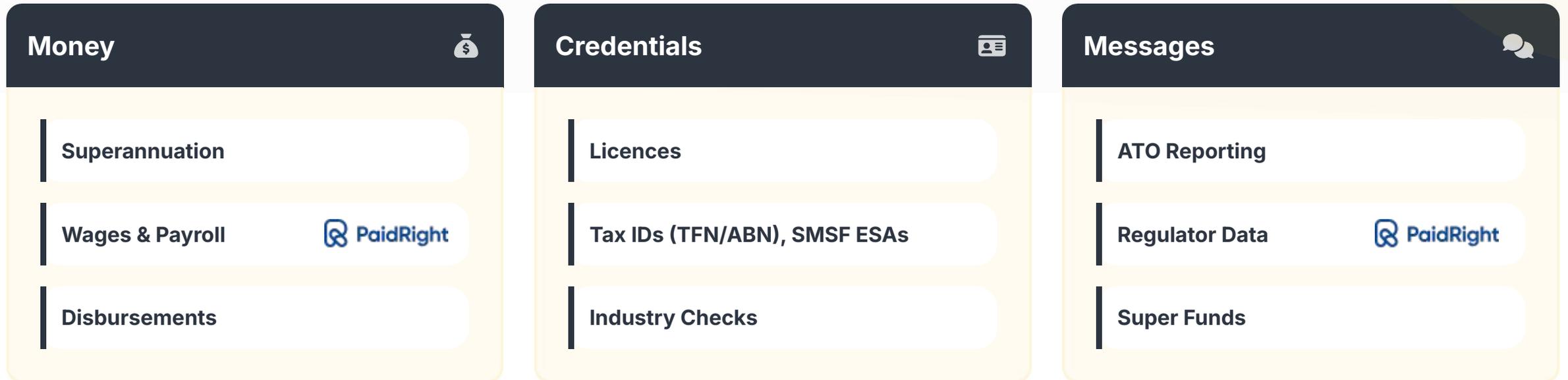
Key Wins & Growth

- ✓ **AustralianSuper**
>3.6m member accounts / ~160k employers
- ✓ **Rest Super**
>2m member accounts / ~30k employers



Compliance Software at Scale

One Platform. Three Compliance Lanes.



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

FIRST REVENUES



Onboarding Compliance

First revenues secured. Next major segments targeted for growth.

EXPANSION PHASE



Pay

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

SCALABLE CHECKS



Credential Verifications

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

FUTURE VALUE



Benefits & Rewards

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

Scalability

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



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



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

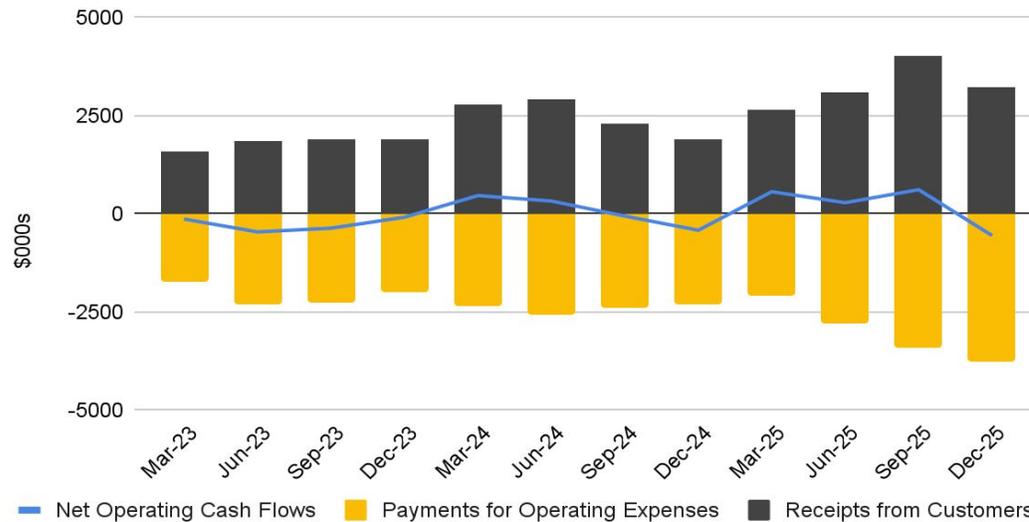
✓ +113% pcp

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

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

Consideration Structure

90.9m Shares
~4.8% of Issued Capital

100% Scrip
No Cash Raised

Execution Timeline



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

Target Timeline

Current State

Standalone Operations

Target State

Integrated Business Q3 CY26

*Leverage Wrkr operations & increasing ARR mix

Thank you

— Questions? —



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