



Compliance.

Simple.

Q3 FY26 Quarterly Cash Report & Activity Update

Wednesday, 29 April 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.



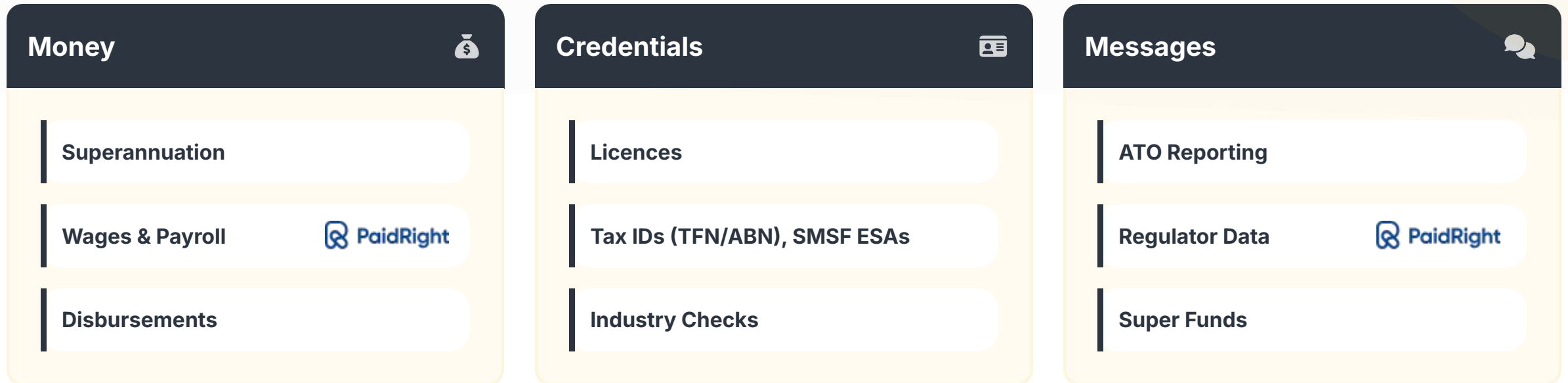
Initial Market Focus

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



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.

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

First Revenues

Super

Market Proven

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

- Fund Superstream Gateway
- Fund payments (ALL) and Reconciliation
- Fund Rollovers
- Fund ATO Reporting
- SVRL ATO Gateway
- Fund Branded Employer Portals

- SMSF Trustee ESA and Rollovers

- Employer Portal
- Stapling, Choice and Default Super
- Employee registration (in Brand)
- ABN Binding
- Payments Management & reconciliation
- Payroll Integrations
- SAFF and variable file mapping

Next Expansion Phase

Pay

Strategic expansion

Extending Super Contributions to:

- Wage Payments, Disbursement
- Payments, STP2 (updated) reporting.
- Strategic expansion from Phase 1.
- Addressing complex wage compliance needs through



- Better Off Overall Test (BOOT)
- Industry Tests
- Benchmarking to role
- Real time analysis with PaidRight's Pay Precision

Scalable Checks

Credentials

Verifications

Licences, qualifications, and industry checks integrated into the workflow. Extending our current capability of Secure Employee management, Passport & Licence Verification, Liveness Tests to extend credentials.

Wrkr already provides Ahpra Medical Licences, Licence Checks directly with plans to scale new checks to customers in late FY2027

Future Value Opportunity

Direct to Employee

Value-add services

Additional value-add services to enhance employee engagement and retention. Leveraging the pre-post tax transactional link to connect employees and their employers to relevant benefits with support for FBT



Wrkr Q3 Snapshot (ASX:WRK)

Early Platform Momentum

>50,000

Platform Sessions

>6,000

Orgs Onboarding

>\$100m

Contributions Processed

Key Wins & Growth

- ✓ **Rest Pay:** Fully live and scaling with reduced friction and smooth transitions for large employers.
- ✓ **AustralianSuper:** Production release in late March after an accelerated 6-month implementation model.
- ✓ **MUFG's Boutique Funds:** LegalSuper, NESS Super, Prime Super, and BUSSQ Super progressing to the "Live Brand" phase on a repeatable architecture.
- ✓ **Direct-to-Market:** Dedicated tenant live for SBCH transition with strong engagement from the bookkeeping community (ICB & ABN webinars).
- ✓ **Strategic Integrations:** Workday reseller agreements finalised; SAP integration nearing completion for enterprise compliance.

Corporate

PaidRight Acquisition:

100% acquisition completed 5 February 2026. Combines Wrkr's customer scale with PaidRight's innovative real-time pay compliance engine. Acquired with a \$1.17m cash balance with a FY26 full year revenue target of \$4m.

Talent & Infrastructure Investment:

Increased strategic investment by adding 14 new full-time employees and 2 casuals to bolster delivery, support onboarding, and expand operational capacity as transaction volumes scale.



Q3 FY26 Financial Highlights

Q3 Cash Receipts

\$4.3m

Recurring Wrkr PAY transactional activity
Ongoing feature development of Beam Platform
\$0.7m from PaidRight customer invoice payments
\$0.8m collection of overdue 31-Dec invoices
FY26 YTD Cash Receipts \$11.49m (+68% pcp)

Q3 Operating Cash Outflows

\$6.4m

\$0.9m PaidRight operating cash outflows
\$0.8m salaries increase (+14 FTE, +2 casuals)
\$0.2m legal and due diligence for acquisition
Increased marketing, infrastructure, security, software subscriptions
Costs associated with Sydney office move to accommodate Wrkr growth.

Q3 Strategic Capital Investment

\$2.1m

Platform features for AustralianSuper launch
SBCH solution development
Data migration and management
API strategy to enable DSP opportunities
Payday Super readiness

Cash Balance 31 Mar 2026

\$12.48m

Increased cash receipts from AustralianSuper, REST and boutique funds expected in Q1 FY27 as employer onboarding increases this quarter.
Operating cash outflows anticipated to continue to increase in Q4 to support operations, hyper-care for peak Fund employer onboarding, and the anticipated transition of small businesses onto the Wrkr clearing house.

Operating Expenditure Breakdown (Q3 FY26)

Staff Costs

\$3,378k

Admin & Corp

\$2,437k

Product Ops

\$683k

Marketing

\$60k

Finance Costs

\$1k

* Payments to related parties in the current quarter amounted to \$78k, relating to directors' fees.



Strategic Acquisition: PaidRight Holdings Pty Ltd

Accelerating Phase 2 Growth Strategy

Transaction

100%

Acquisition Completed

5 Feb 2026 (EGM 29 Jan)

~A\$13.6m

Transaction Value

90.9m shares (~4.8%)

Q3 Performance Post Acquisition

\$0.7m

Cash Receipts

\$0.9m

Operating Outflows

Integration Status

- Combining Platforms** **ON TRACK**
Integrating Wrkr's platform and customer scale with PaidRight's innovative pay compliance checks to transform compliance for Australian employers.
- Team Alignment** **ON TRACK**
Product roadmapping, team integration, and go-to-market packaging are actively underway to ensure a seamless transition post-acquisition.
- Real-time Compliance Objective** **FY2027 Start**
Ensuring real-time compliance across the entire pay cycle, proactively reviewing payroll accurately before it goes out as a direct offering referred and enhanced by the Wrkr platform and reach.



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.



Platform Momentum & Operational Highlights

Focus on Execution Excellence in Q3 FY26

- **Rest Pay**

Fully live and scaling, with large employers reporting smooth transition and reduced friction in contribution processing.

- **AustralianSuper**

Production release success with increasing take-up rates following the 6-month accelerated implementation model.

- **MUFG Boutique Funds**

LegalSuper, NESS Super, Prime Super, and BUSSQ Super progressing to the Live Brand phase.

- **Direct-to-Market**

Dedicated tenant live for SBCH transition with strong bookkeeper engagement via ICB and ABN webinars.

- **Workday**

Reseller agreements finalised, strengthening strategic integrations and driving the pipeline for Q4.

- **SAP**

Integration nearing completion to further automate compliance for large-scale enterprise employers.

Business Outlook: Path to Payday Super



"This quarter was about proving Wrkr can deliver. Seeing large employers transition to Rest Pay and AustralianSuper is a powerful validation of our technology and our capacity to execute."

— Trent Lund, CEO

Positioning

Infrastructure Live & Scaling

Wrkr stands as a key beneficiary of the upcoming legislative shift. Our core components are already delivering solutions for Australia's largest funds and early-adopting payroll providers:

Clearing House

Gateway

Branded Employer Portal

Member Onboarding Process

Adoption Curve

Phased Implementation Timeline

Balancing short-term dynamics with long-term strength leading up to the 1 July 2026 deadline:

Large Enterprises: Moving decisively to ensure compliance and readiness.

Mid-Market: Anticipate a more phased adoption curve.

Small Business: Reliant on the timing of their specific payroll system software upgrades.

Revenue Trajectory

Scaling Towards FY27

Clear runway for growth as volume transitions to the Wrkr platform:

Expect a scale-up in transaction-based revenue between now and December 2026.

The transition for some employers may naturally extend beyond the immediate July deadline.

Platform is fully prepared to capture this volume as segments transition over time.

Thank you

— Questions? —



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