Compliance. Simple.

AGM Presentation 2025
30 October 2025
Authorised by the Board

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.

Experienced Board and Executive Team

Trent Lund

CEO and Managing Director

Karen Gilmour

CFO

Con Lambropoulos

COO and
Head of Delivery

Joe Brasacchio

CTO
(Comply Path Founder)

Emma Dobson

Non-Executive Chair

Paul Collins

Non-Executive Director

Duncan McLennan

Non-Executive Director

Jillian McGregor

Company Secretary

Formal Business

AGM Resolutions & Proxy Results

Resolution	For	Against	Open	Abstain
Resolution 1: Remuneration Report	639,011,869	1,300,000	2,683,188	0
Resolution 2: Re-election of Duncan McLennan	636,296,450	4,165,419	2,533,188	3,022,902
Resolution 3: Ratification of Prior Placement Share Issue	609,856,966	1,300,000	2,683,188	32,177,805
Resolution 4: Renewal of Proportional Takeover Approval Provisions	642,360,743	974,028	2,683,188	0

Wrkr Snapshot

wrkr

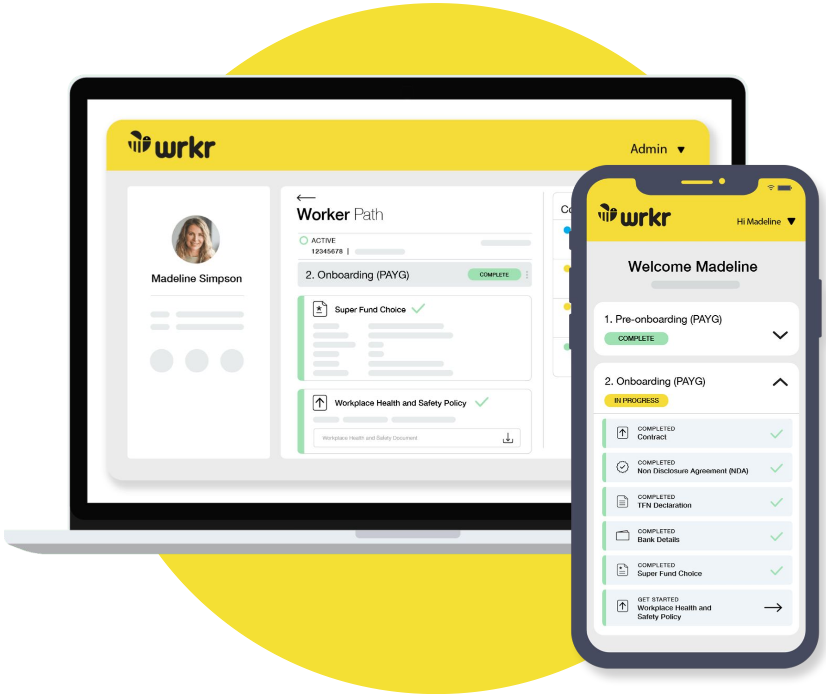
Who We Are

We are a Regtech company
transforming compliance from hire to retire

Our purpose is to
make compliance effortless

We aim to streamline
onboarding, pay & benefits

Our initial market is **superannuation**



Compliance Software at Scale

Our goal is to make compliance effortless for employers by moving:

Money
(super, wages, disbursements)

Credentials
(licences, tax IDs, industry checks)

Messages (ATO, regulators, super funds)

Each 'compliance moment' uses the same platform

Built once, Wrkr can reach **every industry**

Where our Platform Can Reach

**Every Employer.
Every Industry.**

Wrkr can scale across "segments" efficiently from our core platform

We believe each targeted addressable market exceeds Super

- **Super**
- **Onboarding Compliance**
- **Pay**
- **Credential Verifications**
- **Benefits & Rewards**

Market proven & creates credibility

First revenues. Next major segments targeted

Scale across additional segments over time

Channels to Market / Business Model

Partnerships

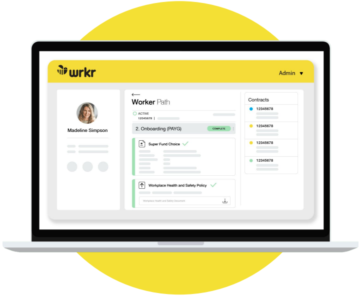
White Label Platform

Fee split or other arrangement

5 million contracted users

Direct-to-Employer

Wrkr/ClickSuper



100% take

FY2025 ARPU[1]: **$8**

Adding incremental compliance moments boosts ARPU

[1] ARPU: Average Revenue Per User

Starting with Super

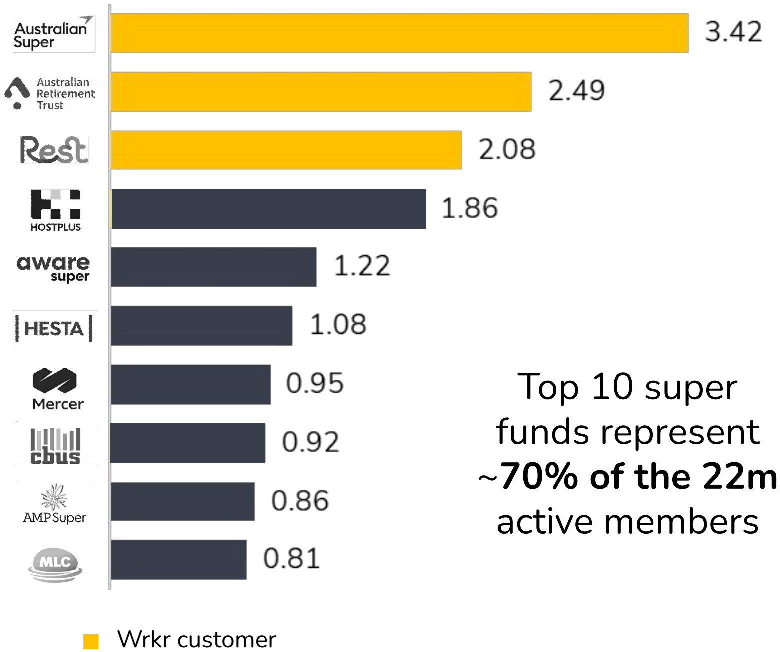
High trust market:
Super is complex, regulated and universal requiring strong compliance technology

Regulatory tailwinds:
Payday Super (expected from 1 July 2026) increases transaction volume and interest in Wrkr's compliant platform

Partnership accelerates growth
Wrkr partners to offer an integrated solution to MUFG

Network effects starting:
Launching with leading funds establishes credibility encouraging remaining funds to select Wrkr

Top 10 Super Funds by Number of Members (m)



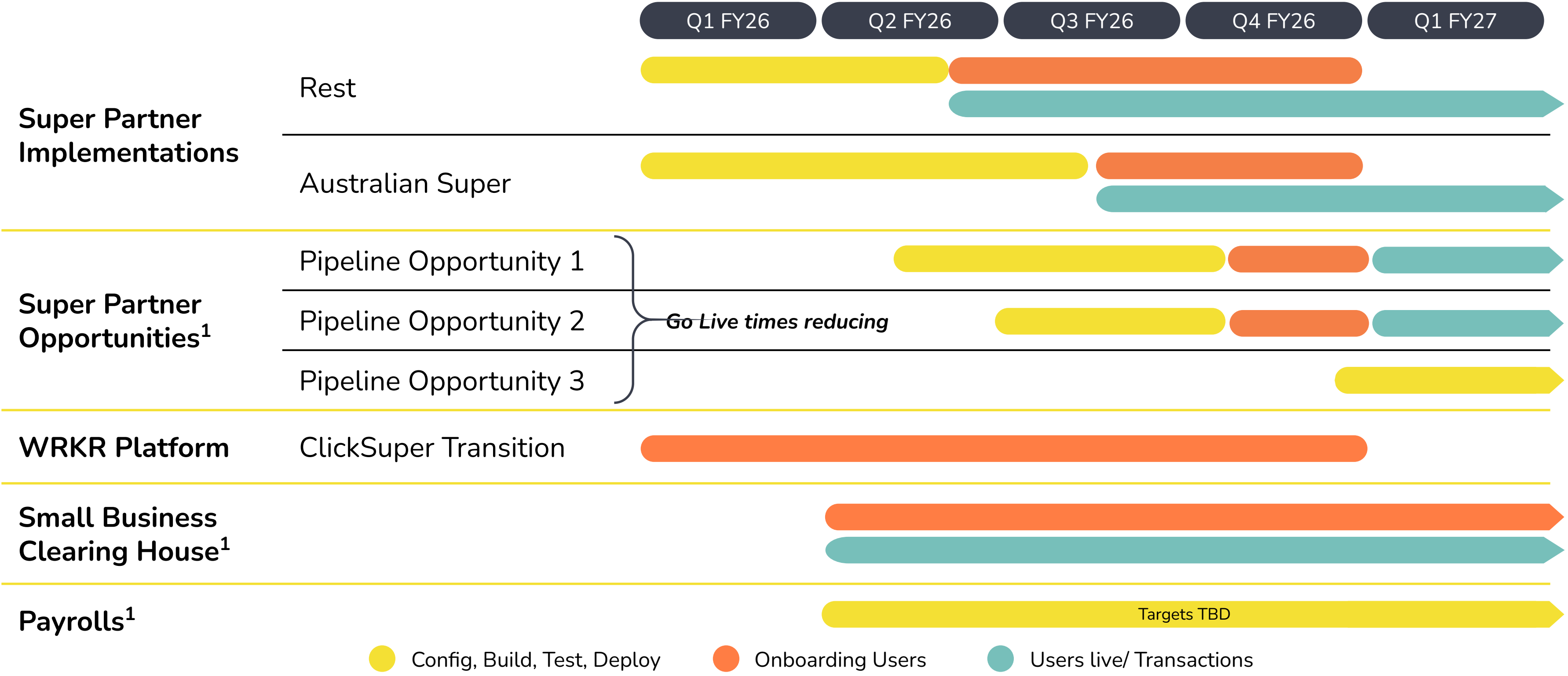
Top 10 super funds represent ~**70% of the 22m** active members

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

Growth Initiatives

Partnerships	Direct-to-Employer	Disciplined Investment
Expand Super Build on Rest & AustralianSuper rollouts with the goal of taking on additional funds	**ATO Small Business Clearing House** Closure opens opportunity to access ~275k SME market and accountants (~960k employees)	**Increase ARPU Opportunities** Target acquisitions in compliance moments (wage, license, credential verification)
Expand Payroll Partnerships Wrkr positioned to white-label and scale with Managed Payrolls on the back of Payday Super reforms	**ClickSuper Migration** Strengthens platform stickiness and ARPU growth opportunity	**Expand Addressable Markets** Service early adopters with wider compliance moments across credentials and pay

Anticipated FY26 Rollout



[1] *These are estimated rollout times and/or are subject to commercial negotiation and sales success*

FY26 Outlook

Wrkr will accelerate spend in key areas:

Security, site reliability & quality assurance
Engage partners and develop in-house capability to strengthen platform resilience and ensure Wrkr Platform is robust at scale

Project delivery
Resource up to manage the complex implementation for REST and AustralianSuper

Marketing
Drive market penetration among ATO SBCH users, and employers without adequate PayDay Super solutions

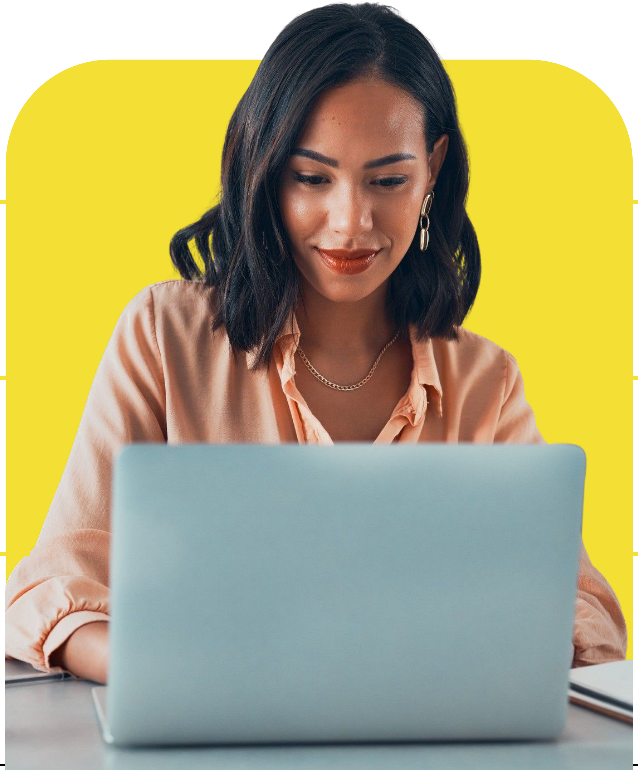
Labour flexibility
Leverage on-shore outsourcing to enhance operational agility

These additional expenditures will increase Wrkr's negative EBITDA in FY26.

FY25 Highlights

wrkr

Key Highlights



Captured or retained the Top 3 super funds (36% of market)

AustralianSuper win
(~3.4m members / ~270k employers)

Rest Super pilot success
(~2.1m members / ~70k employers)

Australian Retirement Trust
(Annual Licence and support & maintenance fees)

Right-sizing for High Growth

$15 million fund raise
Accelerates growth opportunities

Talent acquisition
Headcount increase by 44 to 63

Payroll partnership ready
Positioning for next segment

FY25 Financial Scorecard

Operating Revenue	**$10.63m** +10.8%
Operating Cash Flow	**$373k** +10.3%
Annual Recurring Revenue	**$7.47m** +11.9%

Strong ARR growth trajectory:
Significant revenue expansion established as MUFG funds secured

Capex investment:
$3.5m into the WRKR Platform

Lower counterparty risk:
Revenue mix altered as partners collect from employers resulting in fewer large debtors

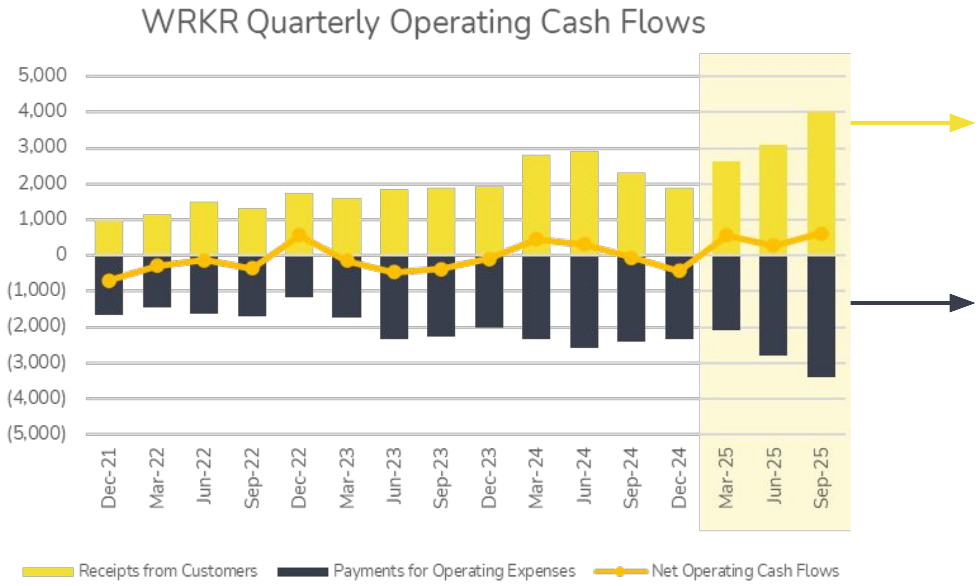
Improve gross margins:
Economies of scale to be gained with each new fund onboarded

Strong balance sheet:
$21.6m raised ($6.6m in Aug-2024 and $15m of growth capital after end of FY); no net debt

** Based on % difference to prior financial year*
** ARR is calculated using the Q4 average ARR to account for quarterly activity cycles. Float interest is included in the calculation as an operating revenue*

Q1 FY26 Financial Highlights

3 Straight Quarters of Positive Operating Cash Flow: Reflects disciplined execution



Cash receipts of $4.0m
(+$1.0m from previous quarter) due to:

- MUFG milestone payments
- Annual licence renewal from largest Platform-as-a-Service (PaaS) customer
- Consistent recurring revenues from Wrkr PAY transactional activity.

Operating expenses of $3.4m
(+$0.6m from previous quarter) due to:

- Increase resources around the implementation of REST and AustralianSuper
- Investment in an Operations Enablement team to ensure scalability and go live readiness
- Develop Small Business Clearing House Solution

$15m Capital Raise Successfully Completed

Strong cash balance of **$18.75 million**
(as at 30-Sep-2025)

Key Focus Areas:

Invest in strategic growth initiatives
to expand user base

Fund integration costs
associated with build or buy compliance moments

Enhance solution, sales & support infrastructure
to service users of the ATO Small Business Clearing House as it is decommissioned

Q&A