29 August 2023

Appendix 4E (Preliminary Final Report) and Annual Report

The Appendix 4E (Preliminary Final Report) and Annual Report of **Wrkr Ltd** (ASX: WRK) (Wrkr or the Company) for the financial year ended 30 June 2023 are attached. These documents have been authorised by the Board for release to ASX.

For enquiries:

Trent Lund
Chief Executive Officer
T. +61 404 570 000
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1. Company details

Name of entity:	Wrkr Ltd
ABN:	50 611 202 414
Reporting period:	For the year ended 30 June 2023
Previous period:	For the year ended 30 June 2022

2. Results for announcement to the market

				$
Revenues from ordinary activities	up	43.0%	to	6,575,048
Loss from ordinary activities after tax attributable to the owners of Wrkr Ltd	down	4.0%	to	(4,172,908)
Loss for the year attributable to the owners of Wrkr Ltd	down	4.0%	to	(4,172,908)

Dividends
There were no dividends paid, recommended or declared during the current financial period.

Comments
The loss for the Group after providing for income tax amounted to $4,172,908 (30 June 2022: $4,346,885).

Further commentary on the Group's operating performance and results from operations are set out in the attached Annual Report.

3. Net tangible assets

	Reporting period Cents	Previous period Cents
Net tangible assets per ordinary security	(0.01)	0.06

The Group does not have right-of-use assets and lease liabilities, thus these are not included in the calculations.

4. Control gained over entities

Not applicable.

5. Loss of control over entities

Not applicable.

6. Dividends

Current period
There were no dividends paid, recommended or declared during the current financial period.

Previous period
There were no dividends paid, recommended or declared during the previous financial period.

7. Dividend reinvestment plans

Not applicable.

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8. Details of associates and joint venture entities

Not applicable.

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9. Foreign entities

Details of origin of accounting standards used in compiling the report:

Not applicable.

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10. Audit qualification or review

Details of audit/review dispute or qualification (if any):

The financial statements have been audited and an unqualified opinion has been issued and is attached as part of the Annual Report.

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11. Attachments

Details of attachments (if any):

The Annual Report of Wrkr Ltd for the year ended 30 June 2023 is attached.

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12. Signed

As authorised by the Board of Directors

Signed ______________________________ Date: 29 August 2023

Emma Dobson
Non-Executive Chair
Sydney

Wrkr Ltd
ACN: 611 202 414
ASX Code WRK

Financial Report for the year ended 30 June 2023

Contents

Dear fellow shareholder,

It is with pleasure that we present the Wrkr Ltd (Wrkr) Annual Report for the financial year ended 30 June 2023.

The team at Wrkr have consistently met the businesses objectives this year and continue to strike a healthy balance between growth, innovation and quality. The management team was tasked with achieving revenue growth targets, advancing our largest contracts and negotiations, and maintaining a continued investment in people, products and technology. The balanced approach and outcomes are notable with key advances across all aspects of the business as per the following FY23 highlights.

Market Activity & Revenue

- Operating revenue of $6.6m, a 43% increase on FY22 of $4.6m
- 21% improvement in cash burn rate and 20% improvement in cost to income ratio year on year
- 16% increase in annual recurring revenue (ARR) compared to FY22
- Entered into an updated Master Services Agreement with Link Group and commenced work to offer a range of Wrkr employer software solutions
- Continued customer growth of our Wrkr SMSF Hub serving over 21k SMSFs
- Delivery of our ‘Onboarding to Super’ functionality in market (at scale)

Investment in Technology

- Concluded a major milestone enabling the platform and all future product releases to be delivered to multiple cloud providers and jurisdictions
- Progressed the Wrkr READY onboarding product to support contingent workers, franchise arrangements, contract signing, Ahpra (Australian Health Practitioner Regulation Agency) credential checks and ID Match integration
- Continued our investments in our cyber posture through increased monitoring and real-time compliance.

Invested in our Talent

- Increased our full-time talent and experience across Product, Engineering, Cyber Security and Customer Success
- Added key talent to our employee performance incentive options plan linked to the delivery of our short to medium term business strategy.

Market conditions have been favourable for Wrkr as our income streams are linked to regulated compliance requirements. In addition, Wrkr has benefited from long term contracts and customers that continue to rely upon the Wrkr technology and teams. Interest rate movements have been beneficial to Wrkr with a notable increase in our float income, enabling a forward investment in our platform consolidation and cyber hardening.

Wrkr proudly serves approximately 2.9 million working Australians, 4 APRA Funds, 29 Payrolls, 70,000 employers, 21,000 Trustees and over 500 Advisors & Intermediaries. Our revenue streams come from enabling regulated compliance moments and as such, we remain resilient to discretionary spending challenges. This base of regulated compliance moments continues to grow and will continue to provide a solid platform to underpin our transition to higher value compliance moments across the hire-to-retire lifecycle.

Looking ahead, Wrkr’s goal is to capitalise on our product investments and commercial successes to move towards an EBITDA positive position by FY25. In FY24, we will continue to focus on onboarding customers with the aim to increase our annual recurring revenue as a percentage of total revenue, moving away from implementation and development fees. We will also continue to position ourselves to create potential opportunities to upsell our employee onboarding, single touch payroll and wage payments products to our larger superannuation contribution customers.

The Board and management team have a shared confidence in the strategic direction and continued growth of the business. The team has continued to collaborate with existing and new customers throughout the year and we feel that perseverance is paying off and will be rewarded in FY24 and FY25. We would like to take this opportunity to thank the entire team at Wrkr for their commitment and dedication to our customers.

On behalf of the Board, we'd like to thank all our shareholders for their ongoing support.

Yours sincerely,

Emma Dobson
Non-Executive Chair

Trend Lund
Chief Executive Officer

29 August 2023
Sydney

The directors present their report, together with the financial statements, on the consolidated entity (referred to hereafter as the 'Group') consisting of Wrkr Ltd (referred to hereafter as the 'Company' or 'parent entity') and the entities it controlled at the end of, or during, the year ended 30 June 2023.

Directors

The following persons were directors of Wrkr Ltd during the whole of the financial year and up to the date of this report, unless otherwise stated:

Emma Dobson - Non-Executive Director and Chair
Trent Lund - Chief Executive Officer and Managing Director (permanently appointed on 30 March 2023)
Paul Collins - Non-Executive Director
Randolf Clinton - Non-Executive Director

Principal activities

During the financial year the principal activities of the Group consisted of operating the following businesses:

- **Wrkr PLATFORM**, a modern cloud-based compliance platform for handling messaging with the Australian Taxation Office ('ATO'), SuperStream, Single Touch Payroll ('STP') 2.0, Pan-European Public Procurement Online ('PEPPOL'), Standard Business Reporting ('SBR') and State authorities, and orchestrating payment processing for worker pay and super contributions for fund administrators;

- **Wrkr PAY**, a superannuation gateway and clearing house and payment handling solution for secure processing of employee pay and super contributions for payrolls and superfunds. This product includes the Wrkr SMSF Hub providing ATO messaging and contributions compliance for Self Managed Super Funds ('SMSFs'); and

- **Wrkr READY**, a white label employee onboarding solution to manage the compliant onboarding of full-time and casual workers.

Throughout the current financial year, the Directors determined that activities categorised as Wrkr BENEFITS in the prior year should be reclassified as Wrkr PAY activities. This decision was taken due to the underlying transactional nature of these activities. The Group does not expect to bring on Wrkr BENEFITS until at least 2025.

The Group holds payment processing patents in the USA.

Dividends

There were no dividends paid, recommended or declared during the current or previous financial year.

Review of operations

The loss for the Group after providing for income tax amounted to $4,172,908 (30 June 2022: $4,346,885).

The Earnings Before Interest, Taxes, Depreciation and Amortisation ('EBITDA') for the year ended 30 June 2023, was a net loss of $1,558,236 compared to net loss for the year ended 30 June 2022 of $1,429,458. EBITDA is a financial measure not prescribed by Australian Accounting Standards ('AAS') and represents the profit under AAS adjusted for depreciation, amortisation, interest revenue, finance costs, fair value movement on embedded derivatives and tax expenses. The directors consider EBITDA to reflect the core earnings of the Group. The following table summarises key reconciling items between statutory profit after tax and EBITDA.

	Consolidated	
	30 June 2023 $	30 June 2022 $
Loss after income tax benefit	(4,172,908)	(4,346,885)
Add: Finance costs	96,837	2,808
Less: Income tax expense/(benefit)	-	165,136
Less: Interest revenue	(95,889)	(375)
Less: Fair value gain on embedded derivatives	(161,866)	-
Earnings Before Interest and Tax, ('EBIT')	(4,333,826)	(4,179,316)
Add: depreciation and amortisation	2,775,590	2,749,858
EBITDA	(1,558,236)	(1,429,458)

The directors consider that the Group will continue as a going concern, as explained in note 2 to the financial statements.

Corporate overview

Wrkr Ltd ('Wrkr') is an Australian regulatory technology business helping Australian employers to simplify workforce compliance across the hire-to-retire lifecycle. Wrkr replaces paper-based compliance processes across employee onboarding, payments, super contributions and self-managed superannuation funds ('SMSFs') with a simple, intuitive, and secure digital experience. The Group resolves compliance moments in real time by facilitating the collection, transfer and processing of data and payments between regulated authorities and participants in the ecosystem (HR/payrolls, Accountants, Advisors, Banks, Australian Prudential Regulation Authority ('APRA') and self-managed super fund ('SMSF') and federal departments like the Australian Taxation Office ('ATO')).

Business risks

The following is a summary of material business risks that could adversely affect our financial performance and growth potential in future years and how we propose to mitigate such risks.

Macroeconomic risks
The Group's financial performance can be impacted by current and future economic conditions which it cannot control, such as increases in interest rates and inflation. The Group stays abreast of these conditions, focuses on its internal debtor controls and diversifies its customer base to help manage these risks.

Competitive market and changes to market trends
The Group operates in a highly competitive market. Innovation is constant and superior products that may be released to the market could result in pricing pressures upon our product and result in unfavourable product positioning within the market. We manage this risk through maintaining product development teams that are highly experienced and remain abreast of the latest technological advances and implications for our current and future products. We also continue to invest in our brand which continues to gain recognition within Australia.

Cybersecurity and Information technology ('IT') infrastructure
Wrkr's IT infrastructure may be at risk from a variety of sources including hardware or software failures and cyber attacks that could result in financial loss, disruption to operations or damage to Wrkr's reputation. The global increase in cyber attacks has elevated the risk to Wrkr of a negative event impacting Wrkr's information and/or information systems. Wrkr continually reviews and monitors its cyber security, cyber resilience and Information Security Management System against business risk tolerance and emerging threats. During the year, the Group has continued to mature its policies and procedures around our technology infrastructure and we have invested further in our site reliability and security capability. The Group continues our certification under ISO 27001, is accredited by the Gateway Network Governance Body ('GNGB') to operate on the Superannuations Transaction Network ('STN') and is compliant with the System and Organisation Controls ('SOC 2') framework. Through our work with Superannuation businesses, we are involved in assisting their accreditation to Australian Prudential Regulation Authority ('APRA') Prudential Standard CPS 234 and have used these learnings to further shape the cyber and security posture of our platform.

Legal or regulatory change
A change in laws or regulations could adversely affect the business. Changes may result in, but are not limited to, a change in the market conditions affecting the competitive landscape, increase in costs of operating the business, and increased information security requirements. Wrkr adopts a sound corporate governance structure and practices that align with industry standards. This enables Wrkr to have clarity and confidence around its regulatory risk framework and its ability to manage regulatory change.

Significant changes in the state of affairs
On 27 September 2022, the Company announced a $3,800,000 capital raise to accelerate the Group's growth strategy through the following:

(a) Convertible notes
The convertible notes have a two-year term, 10% pa coupon rate paid quarterly in cash and a conversion price based on a 20% discount to the Company's 30-day Volume-Weighted Average Price ('VWAP') subject to a ceiling price of $0.039 per share and a floor price of $0.018 per share. The convertible notes were issued in 2 tranches as follows:

(a) Tranche 1 - comprising of 2,800,000 convertible notes raising a total of $2,800,000 which were issued on 29 September 2022; and
(b) Tranche 2 - comprising of 500,000 convertible notes raising a total of $500,000 which were issued on 28 November 2022 following the shareholder approval for the purpose of ASX Listing Rule 10.11 at the Company's AGM on 24 November 2022.

(b) Share Purchase Plan ('SPP')
The share purchase plan aimed to raise $500,000 and provided eligible shareholders with the opportunity to subscribe for a minimum of $2,500 and up to maximum of $30,000 of new fully paid ordinary shares at $0.018 per share. Due to high demand, the Board accepted a total of $942,000 from the SPP by issuing 52,333,355 ordinary shares at $0.018 per share on 27 October 2022.

The additional subscription in the SPP resulted in raising a total of $4,242,000.

There were no other significant changes in the state of affairs of the Group during the financial year.

Matters subsequent to the end of the financial year
The Board adopted a new Employee Securities Incentive Plan ('ESIP') on 27 July 2023. On 1 August 2023, a number of employees were invited to participate in the ESIP. The total number of performance rights offered was 12,000,000. All employees accepted the invitation on or before 8 August 2023.

No other matter or circumstance has arisen since 30 June 2023 that has significantly affected, or may significantly affect the Group's operations, the results of those operations, or the Group's state of affairs in future financial years.

Likely developments and expected results of operations
Refer to the Report of the Chair and CEO section for details.

Environmental regulation
The Group is not subject to any significant environmental regulation under Australian Commonwealth or State law.

Information on directors

Name:	Emma Dobson
Title:	Non-Executive Director and Chair
Qualifications:	B.Com, GAICD
Experience and expertise:	Emma is currently an Independent Director for Bank of New Zealand Investment Services Limited, as well as advising the New Zealand Government on data standardisation through eInvoicing. As a Member of the SuperStream Advisory Council and a Senior Executive at Westpac Institutional Bank she was instrumental in the creation of the SuperStream data standards working closely with the ATO and the Australian treasury and the Superannuation Industry. She has over 30 years' experience In Financial Markets and Banking, as well as extensive experience in Government Policy and Data Standards.
Other current directorships:	None
Former directorships (last 3 years):	None
Special responsibilities:	Member of Nomination and Remuneration Committee and Audit, Risk and Compliance Committee
Interests in shares:	2,666,667 ordinary shares
Interests in options:	5,000,000 options

Name:	Trent Lund
Title:	Chief Executive Officer and Managing Director (permanently appointed on 30 March 2023)
Experience and expertise:	Trent is the Chief Executive Officer of Unlocked Ventures Pty Ltd, a major shareholder of Comply Path. Prior to this role, he was the lead partner for Innovation & Ventures at PwC Australia where he helped organisations leverage emerging technologies to innovate new business models. He co-designed the PwC Global Innovation & Ventures model and led the development of more than 8 technology platforms and 30 products.
Other current directorships:	None
Former directorships (last 3 years):	None
Special responsibilities:	Member of Nomination and Remuneration Committee and Audit, Risk and Compliance Committee
Interests in shares:	259,633,868 ordinary shares
Interests in options:	None

Name:	Paul Collins
Title:	Non-Executive Director
Qualifications:	B.Sc., GAICD
Experience and expertise:	Paul has extensive experience with publicly listed technology companies. Over the last 20 years, Paul has been extensively and directly involved in the start-up and subsequent ASX listing of 2 successful FinTech companies. A co-founder of IWL in 1997, he was an Executive Director of this company from its inception, through its listing in 1999 (ASX: IWL) before leaving in 2004. Later in 2004, Mr Collins was a co-founder and Executive Director of Xplore Wealth Limited formerly known as Managed Accounts Holdings Ltd which listed on the ASX in 2014 (ASX: MGP). He chaired the Audit, Risk and Compliance Committees of MGP from 2009 until 2016. In 2017 he accepted the role of Chair of ReadCloud Limited and assisted in listing the company on the ASX in 2018.
Other current directorships:	ReadCloud Limited (ASX: RCL)
Former directorships (last 3 years):	None
Special responsibilities:	Chair of Nomination and Remuneration Committee and Audit, Risk and Compliance Committee
Interests in shares:	44,545,941 ordinary shares
Interests in options:	None

Name:	Randolf Clinton
Title:	Non-Executive Director
Experience and expertise:	Randolf is the founder and Chief Executive Officer of Clinton Capital Partners, a venture capital investment and advisory business that focuses on early-stage technology companies. Prior to this role, he had over 30 years of leadership experience in global investment banking and financial markets, having started, developed or managed businesses across the Asia pacific region. He has worked in London, Singapore, Hong Kong and Australia; and for companies such as JPMorgan Chase & Co, Credit Suisse Group, ABN Amro Bank N.V. and Royal Bank of Scotland.
Other current directorships:	None
Former directorships (last 3 years):	None
Special responsibilities:	Member of Nomination and Remuneration Committee and Audit, Risk and Compliance Committee
Interests in shares:	59,326,045 ordinary shares
Interests in options:	None

'Other current directorships' quoted above are current directorships for listed entities only and excludes directorships of all other types of entities, unless otherwise stated.

'Former directorships (last 3 years)' quoted above are directorships held in the last 3 years for listed entities and their subsidiaries and excludes directorships of all other types of entities, unless otherwise stated.

Company secretary
Jillian McGregor (BCom, LLB, Grad Dip GIA) serves as Company Secretary of the Company. Jillian has worked as a corporate lawyer for over 20 years and as a company secretary of listed companies for over 10 years. She has regularly advised companies and directors on compliance with the Corporations Act 2001 (Cth), ASX listing rules and other corporate legal matters.

Meetings of directors
The number of meetings of the Company's Board of Directors ('the Board') and of each Board committee held during the year ended 30 June 2023, and the number of meetings attended by each director were:

	Full Board		Nomination and Remuneration Committee		Audit, Risk and Compliance Committee	
	Attended	Held	Attended	Held	Attended	Held
Emma Dobson	13	14	3	3	7	8
Trent Lund	14	14	3	3	8	8
Paul Collins	14	14	3	3	8	8
Randolf Clinton	14	14	3	3	8	8

Held: represents the number of meetings held during the time the director held office and was a member of the relevant committee.

Remuneration report (audited)
The remuneration report details the key management personnel remuneration arrangements for the Group, in accordance with the requirements of the Corporations Act 2001 and its Regulations.

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including all directors.

The remuneration report is set out under the following main headings:
- Principles used to determine the nature and amount of remuneration
- Details of remuneration
- Service agreements
- Share-based compensation
- Additional information
- Additional disclosures relating to key management personnel

Principles used to determine the nature and amount of remuneration

The objective of the Group's executive reward framework is to ensure reward for performance is competitive and appropriate for the results delivered. The framework aligns executive reward with the achievement of strategic objectives and the creation of value for shareholders, and it is considered to conform to the market best practice for the delivery of reward. The Board of Directors ('the Board') ensures that executive reward satisfies the following key criteria for good reward governance practices:

- competitiveness and reasonableness;
- acceptability to shareholders;
- performance linkage / alignment of executive compensation; and
- transparency.

The Nomination and Remuneration Committee is responsible for determining and reviewing remuneration arrangements for its directors and executives. The performance of the Group depends on the quality of its directors and executives. The remuneration philosophy is to attract, motivate and retain high performance and high quality personnel.

The Nomination and Remuneration Committee has structured an executive remuneration framework that is market competitive and complementary to the reward strategy of the Group.

The reward framework is designed to align executive reward to shareholders' interests. The Board has considered that it should seek to enhance shareholders' interests by:

- having economic profit as a core component of plan design;
- focusing on sustained growth in shareholder wealth, consisting of dividends and growth in share price, and delivering constant or increasing return on assets as well as focusing the executive on key non-financial drivers of value; and
- attracting and retaining high calibre executives.

Additionally, the reward framework should seek to enhance executives' interests by:

- rewarding capability and experience;
- reflecting competitive reward for contribution to growth in shareholder wealth; and
- providing a clear structure for earning rewards.

In accordance with best practice corporate governance, the structure of non-executive director and executive director remuneration is separate.

Non-executive directors' remuneration

Fees and payments to non-executive directors reflect the demands and responsibilities of their role. Non-executive directors' fees and payments are reviewed annually by the Nomination and Remuneration Committee. The Nomination and Remuneration Committee may, from time to time, receive advice from independent remuneration consultants to ensure non-executive directors' fees and payments are appropriate and in line with the market. The chair's fees are determined independently to the fees of other non-executive directors based on comparative roles in the external market. The chairman is not present at any discussions relating to the determination of their own remuneration. Non-executive directors do not receive share options or other incentives, unless approved by shareholders.

The annual chair's fees are $110,000 plus superannuation guarantee and the other annual non-executive director's fees are currently $60,000 plus superannuation guarantee contribution for each non-executive director.

Under the Constitution, the Board may decide the remuneration of each director is entitled to for his services in any capacity. However, the total amount paid to all non-executive directors must not exceed in aggregate in any financial year, the amount fixed by the Company in a general meeting. The Company shareholders approved the maximum amount of $500,000 per annum including superannuation at the Company's Annual General Meeting in January 2021.

Executive remuneration

The Group aims to reward executives based on their position and responsibility, with a level and mix of remuneration which has both fixed and variable components.

The executive remuneration and reward framework has three components:

- base pay and non-monetary benefits;
- share-based payments; and
- other remuneration such as superannuation and long service leave.

The combination of these comprises the executive's total remuneration.

Fixed remuneration, consisting of base salary, superannuation and non-monetary benefits, are reviewed annually by the Nomination and Remuneration Committee based on individual and business unit performance, the overall performance of the Group and comparable market remunerations. The Chief Executive Officer is not present at any discussions relating to the determination of their own remuneration.

Executives may receive their fixed remuneration in the form of cash or other fringe benefits (for example motor vehicle benefits) where it does not create any additional costs to the Group and provides additional value to the executive.

There are no short-term incentives ('STI') such as bonuses currently in place.

The long-term incentives ('LTI') include long service leave and share-based payments. Senior executives participate in the Employee Share Option Plan ('ESOP').

Employee Share Option Plan
The shareholders approved the Wrkr Ltd Employee Share Option Plan ('ESOP' or 'Plan') on 25 November 2021.The ESOP was first adopted by the Board in 2016. The Plan is governed by the Plan rules ('Plan Rules'), a summary of which is set out below.

Persons eligible to participate in the Plan are full-time or part-time employees (including executive directors), non-executive directors and contractors and casual employees of the Group who satisfy various conditions set out in the Plan ('Eligible Persons'). The various conditions are provided in note 34.

The Plan was established to enable the Group to retain and attract skilled and experienced employees, contractors and directors and provide them with the motivation to make the Group more successful. The Plan is designed to support interdependence between the Company and Eligible Persons for their long-term mutual benefit.

Under the Plan, unless otherwise determined by the Board, no payment is required for the grant of options under the Plan. An offer by the Board shall specify the terms and conditions of the grant at its discretion. An Eligible Person may renounce an offer under the Plan in favour of a permitted nominee. Options granted under the Plan may not otherwise be transferred or encumbered by a Participant, unless the Board determines otherwise.

The Board at its sole discretion may invite any Eligible Person selected by it ('Participant') to complete an application relating to a specified number of options allocated to that Eligible Person by the Board.

An offer by the Board shall specify the date of grant, the total number of options granted, exercise price and exercise period for the options and any other matters the Board determines, including exercise conditions attaching to the options. Subject to the discretion of the Board, an Eligible Person may renounce an offer under the Plan in favour of a permitted nominee.

Options granted under the Plan are not capable of being transferred or encumbered by a Participant, unless the Board determines otherwise.

Options do not carry any voting or dividend rights. Shares issued or transferred to Participants on exercise of an option carry the same rights and entitlements as other issued shares, including dividend and voting rights.

The Company has no obligation to apply for quotation of the options on the ASX.

In general terms, options granted under the Plan may only be exercised if the exercise conditions have been met or are waived by the Board, the exercise price has been paid to the Company and the options are exercised within the exercise period relating to the option. An option granted under the Plan may not be exercised once it has lapsed.

An option may be exercised, whether or not any or all applicable exercise conditions have been met, on the occurrence of a predominant control event, being, in general terms, where a person owns at least 90% of the issued ordinary share capital of the Company following an offer by the person for the whole of the issued share capital of the Company.

The Company will apply to ASX for official quotation of shares issued upon exercise of options granted under the Plan so long as the shares are quoted on the Official List of ASX at that time.

The Company may financially assist a person to pay any exercise price for an option, subject to compliance with the provisions of the Corporations Act and the Listing Rules relating to financial assistance.

If a Participant ceases to be a director, an employee or a contractor of any member of the Group due to his or her resignation, dismissal for cause or poor performance or in any other circumstances determined by the Board, vested options held by the Participant will automatically lapse on the date of cessation, unless the Board determines otherwise. All unvested options will lapse at the date of cessation.

If, in the opinion of the Board, a Participant has acted fraudulently or dishonestly, the Board may determine that any option granted to that Participant should lapse, and the option will lapse accordingly.

If the Company or any member of the Group has an obligation in relation to a tax liability associated with the grant or vesting of any option ('Tax Liability'), then the Company may sell a sufficient number of shares, post vesting or exercise of the option, to cover the Tax Liability. A Participant may enter into alternative arrangements, if acceptable to the Board, to settle any Tax Liability.

In the event of any reconstruction of the share capital of the Company, pro rate issue, or bonus issue of shares, the number of options to which each Participant is entitled and/or the exercise price of those options will be adjusted accordingly pursuant to the Plan.

The Board may terminate or suspend the operation of the Plan at any time. In passing a resolution to terminate or suspend the operation of the Plan or to supplement or amend these rules, the Board must consider and endeavour to ensure that there is fair and equitable treatment of all Participants. On termination of the Plan, no compensation under any contract of employment, consultancy or directorship between an Eligible Person and a member of the Group will arise as a result.

Consolidated entity performance and link to remuneration
Remuneration for certain individuals is directly linked to the performance of the Group via the Employee Share Option Plan where the shares vest when certain share prices are reached (see note on Share based compensation section). There are no short term bonuses paid but there are annual remuneration reviews at the discretion of the Nomination and Remuneration Committee.

Use of remuneration consultants
During the financial year ended 30 June 2023, the Group did not engage any remuneration consultants to review its remuneration policies.

Voting and comments made at the Company's 2022 Annual General Meeting ('AGM')
At the 24 November 2022 AGM, 99.42% of the votes received supported the adoption of the remuneration report for the year ended 30 June 2022. The Company did not receive any specific feedback at the AGM regarding its remuneration practices.

Details of remuneration
The key management personnel of the Group consisted of the directors of Wrkr Ltd and the following persons:
- Karen Gilmour - Chief Financial Officer

Amounts of remuneration
Details of the remuneration of key management personnel of the Group are set out in the following tables:

2023	Short-term benefits: Cash salary and fees $	Short-term benefits: Cash bonus $	Short-term benefits: Non-monetary $	Post-employment benefits: Super-annuation $	Long-term benefits: Leave benefits $	Share-based payments: Equity-settled $	Total $
Non-Executive Directors:							
Emma Dobson	110,000	-	-	11,550	-	6,779	128,329
Paul Collins	60,000	-	-	6,300	-	-	66,300
Randolf Clinton	60,000	-	-	6,300	-	-	66,300
Executive Directors:							
Trent Lund	289,250	-	-	27,500	16,729	-	333,479
Other Key Management Personnel:							
Karen Gilmour	222,499	-	-	23,362	15,652	20,214	281,727
	741,749	-	-	75,012	32,381	26,993	876,135

2022	Short-term benefits: Cash salary and fees $	Short-term benefits: Cash bonus $	Short-term benefits: Non-monetary $	Post-employment benefits: Super-annuation $	Long-term benefits: Leave benefits $	Share-based payments: Equity-settled $	Total $
Non-Executive Directors:							
Emma Dobson	110,000	-	-	11,000	-	-	121,000
Paul Collins	60,000	-	-	6,000	-	-	66,000
Randolf Clinton	60,000	-	-	6,000	-	-	66,000
Executive Directors:							
Trent Lund	264,000	-	-	26,400	2,615	-	293,015
Other Key Management Personnel:							
Karen Gilmour	190,000	20,000	-	19,000	8,289	-	237,289
	684,000	20,000	-	68,400	10,904	-	783,304

The proportion of remuneration linked to performance and the fixed proportion are as follows:

Name	Fixed remuneration 2023	Fixed remuneration 2022	At risk - STI 2023	At risk - STI 2022	At risk - LTI 2023	At risk - LTI 2022
Non-Executive Directors:						
Emma Dobson	100%	100%	-	-	-	-
Paul Collins	100%	100%	-	-	-	-
Randolf Clinton	100%	100%	-	-	-	-
Executive Directors:						
Trent Lund	100%	100%	-	-	-	-
Other Key Management Personnel:						
Karen Gilmour	100%	92%	-	8%	-	-

STIs and LTIs are not deemed at risk and are on course to meet the relevant performance conditions.

Service agreements
Remuneration and other terms of employment for key management personnel are formalised in service agreements. Director's Fees and other terms of engagement for Non-Executive Directors are set out in written letters of appointment. Details of these agreements are as follows:

Name:	Emma Dobson
Title:	Non-Executive Director and Chair
Agreement commenced:	1 February 2021
Details:	$110,000 per annum plus superannuation

Name:	Trent Lund
Title:	Chief Executive Officer and Managing Director
Agreement commenced:	1 April 2023
Details:	$365,000 per annum plus superannuation. The base salary is subject to annual review and maybe eligible for payment of discretionary bonuses as awarded from time to time.

Name:	Paul Collins
Title:	Non-Executive Director
Agreement commenced:	19 October 2018
Details:	$60,000 per annum plus superannuation

Name:	Randolf Clinton
Title:	Non-Executive Director
Agreement commenced:	28 January 2021
Details:	$60,000 per annum plus superannuation

Name:	Karen Gilmour
Title:	Chief Financial Officer
Agreement commenced:	28 June 2021
Details:	$240,000 per annum plus superannuation

Notice and termination provisions of up to three months are required where executive management personnel leave. In the event of serious misconduct of key management personnel, the Group may sever the agreement without notice. Leave entitlements are as per the applicable employment standards and legislation. No bonus arrangements are in place for key management personnel at present. Senior management may participate in the Employee Share Option Plan.

Share-based compensation

Issue of shares
There were no shares issued to directors and other key management personnel as part of compensation during the year ended 30 June 2023.

Options
The terms and conditions of each grant of options over ordinary shares affecting remuneration of directors and other key management personnel in this financial year or future reporting years are as follows:

Grant date	Vesting date and exercisable date	Expiry date	Exercise price	Fair value per option at grant date
07 Sep 2022	07 Sep 2022	07 Sep 2026	$0.0270	$0.0114
27 Sep 2022	27 Sep 2022	27 Sep 2026	$0.0220	$0.0107

Options granted carry no dividend or voting rights.

Additional information

The earnings of the Group for the five years to 30 June 2023 are summarised below:

	2023 $	2022 $	2021 $	2020 $	2019 $
Service fees	6,575,048	4,597,852	2,031,560	1,426,490	1,727,694
Loss after income tax	(4,172,908)	(4,346,885)	(3,788,972)	(3,666,012)	(13,022,078)

Additional disclosures relating to key management personnel

Shareholding

The number of shares in the Company held during the financial year by each director and other members of key management personnel of the Group, including their personally related parties, is set out below:

	Balance at the start of the year	Received as part of remuneration	Additions	Disposals/ other	Balance at the end of the year
Ordinary shares					
Emma Dobson	1,000,000	-	1,666,667	-	2,666,667
Trent Lund	257,967,201	-	1,666,667	-	259,633,868
Paul Collins	42,083,374	-	2,462,567	-	44,545,941
Randolf Clinton	59,326,045	-	-	-	59,326,045
	360,376,620	-	5,795,901	-	366,172,521

Option holding

The number of options over ordinary shares in the Company held during the financial year by each director and other members of key management personnel of the Group, including their personally related parties, is set out below:

	Balance at the start of the year	Granted	Exercised as remuneration	Forfeited	Balance at the end of the year
Options over ordinary shares					
Emma Dobson*	-	5,000,000	-	-	5,000,000
Karen Gilmour	-	10,000,000	-	-	10,000,000
	-	15,000,000	-	-	15,000,000

* These options were granted under the Company's Employee Share Option Plan and have an exercise price of $0.027 and expiry date of 7 September 2026. Approval for the grant of these options was obtained under ASX listing rule 10.14.

Other transactions with key management personnel and their related parties

500,000 convertible notes were issued to Parmms Enterprises Pty Ltd as trustee for the Parmms Investment Trust. Paul Collins is a Director of Parmms Enterprises Pty Ltd and is also a director and member of the key management personnel of Wrkr Ltd.

This concludes the remuneration report, which has been audited.

Shares under option

Unissued ordinary shares of Wrkr Ltd under option at the date of this report are as follows:

Grant date	Expiry date	Exercise price	Number under option
3 November 2020	3 November 2023	$0.0350	5,000,000
7 September 2022	7 September 2026	$0.0270	5,000,000
27 September 2022	27 September 2026	$0.0220	45,000,000
			55,000,000

No person entitled to exercise the options had or has any right by virtue of the option to participate in any share issue of the Company or of any other body corporate.

Shares issued on the exercise of options
There were no ordinary shares of Wrkr Ltd issued on the exercise of options during the year ended 30 June 2023 and up to the date of this report.

Indemnity and insurance of officers
The Company has indemnified the directors and executives of the Company for costs incurred, in their capacity as a director or executive, for which they may be held personally liable, except where there is a lack of good faith.

During the financial year, the Company paid a premium in respect of a contract to insure the directors and executives of the Company against a liability to the extent permitted by the Corporations Act 2001. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

Indemnity and insurance of auditor
The Company has not, during or since the end of the financial year, indemnified or agreed to indemnify the auditor of the Company or any related entity against a liability incurred by the auditor.

During the financial year, the Company has not paid a premium in respect of a contract to insure the auditor of the Company or any related entity.

Proceedings on behalf of the Company
No person has applied to the Court under section 237 of the Corporations Act 2001 for leave to bring proceedings on behalf of the Company, or to intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or part of those proceedings.

Non-audit services
Details of the amounts paid or payable to the auditor for audit and non-audit services provided are detailed in note 26 of the financial statements.

There were no non-audit services during the year. The Directors are satisfied that the general standard of independence for auditors imposed by the Corporations Act 2001 has been satisfied. As there were no non-audit services provided, the Directors are of the opinion that the services disclosed in note 26 of the financial statement do not compromise the external auditor's independence. In forming this view the fundamental principles relating to auditor independence as set out in APES 110 'Code of Ethics for Professional Accountants' issued by the Accounting Professional & Ethics Standards Board have been considered.

Officers of the Company who are former partners of Grant Thornton Audit Pty Ltd
There are no officers of the Company who are former partners of Grant Thornton Audit Pty Ltd.

Auditor's independence declaration
A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out immediately after this directors' report.

This report is made in accordance with a resolution of directors, pursuant to section 298(2)(a) of the Corporations Act 2001.

On behalf of the directors

Emma Dobson
Non-Executive Chair

29 August 2023
Sydney

Grant Thornton Audit Pty Ltd
Level 17
383 Kent Street
Sydney NSW 2000
Locked Bag Q800
Queen Victoria Building NSW
1230

T +61 2 8297 2400

Auditor's Independence Declaration

To the Directors of Wrkr Ltd

In accordance with the requirements of section 307C of the *Corporations Act 2001*, as lead auditor for the audit of Wrkr Ltd for the year ended 30 June 2023, I declare that, to the best of my knowledge and belief, there have been:

a no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and

b no contraventions of any applicable code of professional conduct in relation to the audit.

Grant Thornton

Grant Thornton Audit Pty Ltd
Chartered Accountants

S M Thomas

S M Thomas
Partner – Audit & Assurance

Sydney, 29 August 2023

	Note	Consolidated 2023 $	Consolidated 2022 $
Revenue	5	6,575,048	4,597,852
Government grants	6	94,882	781,557
Interest revenue calculated using the effective interest method		95,889	375
Fair value movement on embedded derivatives		161,866	-
Expenses			
Employee benefits expense		(5,493,320)	(4,340,010)
Consulting fees		(427,712)	(600,219)
Depreciation and amortisation expense	7	(2,775,590)	(2,749,858)
Impairment of intangibles	13	(208,834)	(182,959)
Impairment of receivables		(5,836)	(5,839)
Conference and marketing expense		(85,950)	(122,404)
Transaction costs		(745,461)	(581,647)
Premises expense		(156,253)	(102,091)
Patents		(6,212)	(3,025)
Share-based payments	34	(102,349)	(47,368)
ASX Listing costs		(42,589)	(43,040)
Other expenses		(953,650)	(780,265)
Finance costs	7	(96,837)	(2,808)
Loss before income tax expense		(4,172,908)	(4,181,749)
Income tax expense	8	-	(165,136)
Loss after income tax expense for the year attributable to the owners of Wrkr Ltd		(4,172,908)	(4,346,885)
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year attributable to the owners of Wrkr Ltd		(4,172,908)	(4,346,885)
		Cents	Cents
Basic earnings per share	33	(0.332)	(0.355)
Diluted earnings per share	33	(0.332)	(0.355)

The above consolidated statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

	Note	Consolidated 2023 $	Consolidated 2022 $
Assets			
Current assets			
Cash and cash equivalents	9	4,108,448	1,276,551
Trade and other receivables	10	852,404	1,516,209
Contract assets	11	637,702	615,526
Total current assets		5,598,554	3,408,286
Non-current assets			
Plant and equipment	12	56,983	25,079
Intangibles	13	12,601,286	14,978,505
Total non-current assets		12,658,269	15,003,584
Total assets		18,256,823	18,411,870
Liabilities			
Current liabilities			
Trade and other payables	14	852,873	658,766
Contract liabilities	15	664,077	431,069
Borrowings	17	189,143	557,119
Income tax	8	-	165,136
Employee benefits	20	815,263	583,565
Deferred R&D government grant	16	65,764	65,764
Total current liabilities		2,587,120	2,461,419
Non-current liabilities			
Convertible notes payable	18	365,497	-
Derivative financial instruments	19	2,599,038	-
Employee benefits	20	70,985	37,675
Deferred R&D government grant	16	181,076	247,344
Total non-current liabilities		3,216,596	285,019
Total liabilities		5,803,716	2,746,438
Net assets		12,453,107	15,665,432
Equity			
Issued capital	21	44,891,201	44,032,967
Share option reserve		241,216	230,659
Accumulated losses		(32,679,310)	(28,598,194)
Total equity		12,453,107	15,665,432

The above consolidated statement of financial position should be read in conjunction with the accompanying notes

Consolidated	Issued capital $	Share option reserve $	Accumulated losses $	Total equity $
Balance at 1 July 2021	44,032,967	274,791	(24,342,809)	19,964,949
Loss after income tax expense for the year	-	-	(4,346,885)	(4,346,885)
Other comprehensive income for the year, net of tax	-	-	-	-
Total comprehensive income for the year	-	-	(4,346,885)	(4,346,885)
Transactions with owners in their capacity as owners:				
Share-based payments (note 34)	-	222,688	-	222,688
Forfeited options	-	(127,953)	-	(127,953)
Lapsed options	-	(47,367)	-	(47,367)
Lapsed options transferred to accumulated losses	-	(91,500)	91,500	-
Balance at 30 June 2022	44,032,967	230,659	(28,598,194)	15,665,432

Consolidated	Issued capital $	Share option reserve $	Accumulated losses $	Total equity $
Balance at 1 July 2022	44,032,967	230,659	(28,598,194)	15,665,432
Loss after income tax expense for the year	-	-	(4,172,908)	(4,172,908)
Other comprehensive income for the year, net of tax	-	-	-	-
Total comprehensive income for the year	-	-	(4,172,908)	(4,172,908)
Transactions with owners in their capacity as owners:				
Contributions of equity, net of transaction costs (note 21)	942,000	-	-	942,000
Share buy-back (note 21)	(83,766)	-	-	(83,766)
Share-based payments (note 34)	-	102,349	-	102,349
Lapsed options transferred to accumulated losses	-	(91,792)	91,792	-
Balance at 30 June 2023	44,891,201	241,216	(32,679,310)	12,453,107

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes

	Note	Consolidated 2023 $	2022 $
Cash flows from operating activities			
Receipts from customers (inclusive of GST)		6,522,364	4,667,156
Payments to suppliers and employees (inclusive of GST)		(7,614,719)	(6,289,047)
Interest received		95,889	375
Government grants received		1,055,706	-
Interest and other finance costs paid		(269,714)	(2,808)
Income taxes paid		(165,136)	-
Net cash used in operating activities	31	(375,610)	(1,624,324)
Cash flows from investing activities			
Payments for property, plant and equipment	12	(56,028)	(18,711)
Payments for intangibles		(440,359)	(371,468)
Net cash used in investing activities		(496,387)	(390,179)
Cash flows from financing activities			
Proceeds from issue of shares	21	942,000	-
Proceeds from issue of convertible notes		3,300,000	-
Payments for share buy-backs, convertible notes issues, share purchase plan		(170,070)	-
Proceeds from borrowings	17	236,429	557,119
Repayment of borrowings		(604,465)	-
Borrowings transaction costs		-	2,500
Net cash from financing activities		3,703,894	559,619
Net increase/(decrease) in cash and cash equivalents		2,831,897	(1,454,884)
Cash and cash equivalents at the beginning of the financial year		1,276,551	2,731,435
Cash and cash equivalents at the end of the financial year	9	4,108,448	1,276,551

The above consolidated statement of cash flows should be read in conjunction with the accompanying notes

Note 1. General information

The financial statements cover Wrkr Ltd (formerly known as Integrated Payment Technologies Limited) as a Group consisting of Wrkr Ltd ('Company' or 'parent entity') and the entities it controlled at the end of, or during, the year (together referred to in these financial statements as the 'Group'). The financial statements are presented in Australian dollars which is Wrkr Ltd's functional and presentation currency.

Wrkr Ltd is a listed public company limited by shares, incorporated and domiciled in Australia. Its registered office and principal place of business is:

Level 24
66 Goulburn Street
Sydney NSW 2000

A description of the nature of the Group's operations and its principal activities are included in the directors' report, which is not part of the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of directors, on 29 August 2023. The directors have the power to amend and reissue the financial statements.

Note 2. Significant accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The Group has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period. The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the Group during the full financial year ended 30 June 2023.

In the prior financial year, the recoverable amount of assets and CGUs were determined using a fair value less costs to sell with reference to the market capitalisation of the Company. During the year, the director’s reassessed the use of this approach and determined that a more appropriate approach is to determine a fair value less costs to sell with reference to the estimated present value of future pre-tax cash flows.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Going concern

The financial statements have been prepared on a going concern basis which contemplates continuity of normal business activities and the realisation of assets and settlement of liabilities in the ordinary course of business. For the year ended 30 June 2023, the Group recorded a loss before income tax, impairment of intangibles, amortisation and depreciation of $1,558,236 (30 June 2022: loss of $1,429,458); showed net cash outflows from investing activities of $496,387 (30 June 2022: $390,179) and net cash outflows from operating activities of $375,610 (30 June 2022: $1,624,324). The net assets of the Group as at 30 June 2023 were $12,453,107 (30 June 2022: $15,665,432).

As at 30 June 2023, the Group had cash and cash equivalents of $4,108,448 (30 June 2022: $1,276,551).

Note 2. Significant accounting policies (continued)

The directors believe that the Group is and will remain a going concern and believe that the going concern basis of preparation of the accounts is appropriate, based upon the following:

- Wrkr raised $4,242,000 funds in the period that will sufficiently support the strategic initiatives and operations of the business for at least the next 12 months;
- continued delivery of our long-term platform licence and support & maintenance contracts with our 3 major customers;
- continue to generate revenues from a historically steady base of transactional compliance Wrkr PAY services;
- develop and deliver a steady stream of contracted compliance platform functionality additions for our major customer (Wrkr PLATFORM);
- focus on maintaining and growing our Wrkr SMSF Hub (Wrkr PAY) subscriptions that have demonstrated continued growth since launching this product in October 2021;
- continued focus on the operating performance of the business; and
- proactively and efficiently manage working capital.

Basis of preparation
These general purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the Corporations Act 2001, as appropriate for for-profit oriented entities. These financial statements also comply with International Financial Reporting Standards as issued by the International Accounting Standards Board ('IASB').

Historical cost convention
The financial statements have been prepared under the historical cost convention.

Critical accounting estimates
The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Group's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 3.

Parent entity information
In accordance with the Corporations Act 2001, these financial statements present the results of the Group only. Supplementary information about the parent entity is disclosed in note 29.

Principles of consolidation
The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of Wrkr Ltd as at 30 June 2023 and the results of all subsidiaries for the year then ended.

Subsidiaries are all those entities over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are de-consolidated from the date that control ceases.

Intercompany transactions, balances and unrealised gains on transactions between entities in the Group are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

The acquisition of subsidiaries is accounted for using the acquisition method of accounting. A change in ownership interest, without the loss of control, is accounted for as an equity transaction, where the difference between the consideration transferred and the book value of the share of the non-controlling interest acquired is recognised directly in equity attributable to the parent.

Where the Group loses control over a subsidiary, it derecognises the assets including goodwill, liabilities and non-controlling interest in the subsidiary together with any cumulative translation differences recognised in equity. The Group recognises the fair value of the consideration received and the fair value of any investment retained together with any gain or loss in profit or loss.

Note 2. Significant accounting policies (continued)

Operating segments
Operating segments are presented using the 'management approach', where the information presented is on the same basis as the internal reports provided to the Chief Operating Decision Makers ('CODM'). The CODM is responsible for the allocation of resources to operating segments and assessing their performance.

Revenue recognition
Revenue is recognised for the major business activities as follows:

Revenue from contracts with customers
Revenue from contracts with customers are generated from the Wrkr Platform and Wrkr SMSF Hub (Wrkr PAY) products and is recognised over time.

Revenue is recognised at an amount that reflects the consideration to which the Group is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the Group: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised. The Group's performance is completed at the time of providing the service.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Service fees and transaction fees
Revenue from service fees and transaction fees are generated from the Wrkr Pay and Wrkr Ready products.

Service fees are earned where the group provides facility services to the customer which is identified as a single performance obligation. The performance obligation is satisfied by the service being available for customer use over time therefore revenue is recognised over time. Service fees are rendered based on a fixed price. Transaction fees are recognised as revenue at a point in time based on the satisfaction of the performance obligation being the completion of the transaction.

Float interest
Float interest income comprises interest income on funds held over the standard processing period. Interest income is recognised as it accrues in profit or loss, using the effective interest method.

Government grants
Grants from the government are recognised at their fair value when there is reasonable assurance that the grant will be received and that the Group will comply with all attached conditions. Government grants relating to costs incurred are deferred and recognised in profit or loss over the period necessary to match them with the costs that they are intended to compensate.

Research and development
The Group has adopted the income approach to accounting for research and development tax offsets pursuant to AASB 120 'Accounting for Government Grant and Disclosure of Government Assistance' whereby the incentive is recognised in profit or loss on a systematic basis over the periods in which the consolidated entity recognises the eligible expenses when capitalised then deferred.

Income tax
The income tax expense or benefit for the period is the tax payable on that period's taxable income based on the applicable income tax rate for each jurisdiction, adjusted by the changes in deferred tax assets and liabilities attributable to temporary differences, unused tax losses and the adjustment recognised for prior periods, where applicable.

Note 2. Significant accounting policies (continued)

An income tax benefit will arise for the financial year where an income tax loss is incurred and, where permitted to do so, is carried back against a qualifying prior period's tax payable to generate a refundable tax offset.

Deferred tax assets and liabilities are recognised for temporary differences at the tax rates expected to be applied when the assets are recovered or liabilities are settled, based on those tax rates that are enacted or substantively enacted, except for:
- when the deferred income tax asset or liability arises from the initial recognition of goodwill or an asset or liability in a transaction that is not a business combination and that, at the time of the transaction, affects neither the accounting nor taxable profits; or
- when the taxable temporary difference is associated with interests in subsidiaries, associates or joint ventures, and the timing of the reversal can be controlled and it is probable that the temporary difference will not reverse in the foreseeable future.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

The carrying amount of recognised and unrecognised deferred tax assets are reviewed at each reporting date. Deferred tax assets recognised are reduced to the extent that it is no longer probable that future taxable profits will be available for the carrying amount to be recovered. Previously unrecognised deferred tax assets are recognised to the extent that it is probable that there are future taxable profits available to recover the asset.

Deferred tax assets and liabilities are offset only where there is a legally enforceable right to offset current tax assets against current tax liabilities and deferred tax assets against deferred tax liabilities; and they relate to the same taxable authority on either the same taxable entity or different taxable entities which intend to settle simultaneously.

Wrkr Ltd (the 'head entity') and its wholly-owned Australian subsidiaries have formed an income tax consolidated group under the tax consolidation regime. The head entity and each subsidiary in the tax consolidated group continue to account for their own current and deferred tax amounts. The tax consolidated group has applied the 'separate taxpayer within group' approach in determining the appropriate amount of taxes to allocate to members of the tax consolidated group.

In addition to its own current and deferred tax amounts, the head entity also recognises the current tax liabilities (or assets) and the deferred tax assets arising from unused tax losses and unused tax credits assumed from each subsidiary in the tax consolidated group.

Assets or liabilities arising under tax funding agreements with the tax consolidated entities are recognised as amounts receivable from or payable to other entities in the tax consolidated group. The tax funding arrangement ensures that the intercompany charge equals the current tax liability or benefit of each tax consolidated group member, resulting in neither a contribution by the head entity to the subsidiaries nor a distribution by the subsidiaries to the head entity.

Current and non-current classification
Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the Group's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the Group's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

Cash and cash equivalents
Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Note 2. Significant accounting policies (continued)

Trade and other receivables
Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

The Group has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

Contract assets
Contract assets are recognised when the Group has transferred goods or services to the customer but where the Group is yet to establish an unconditional right to consideration. Contract assets are treated as financial assets for impairment purposes.

Derivative financial instruments
Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently remeasured to their fair value at each reporting date. The derivative financial instrument reflects the embedded derivative in the Convertible Note that gives the holder the option to convert into a variable number of shares.

Derivatives are classified as current or non-current depending on the expected period of realisation.

Plant and equipment
Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on a diminishing value basis to write off the net cost of each item of plant and equipment over their expected useful lives as follows:

Plant and equipment	60%
Office equipment	20% - 60%

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

An item of plant and equipment is derecognised upon disposal or when there is no future economic benefit to the Group. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

Intangible assets
Intangible assets acquired as part of a business combination, other than goodwill, are initially measured at their fair value at the date of the acquisition. Intangible assets acquired separately are initially recognised at cost. Finite life intangible assets are subsequently measured at cost less amortisation and any impairment. The gains or losses recognised in profit or loss arising from the derecognition of intangible assets are measured as the difference between net disposal proceeds and the carrying amount of the intangible asset. The method and useful lives of finite life intangible assets are reviewed annually. Changes in the expected pattern of consumption or useful life are accounted for prospectively by changing the amortisation method or period.

Goodwill
Goodwill arises on the acquisition of a business. Goodwill is not amortised. Instead, goodwill is tested annually for impairment, or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses. Impairment losses on goodwill are taken to profit or loss and are not subsequently reversed.

Intellectual property
Intellectual property acquired as part of a business combination are initially measured at their fair value at the date of the acquisition and are subsequently measured at cost less amortisation and any impairment. Intellectual property are deferred and amortised on a straight-line basis over the period of their expected benefit, being their finite life of five years.

Note 2. Significant accounting policies (continued)

Patents
Significant costs associated with patents are deferred and amortised on a straight-line basis over the period of their expected benefit, being their finite useful life of the underlying patent of 10 years.

Brand name
Brand name arises on the acquisition of a business. Brand name is not amortised since management considers that the useful life is indefinite, because there is no foreseeable limit to the cash flows it can generate. Instead, brand name is tested annually for impairment, or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses.

Client relationships
Significant costs associated with acquired client relationships are deferred and amortised on a straight-line basis over the period of their expected benefit, being their finite useful life of four years.

Software
Significant costs associated with software are deferred and amortised on a straight-line basis over the period of their expected benefit, being their finite life of five years.

Impairment of non-financial assets
Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. Goodwill, brand name and assets under development are tested annually for impairment, or more frequently if events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The primary valuation methodology was a discounted cash flow ('DCF') analysis specific to the cash-generating unit to which the asset belongs. The recoverable amount of assets were determined using a fair value less costs to sell with reference so the market capitalisation of the Company. During the year, the director's reassessed the use of this approach and determined that a more appropriate approach is to determine a fair value less costs to sell with reference to the estimated present value of future pre-tax cash flows.

Trade and other payables
Trade and other payables represent liabilities for goods and services provided to the Group prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

Contract liabilities
Contract liabilities represent the Group's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the Group recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the Group has transferred the goods or services to the customer.

Borrowings
Loans and borrowings are initially recognised at the fair value of the consideration received, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method.

Convertible notes issued by the Group include embedded derivatives that gives the holder the option to convert into a variable number of shares. The derivative liability embedded in the host contract is accounted for separately at fair value through profit or loss. On initial recognition, the difference between the fair value of the embedded derivative and the proceeds is recognised as a financial liability and is subsequently measured at amortised cost. The corresponding interest on convertible notes is expensed to profit and loss.

Finance costs
Finance costs attributable to qualifying assets are capitalised as part of the asset. All other finance costs are expensed in the period in which they are incurred.

Note 2. Significant accounting policies (continued)

Employee benefits

Short-term employee benefits
Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits
The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on high-quality corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Defined contribution superannuation expense
Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

Share-based payments
Equity-settled share-based compensation benefits are provided to employees.

Equity-settled transactions are awards of shares, or options over shares, that are provided to employees in exchange for the rendering of services.

The cost of equity-settled transactions are measured at fair value on grant date. Fair value is independently determined using either the Binomial or Black-Scholes option pricing model that takes into account the exercise price, the term of the option, the impact of dilution, the share price at grant date and expected price volatility of the underlying share, the expected dividend yield and the risk free interest rate for the term of the option, together with non-vesting conditions that do not determine whether the Group receives the services that entitle the employees to receive payment. No account is taken of any other vesting conditions.

The cost of equity-settled transactions are recognised as an expense with a corresponding increase in equity over the vesting period. The cumulative charge to profit or loss is calculated based on the grant date fair value of the award, the best estimate of the number of awards that are likely to vest and the expired portion of the vesting period. The amount recognised in profit or loss for the period is the cumulative amount calculated at each reporting date less amounts already recognised in previous periods.

Market conditions are taken into consideration in determining fair value. Therefore any awards subject to market conditions are considered to vest irrespective of whether or not that market condition has been met, provided all other conditions are satisfied.

If equity-settled awards are modified, as a minimum an expense is recognised as if the modification has not been made. An additional expense is recognised, over the remaining vesting period, for any modification that increases the total fair value of the share-based compensation benefit as at the date of modification.

If the non-vesting condition is within the control of the Group or employee, the failure to satisfy the condition is treated as a cancellation. If the condition is not within the control of the Group or employee and is not satisfied during the vesting period, any remaining expense for the award is recognised over the remaining vesting period, unless the award is forfeited.

If equity-settled awards are cancelled, it is treated as if it has vested on the date of cancellation, and any remaining expense is recognised immediately. If a new replacement award is substituted for the cancelled award, the cancelled and new award is treated as if they were a modification.

Issued capital
Ordinary shares are classified as equity.

Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax, from the proceeds.

Note 2. Significant accounting policies (continued)

Dividends
Dividends are recognised when declared during the financial year and no longer at the discretion of the Company.

Earnings per share

Basic earnings per share
Basic earnings per share is calculated by dividing the profit attributable to the owners of Wrkr Ltd, excluding any costs of servicing equity other than ordinary shares, by the weighted average number of ordinary shares outstanding during the financial year, adjusted for bonus elements in ordinary shares issued during the financial year.

Diluted earnings per share
Diluted earnings per share adjusts the figures used in the determination of basic earnings per share to take into account the after income tax effect of interest and other financing costs associated with dilutive potential ordinary shares and the weighted average number of additional ordinary shares that would have been outstanding assuming conversion of all dilutive potential ordinary shares.

Goods and Services Tax ('GST') and other similar taxes
Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

New Accounting Standards and Interpretations not yet mandatory or early adopted
Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the Group for the annual reporting period ended 30 June 2023. The Group has assessed the impact of these new or amended Accounting Standards and Interpretations. At this time, the application of new or amended Accounting Standards and Interpretations is not expected to have a material impact on the Group’s financial statements.

Note 3. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Share-based payment transactions
The Group measures the cost of equity-settled transactions with employees by reference to the fair value of the equity instruments at the date at which they are granted. The fair value is determined by using either the Binomial or Black-Scholes model taking into account the terms and conditions upon which the instruments were granted. The accounting estimates and assumptions relating to equity-settled share-based payments would have no impact on the carrying amounts of assets and liabilities within the next annual reporting period but may impact profit or loss and equity.

Note 3. Critical accounting judgements, estimates and assumptions (continued)

Timing of revenue
Determining when to recognise revenues from transactions, contracts, and licences & services over time, the amount of revenue recognised in the reporting period depends on the extent to which the performance obligations have been satisfied.

For Wrkr Platform and Wrkr SMSF Hub (Wrkr PAY product) customer licences and service agreements, revenue recognition requires an understanding of the customer's use of the related products, historical experience and knowledge of the market.

Recognising revenue from transactions
Revenues recognised from Wrkr Pay and Wrkr Ready transaction fees are recognised as revenue at a point in time based on the satisfaction of the performance obligation being the completion of the transaction. Recognised amounts of contract revenues and related receivables reflect management's best estimate of each contract's outcome and stage of completion.

Goodwill and other indefinite life intangible assets
Management has assessed that goodwill cannot be allocated on a non-arbitrary basis to individual CGUs, and has been allocated to a group of CGUs. The group of CGUs represents the lowest level at which management captures information, for internal management reporting purposes, about the benefits of the goodwill. The combined CGUs are not larger than an operating segment. Impairment testing is therefore performed at the consolidated group level using FVLCD. The primary valuation methodology was a discounted cash flow ('DCF') analysis.

Recovery of deferred tax assets
Deferred tax assets are recognised for deductible temporary differences only if the Group considers it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

Capitalised software development costs
Distinguishing the research and development phases of a new customised software project and determining whether the recognition requirements for capitalisation of development costs are met requires judgement. After capitalisation, management monitors whether the recognition requirements continue to be met and whether there are any indicators that capitalised costs may be impaired.

Note 4. Operating segments

Identification of reportable operating segments
The Group is organised into one operating segment relating to the provision of services that enable its customers to meet their regulatory compliance across the hire to retire life cycle. It does that by facilitating the transfer of data and payments between regulated authorities and participants of the ecosystem (HR/payrolls, Accountants, Banks, APRA, and SMSF Funds and federal departments like the ATO).

The information reported to the Board of Directors (being the Chief Operating Decision Makers ('CODM')) consists of the results as shown in the statement of profit or loss and other comprehensive income and statement of financial position in this Annual Report and has therefore not been replicated as segment disclosure.

The directors have determined that there are no operating segments identified for the year which are considered separately reportable.

Major customers
During the year ended 30 June 2023, Precision Administration Services Pty Ltd, Link Group Technology Pty Ltd, Equifax Pty Ltd and Commonwealth Super Corporation generated 38%, 8%, 4%, and 4% respectively of total revenues (30 June 2022: Precision Administration Services Pty Ltd, PricewaterhouseCoopers and Commonwealth Super Corporation generated 49%, 5% and 5% respectively).

Note 5. Revenue

Disaggregation of revenue
The disaggregation of revenue from contracts with customers is as follows:

	Consolidated	
	2023	2022
	$	$
Major product lines		
Wrkr Pay	3,942,340	1,815,130
Wrkr Platform	2,550,708	2,656,812
Wrkr Ready	82,000	125,910
	6,575,048	4,597,852
Timing of revenue recognition		
Services transferred at a point in time	3,881,997	1,725,533
Services transferred over time	2,693,051	2,872,319
	6,575,048	4,597,852

Note 6. Government grants

	Consolidated	
	2023	2022
	$	$
Research and development grant income	94,882	781,557

Note 7. Expenses

	Consolidated 2023 $	Consolidated 2022 $
Loss before income tax includes the following specific expenses:		
Depreciation		
Plant and equipment	10,963	6,125
Office equipment	13,160	3,140
Total depreciation	24,123	9,265
Amortisation		
Intellectual property	208,828	208,829
Patents and trademarks	45,445	59,146
Software	2,305,394	2,280,818
Client relationships	191,800	191,800
Total amortisation	2,751,467	2,740,593
Total depreciation and amortisation	2,775,590	2,749,858
Finance costs		
Interest and finance charges paid/payable on borrowings	30,700	2,808
Interest on convertible notes (debt host)	66,137	-
Finance costs expensed	96,837	2,808
Leases		
Short-term lease payments	156,253	102,091
Superannuation expense		
Defined contribution superannuation expense	448,481	352,953
Impairment of intangibles		
Patents and trademarks	208,834	182,959

Note 8. Income tax

	Consolidated 2023 $	Consolidated 2022 $
Deferred tax included in income tax expense comprises:		
Increase/(decrease) in deferred tax assets	5,317	154,108
Decrease/(increase) in deferred tax liabilities	(5,317)	(154,108)
Deferred tax - origination and reversal of temporary differences	-	-
Numerical reconciliation of income tax expense and tax at the statutory rate		
Loss before income tax expense	(4,172,908)	(4,181,749)
Tax at the statutory tax rate of 25%	(1,043,227)	(1,045,437)
Tax effect amounts which are not deductible/(taxable) in calculating taxable income:		
Non-assessable income	(64,142)	(195,389)
Non-deductible expenses	30,672	89,682
	(1,076,697)	(1,151,144)
Current year temporary differences not recognised	1,076,697	1,316,280
Income tax expense	-	165,136

	Consolidated 2023 $	Consolidated 2022 $
Deferred tax assets		
Tax losses	3,595,414	4,221,436
Employee benefits	184,871	221,823
Accrued expenses	72,505	65,708
Costs of capital raising	62,963	-
Deferred tax assets not recognised	(3,915,753)	(4,508,967)
	-	-

	Consolidated 2023 $	Consolidated 2022 $
Deferred tax asset		
Movements:		
Opening balance	-	-
Credited to profit or loss	5,317	154,108
Net-off with deferred tax liability	(5,317)	(154,108)
Closing balance	-	-

Note 8. Income tax (continued)

	Consolidated 2023 $	Consolidated 2022 $
Deferred tax liability		
Movements:		
Opening balance	-	-
Charged to profit or loss	5,317	154,108
Net off with deferred tax assets	(5,317)	(154,108)
Closing balance	-	-

	Consolidated 2023 $	Consolidated 2022 $
Provision for income tax		
Provision for income tax	-	165,136

The Group had an income tax payable amount due at 30 June 2022 of $165,136. The payable related to the income tax payable position of Comply Path Ltd's income tax return for the pre-merge period of 1 July 2020 to 28 January 2021. This was paid during the 30 June 2023 financial year.

Note 9. Cash and cash equivalents

	Consolidated 2023 $	Consolidated 2022 $
Current assets		
Cash at bank	2,426,736	1,127,034
Cash on deposit	1,681,712	149,517
	4,108,448	1,276,551

Note 10. Trade and other receivables

	Consolidated 2023 $	Consolidated 2022 $
Current assets		
Trade receivables	616,764	345,224
Less: Allowance for expected credit losses	(10,800)	(5,000)
	605,964	340,224
Other receivables	453	1,773
Research and development receivables	-	1,027,407
Prepayments	245,987	146,805
	852,404	1,516,209

Allowance for expected credit losses
The Group has recognised a loss of $5,836 (2022: $5,839) in profit or loss in respect of impairment of receivables for the year ended 30 June 2023.

Note 10. Trade and other receivables (continued)

The ageing of the receivables and allowance for expected credit losses provided for above are as follows:

Consolidated	Expected credit loss rate 2023 %	Expected credit loss rate 2022 %	Carrying amount 2023 $	Carrying amount 2022 $	Allowance for expected credit losses 2023 $	Allowance for expected credit losses 2022 $
Not overdue	-	-	483,557	282,576	-	-
0 to 3 months overdue	-	-	88,405	41,928	-	-
3 to 6 months overdue	-	-	24,284	13,695	-	-
Over 6 months overdue	53%	71%	20,518	7,025	10,800	5,000
			616,764	345,224	10,800	5,000

Movements in the allowance for expected credit losses are as follows:

	Consolidated 2023 $	Consolidated 2022 $
Opening balance	5,000	-
Additional provisions recognised	5,836	5,839
Receivables written off during the year as uncollectable	(36)	(839)
Closing balance	10,800	5,000

Note 11. Contract assets

	Consolidated 2023 $	Consolidated 2022 $
Current assets		
Contract assets	637,702	615,526

Reconciliation
Reconciliation of the written down values at the beginning and end of the current and previous financial year are set out below:

	2023 $	2022 $
Opening balance	615,526	-
Additions	557,804	1,692,106
Transfer to trade receivables	(535,628)	(1,076,580)
Closing balance	637,702	615,526

Wrkr Platform contracted statement of works ('SOWs') are predominantly invoiced based on the completion of milestone obligations. Considerable work was performed on the SOWs as at 30 June 2023 without the milestone obligations having been met. The Group assesses the percentage of work completed and not invoiced on each SOW at each reporting date and recognises this percentage amount of the SOWs total revenue amount as a contract asset.

Note 12. Plant and equipment

	Consolidated 2023 $	Consolidated 2022 $
Non-current assets		
Plant and equipment - at cost	31,877	40,647
Less: Accumulated depreciation	(19,137)	(26,121)
	12,740	14,526
Office equipment - at cost	62,715	15,865
Less: Accumulated depreciation	(18,472)	(5,312)
	44,243	10,553
	56,983	25,079

Reconciliations
Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

Consolidated	Plant and equipment $	Office equipment $	Total $
Balance at 1 July 2021	7,270	8,363	15,633
Additions	13,381	5,330	18,711
Depreciation expense	(6,125)	(3,140)	(9,265)
Balance at 30 June 2022	14,526	10,553	25,079
Additions	9,177	46,850	56,027
Depreciation expense	(10,963)	(13,160)	(24,123)
Balance at 30 June 2023	12,740	44,243	56,983

Note 13. Intangibles

	Consolidated 2023 $	Consolidated 2022 $
Non-current assets		
Goodwill - at cost	11,921,492	11,921,492
Less: Impairment	(6,755,549)	(6,755,549)
	5,165,943	5,165,943
Intellectual property - at cost	1,054,611	1,054,611
Less: Accumulated amortisation	(559,917)	(351,089)
	494,694	703,522
Patents and trademarks - at cost	1,079,981	1,079,981
Less: Accumulated amortisation	(252,814)	(207,369)
Less: Impairment	(712,753)	(503,919)
	114,414	368,693
Software - at cost	14,600,873	14,017,791
Less: Accumulated amortisation	(6,670,988)	(4,365,594)
Less: Impairment	(1,667,133)	(1,667,133)
	6,262,752	7,985,064
Brand name - at cost	68,000	68,000
Client relationships - at cost	6,082,600	6,082,600
Less: Accumulated amortisation	(4,663,065)	(4,471,265)
Less: Impairment	(924,052)	(924,052)
	495,483	687,283
	12,601,286	14,978,505

Reconciliations
Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

Consolidated	Goodwill $	Intellectual property $	Patents and trademarks $	Software $	Brand name $	Client relationships $	Total $
Balance at 1 July 2021	5,165,943	912,351	598,018	9,907,194	68,000	879,083	17,530,589
Additions	-	-	12,780	358,688	-	-	371,468
Impairment of assets	-	-	(182,959)	-	-	-	(182,959)
Amortisation expense	-	(208,829)	(59,146)	(2,280,818)	-	(191,800)	(2,740,593)
Balance at 30 June 2022	5,165,943	703,522	368,693	7,985,064	68,000	687,283	14,978,505
Additions	-	-	-	583,082	-	-	583,082
Impairment of assets	-	-	(208,834)	-	-	-	(208,834)
Amortisation expense	-	(208,828)	(45,445)	(2,305,394)	-	(191,800)	(2,751,467)
Balance at 30 June 2023	5,165,943	494,694	114,414	6,262,752	68,000	495,483	12,601,286

Impairment tests for goodwill and all other intangibles
An impairment of $208,834 was made to patents and trademarks in the period. This impairment relates to the payment processing patents that were held in Australia. These patents were not renewed as it was assessed the patents are no longer relevant in Australia as the technology has advanced and the cost of maintaining the patents outweighs the benefit of holding the patents.

Note 13. Intangibles (continued)

Goodwill acquired through business combinations has been allocated to and is tested at the level of their respective cash generating units ('CGUs'), or, where appropriate, Groups of CGUs, for impairment testing.

For the purpose of impairment testing of goodwill and other intangible assets, management has assessed that goodwill cannot be allocated on a non-arbitrary basis to individual CGUs, and should be allocated to a single group of CGUs. This group comprises Wrkr Pay, Wrkr Ready and Wrkr Platform.

This allocation has been undertaken on the basis that management monitors the performance of the business at a corporate level, with management reporting reflecting individual revenue from product lines and consolidated expenses. Expenses are not able to be disaggregated into specific product lines. This is because the products are driven by the same core software – while cash inflows are nominally independent, actual independent net benefits are not monitored. Therefore, net benefits are measured at the group of CGUs rather than the individual products. Goodwill was therefore tested for impairment by aggregating the CGUs identified above. The combined CGUs are not larger than an operating segment.

The recoverable amount of assets and CGUs were previously determined using a fair value less costs to sell with reference to the market capitalisation of the Company. During the year, the director's reassessed the use of this approach and determined that a more appropriate approach is to determine a fair value less costs to sell with reference to the estimated present value of future pre-tax cash flows. The valuation is considered to be level 3 in the fair value hierarchy due to unobservable inputs used in the valuation. No impairment was identified.

Based on the impairment test, and after taking into consideration the impairment of the Australian patents, the recoverable amount, adjusted to reflect a pre-tax rate, exceeded the carrying amount by $3,160,000 and therefore no impairment existed as at 30 June 2023.

Key assumptions used in DCF calculations
The recoverable amount of the CGU is calculated as the higher of the CGU's value in use and its fair value less cost of disposal. Management has calculated the fair cost less the cost of disposal of the group of CGUs. The primary valuation methodology was a discounted cash flow ('DCF') analysis.

The following table sets out the summary key assumptions for the valuation:

Key Assumption	Value	Approach
Revenue growth	Average growth of 38.6% over 5 years ranging between 22% and 66%	Revenue growth assumptions were estimated with reference to: (a) Wrkr's strategy to increase its base of compliance moments connected with employees and employers through services delivered to super funds, administrators, payroll providers, human resource management providers and employers; (b) The current value of recurring revenues; (c) Estimated values of new sales contracts that are in advanced stages of discussion and negotiation; (d) Recent revenue growth trends; and (e) Identified market opportunities for new sales contracts and product offerings.
Discount rates	23.6%	Calculated using historical, industry and prescribed inputs to account for the riskiness and uncertainty of the assumed future cash flows as well as the time value of money.
Terminal Growth Rate	2.5%	Determined with reference to historical inflation rates between 2%-3%.

Note 13. Intangibles (continued)

The recoverable amount is sensitive to key assumptions and a change in these assumptions could cause the carrying amount to exceed the recoverable amount:

- If the revenue assumptions are decreased 22% on average over the five year forecast period, the estimated recoverable amount would be equal to the carrying amount.
- If the discount rate increased to 21%, the estimated recoverable amount would be equal to the carrying amount.
- If the terminal growth rate was reduced to 0%, the estimated recoverable amount would still exceed the carrying amount.

Note 14. Trade and other payables

	Consolidated	
	2023 $	2022 $
Current liabilities		
Trade payables	124,524	121,875
Accrued expenses	423,839	185,400
BAS payable	45,359	95,027
Other payables	259,151	256,464
	852,873	658,766

Refer to note 23 for further information on financial instruments.

Note 15. Contract liabilities

	Consolidated	
	2023 $	2022 $
Current liabilities		
Contract liabilities	664,077	431,069

Reconciliation
Reconciliation of the written down values at the beginning and end of the current and previous financial year are set out below:

	2023 $	2022 $
Opening balance	431,069	-
Payments received in advance	1,053,246	732,307
Transfer to revenue - performance obligations satisfied in previous periods	(820,238)	(301,238)
Closing balance	664,077	431,069

Unsatisfied performance obligations
The Group provides 12 month Wrkr Platform licences and Wrkr SMSF Hub (Wrkr PAY) subscriptions to customers that are paid at commencement of the contract term. The obligations of the contracts are met over the 12 month time period. Contract liabilities are recognised for the value of the contracts at their commencement and recognised as revenue over the contract period as the obligations are met.

Note 15. Contract liabilities (continued)

The aggregate amount of the transaction price allocated to the performance obligations that are unsatisfied at the end of the reporting period was $664,077 as at 30 June 2023 ($431,069 as at 30 June 2022) and is expected to be recognised as revenue in future periods as follows:

	Consolidated	
	2023	2022
	$	$
Within 12 months	664,077	431,069

Note 16. Deferred R&D government grant

	Consolidated	
	2023	2022
	$	$
Current liabilities		
Deferred government grant	65,764	65,764
Non-current liabilities		
Deferred government grant	181,076	247,344
	246,840	313,108

Note 17. Borrowings

	Consolidated	
	2023	2022
	$	$
Current liabilities		
Short-term loan	-	422,351
Premium funding loan	189,143	134,768
	189,143	557,119

Short-term loan
The short-term loan was repaid during the year.

Premium funding loan
The premium funding loan is funding of the Groups insurance policies renewed in May 2023 and has a term of 10 monthly payments, with the final payment due 14 February 2024 with an interest rate of 5.29% (2022: 5.98%).

Note 17. Borrowings (continued)

Financing arrangements
Unrestricted access was available at the reporting date to the following loan facilities:

	Consolidated 2023 $	Consolidated 2022 $
Total facilities		
Loan facilities	-	600,000
Used at the reporting date		
Loan facilities	-	-
Unused at the reporting date		
Loan facilities	-	600,000

The loan facilities are from two of the Group's Directors. The loan facilities may be drawn at any time with a repayment date of 18 months from the first drawdown accruing interest at the rate of 8% per annum. The loan facility was released on 30 September 2022 and there is no outstanding facility available as at 30 June 2023.

Note 18. Convertible notes payable

	Consolidated 2023 $	Consolidated 2022 $
Non-current liabilities		
Convertible notes payable	365,497	-

Convertible notes
The convertible notes have a two-year term maturing on 4 October 2024, 10% pa coupon rate paid quarterly in cash and a conversion price based on 20% discount to the Company's 30-day Volume-Weighted Average Price ('VWAP') subject to a ceiling price of $0.039 per share and a floor price of $0.018 per share. The convertible notes were issued in 2 tranches as follows:

(a) Tranche 1 - comprising of 2,800,000 convertible notes at an issue price of $1 per note raising a total of $2,800,000 which were issued on 29 September 2022; and
(b) Tranche 2 - comprising of 500,000 convertible notes at an issue price of $1 per note raising a total of $500,000 which were issued on 28 November 2022 following the shareholder approval for the purpose of ASX Listing Rule 10.11 at the Company's AGM on 24 November 2022. These notes were issued to a related party, Parmms Enterprises Pty Ltd as trustee for the Parmms Investment Trust. Paul Collins is a Director of Parmms Enterprises Pty Ltd and is also a director and key management personnel of Wrkr Ltd.

The Tranche 1 notes are convertible into a maximum of up to 155,555,556 ordinary shares at the floor price of $0.018, as at the date of this document (prior to adjustment for customary dilutionary events). The actual number of ordinary shares that the Tranche 1 notes may convert into (if any) depends on the number of Tranche 1 notes that are converted (if any) and the trading price of the ordinary shares at the time of conversion.

The Tranche 2 notes are convertible into a maximum of up to 27,777,778 ordinary shares at the floor price of $0.018, as at the date of this document (prior to adjustment for customary dilutionary events). The actual number of ordinary shares that the Tranche 2 notes may convert into (if any) depends on the number of Tranche 2 notes that are converted (if any) and the trading price of the ordinary shares at the time of conversion.

As at 30 June 2023, none of the convertible notes have converted to ordinary shares so 3,300,000 convertible notes have not been converted at this date. The remaining liability of the Company to make payments under the convertible notes as at 30 June 2023 is $3,718,603.

Note 18. Convertible notes payable (continued)

The convertible notes, together with any accrued unpaid interest, will automatically convert into fully paid ordinary shares on the maturity date.

The Company, may at any time prior to maturity date, elect to redeem all or some of the convertible notes held by the noteholder. The Company must also redeem all convertible notes upon the occurrence of an insolvency event. Where a convertible note is redeemed, the Company will pay to the relevant noteholder an additional interest payment so that the total interest received by the noteholder in respect to the convertible notes is equivalent to the amount they would have received had the relevant convertible notes been held until maturity.

If a change of control event occurs, the noteholder may in its discretion elect to either convert all or some convertible notes at the convertible note floor price and/or redeem all or some convertible notes. The convertible notes will rank pari passu amongst themselves. All conversion shares will rank equally with and will carry the same rights as the existing issued fully paid ordinary shares in the Company. The convertible notes are not transferable without the prior written consent of the Company.

A convertible note carries no right to participate in any offering of securities by the Company or the right to vote at any general meeting of the Company. The convertible notes will be unsecured. If there is a reorganisation by the Company of its share capital, the rights of a noteholder in relation to conversion will be changed to the extent necessary to comply with the ASX Listing Rules applying to a reorganisation of capital at the time of the reorganisation.

If the Company makes a bonus issue of shares or other securities, then each noteholder upon conversion of outstanding convertible notes held by it will be entitled to receive such number of further shares or securities which the noteholder would have received if those outstanding convertible notes had been converted before the record date for the bonus issue.

The debt host contract (convertible note payable) has been measured at amortised cost and the derivative component has been measured at fair value through the profit and loss with such gains or losses presented in profit or loss as fair value movements on embedded derivatives (see note 19). As the conversion price is variable, the derivative component has been classified as a financial liability.

Note 19. Derivative financial instruments

	Consolidated	
	2023 $	2022 $
Non-current liabilities		
Derivative financial instrument	2,599,038	-

Refer to note 23 for further information on financial instruments.

Refer to note 24 for further information on fair value measurement.

On initial recognition of the convertible notes payable, a derivative financial instrument of $2,760,904 has been recognised. The derivative financial instrument has been subsequently measured at the reporting period date, with changes in fair value gain of $161,866 being recognised in profit and loss and such gains or losses have been presented as fair value movement on embedded derivatives.

Note 20. Employee benefits

	Consolidated 2023 $	Consolidated 2022 $
Current liabilities		
Annual leave	499,955	341,309
Long service leave	315,308	242,256
	815,263	583,565
Non-current liabilities		
Long service leave	70,985	37,675
	886,248	621,240

Note 21. Issued capital

	Consolidated 2023 Shares	2022 Shares	2023 $	2022 $
Ordinary shares - fully paid	1,271,589,025	1,223,443,971	44,891,201	44,032,967

Movements in ordinary share capital

Details	Date	Shares	Issue price	$
Balance	1 July 2021	1,223,443,971		44,032,967
Balance	30 June 2022	1,223,443,971		44,032,967
Issue of shares through share purchase plan	27 October 2022	52,333,355	$0.0180	942,000
Share buy-back of unmarketable parcel	14 November 2022	(4,188,301)	$0.0200	(83,766)
Balance	30 June 2023	1,271,589,025		44,891,201

Ordinary shares
Ordinary shares entitle the holder to participate in any dividends declared and any proceeds attributable to shareholders should the Company be wound up in proportions that consider both the number of shares held and the extent to which those shares are paid up. The fully paid ordinary shares have no par value and the Company does not have a limited amount of authorised capital.

On a show of hands every member present at a meeting in person or by proxy shall have one vote and upon a poll each share shall have one vote.

Share buy-back
The buy-back of unmarketable parcel was completed on 14 November 2022 and there is no current on-market share buy-back.

Capital risk management
The Group's objectives when managing capital is to safeguard its ability to continue as a going concern, so that it can provide returns for shareholders and benefits for other stakeholders and to maintain an optimum capital structure to reduce the cost of capital.

Capital is regarded as total equity, as recognised in the statement of financial position, plus net debt. Net debt is calculated as total borrowings less cash and cash equivalents.

Note 21. Issued capital (continued)

Management assesses the Group's capital requirements in order to maintain an efficient overall funding structure while avoiding excessive leverage. The Group manages the capital structure and makes adjustments to it in light of changes in economic conditions and the risk characteristics of the underlying assets. In order to maintain or adjust the capital structure, the Group may adjust the amount of dividends paid to shareholders, return capital to shareholders, issue new shares or sell assets to reduce debt.

The capital risk management policy remains unchanged from the 2022 Annual Report.

Note 22. Dividends

Dividends
There were no dividends paid, recommended or declared during the current or previous financial year.

Franking credits
The Group has not paid income tax and there are no franking credits.

Note 23. Financial instruments

Financial risk management objectives
The Group's activities expose it to a variety of financial risks: market risk, credit risk and liquidity risk. The Group's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Group. The Group uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate, foreign exchange and other price risks and, ageing analysis for credit risk. The Group does not use derivative financial instruments to manage risk.

Risk management is carried out by senior finance executives ('finance') under policies approved by the Board of Directors ('the Board'). These policies include identification and analysis of the risk exposure of the Group and appropriate procedures, controls and risk limits. Finance identifies, evaluates and hedges financial risks within the Group's operating units. Finance reports to the Board on a monthly basis.

Market risk

Foreign currency risk, price risk and interest rate risk
The Group is not exposed to any significant foreign exchange risk or price risk. The Group is exposed to significant interest rate risk that directly effects float income. In order to manage the downside risk of declining interest rate risk, management's strategy is to continue to reduce reliance on float income and focus on its transactional, licensing and onboarding revenue streams.

Credit risk
Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Group. The maximum exposure to credit risk at the reporting date to recognised financial assets is the carrying amount, net of any provisions for impairment of those assets, as disclosed in the statement of financial position and notes to the financial statements. The Group does not hold any collateral.

The Group has adopted a lifetime expected loss allowance in estimating expected credit losses to trade receivables through the use of a provisions matrix using fixed rates of credit loss provisioning. These provisions are considered representative across all customers of the Group based on recent sales experience, historical collection rates and forward-looking information that is available.

Generally, trade receivables are written off when there is no reasonable expectation of recovery. Indicators of this include the failure of a debtor to engage in a repayment plan, no active enforcement activity and a failure to make contractual payments for a period greater than 1 year.

The Group is not exposed to any significant credit risk.

Note 23. Financial instruments (continued)

Liquidity risk
Vigilant liquidity risk management requires the Group to maintain sufficient liquid assets (mainly cash and cash equivalents) and available borrowing facilities to be able to pay debts as and when they become due and payable.

The Group manages liquidity risk by maintaining adequate cash reserves and available borrowing facilities by continuously monitoring actual and forecast cash flows and matching the maturity profiles of financial assets and liabilities.

Financing arrangements
Unused borrowing facilities at the reporting date:

	Consolidated 2023 $	Consolidated 2022 $
Loan facilities	-	600,000

The loan facility was released on 30 September 2022 and as at 30 June, there was no outstanding loan facility. The related party loan facility was able to be drawn at any time with a repayment date of 18 months from the first drawdown, accruing interest at the rate of 8% per annum.

Remaining contractual maturities
The following tables detail the Group's remaining contractual maturity for its financial instrument liabilities. The tables have been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the financial liabilities are required to be paid. The tables include both interest and principal cash flows disclosed as remaining contractual maturities and therefore these totals may differ from their carrying amount in the statement of financial position.

Consolidated - 2023	1 year or less $	Between 1 and 2 years $	Between 2 and 5 years $	Over 5 years $	Remaining contractual maturities $
Non-derivatives					
Non-interest bearing					
Trade payables	124,524	-	-	-	124,524
Other payables	259,151	-	-	-	259,151
Interest-bearing					
Premium funding loan	189,143	-	-	-	189,143
Interest-bearing - fixed rate					
Convertible notes payable	-	365,497	-	-	365,497
Total non-derivatives	572,818	365,497	-	-	938,315

Consolidated - 2022	1 year or less $	Between 1 and 2 years $	Between 2 and 5 years $	Over 5 years $	Remaining contractual maturities $
Non-derivatives					
Non-interest bearing					
Trade payables	121,875	-	-	-	121,875
Other payables	256,464	-	-	-	256,464
Interest-bearing					
Short-term loan	422,351	-	-	-	422,351
Premium funding loan	134,768	-	-	-	134,768
Total non-derivatives	935,458	-	-	-	935,458

Note 23. Financial instruments (continued)

The cash flows in the maturity analysis above are not expected to occur significantly earlier than contractually disclosed above.

Sensitivity to changes in interest rate
There is no risk of impact on the financial liabilities due to interest rate changes as the interest rates on these instruments are fixed for the term of the facilities.

Note 24. Fair value measurement

Fair value hierarchy
The following tables detail the Group's assets and liabilities, measured or disclosed at fair value, using a three level hierarchy, based on the lowest level of input that is significant to the entire fair value measurement, being:
Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date
Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly
Level 3: Unobservable inputs for the asset or liability

Consolidated - 2023	Level 1 $	Level 2 $	Level 3 $	Total $
Liabilities				
Derivative financial instruments	-	2,599,038	-	2,599,038
Total liabilities	-	2,599,038	-	2,599,038

There were no transfers between levels during the financial year.

Valuation techniques for fair value measurements categorised within level 2 and level 3
Derivative financial instruments have been valued using quoted market rates. This valuation technique maximises the use of observable market data where it is available and relies as little as possible on entity specific estimates.

Level 3 assets and liabilities
Movements in level 3 assets and liabilities during the current and previous financial year are set out below:

Consolidated	$
Balance at 1 July 2021	-
Balance at 30 June 2022	-
Additions	2,760,904
Gains recognised in profit or loss	(161,866)
Balance at 30 June 2023	2,599,038

Note 25. Key management personnel disclosures

Compensation
The aggregate compensation made to directors and other members of key management personnel of the Group is set out below:

	Consolidated 2023 $	Consolidated 2022 $
Short-term employee benefits	741,749	704,000
Post-employment benefits	75,012	68,400
Long-term benefits	32,381	10,904
Share-based payments	26,993	-
	876,135	783,304

Note 26. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by Grant Thornton Audit Pty Ltd, the auditor of the Company:

	Consolidated 2023 $	Consolidated 2022 $
Audit services - Grant Thornton Audit Pty Ltd		
Audit or review of the financial statements	140,000	151,373

Note 27. Contingent liabilities

The Group had no material contingent liabilities at 30 June 2023 or 30 June 2022.

Note 28. Related party transactions

Parent entity
Wrkr Ltd is the parent entity.

Subsidiaries
Interests in subsidiaries are set out in note 30.

Key management personnel
Disclosures relating to key management personnel are set out in note 25 and the remuneration report included in the directors' report.

Transactions with related parties
There were no transactions with related parties during the current and previous financial year.

Receivable from and payable to related parties
There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties
500,000 convertible notes were issued to Parmms Enterprises Pty Ltd as trustee for the Parmms Investment Trust. Paul Collins is a Director of Parmms Enterprises Pty Ltd and and is also a director and key management personnel of Wrkr Ltd. The terms of the convertible notes are disclosed in note 17.

Note 28. Related party transactions (continued)

The Director's loan facility provided on 9 March 2022 for $600,000 was released on 30 September 2022.

Note 29. Parent entity information

Set out below is the supplementary information about the parent entity.

Statement of profit or loss and other comprehensive income

	Parent	
	2023 $	2022 $
Loss after income tax	(4,845,891)	(5,126,620)
Total comprehensive income	(4,845,891)	(5,126,620)

Statement of financial position

	Parent	
	2023 $	2022 $
Total current assets	2,434,730	1,407,564
Total assets	15,364,590	16,572,661
Total current liabilities	639,932	927,229
Total liabilities	3,604,467	927,229
Equity		
Issued capital	44,891,201	44,032,967
Share option reserve	241,215	230,659
Accumulated losses	(33,372,293)	(28,618,194)
Total equity	11,760,123	15,645,432

Guarantees entered into by the parent entity in relation to the debts of its subsidiaries
The parent entity had no guarantees in relation to the debts of its subsidiaries as at 30 June 2023 and 30 June 2022.

Contingent liabilities
The parent entity had no contingent liabilities as at 30 June 2023 and 30 June 2022.

Capital commitments - Property, plant and equipment
The parent entity had no capital commitments for property, plant and equipment as at 30 June 2023 and 30 June 2022.

Significant accounting policies
The accounting policies of the parent entity are consistent with those of the Group, as disclosed in note 2, except for the following:
- Investments in subsidiaries are accounted for at cost, less any impairment, in the parent entity.
- Dividends received from subsidiaries are recognised as other income by the parent entity and its receipt may be an indicator of an impairment of the investment.

Note 30. Interests in subsidiaries

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described in note 2:

Name	Principal place of business / Country of incorporation	Ownership interest 2023 %	Ownership interest 2022 %
ClickSuper Pty Ltd	Australia	100%	100%
Jagwood Pty Ltd	Australia	100%	100%
Payment Adviser Pty Ltd	Australia	100%	100%
Comply Path Holdings Pty Ltd	Australia	100%	100%
Comply Path Pty Ltd	Australia	100%	100%

Note 31. Reconciliation of loss after income tax to net cash used in operating activities

	Consolidated 2023 $	Consolidated 2022 $
Loss after income tax expense for the year	(4,172,908)	(4,346,885)
Adjustments for:		
Depreciation and amortisation	2,775,590	2,749,858
Impairment of intangibles	208,834	182,959
Share-based payments	102,349	47,368
Transactions classified as investing and financing	(433,842)	(2,500)
Change in operating assets and liabilities:		
Decrease/(increase) in trade and other receivables	653,805	(908,008)
Increase in contract assets	(22,176)	(615,526)
Increase in trade and other payables	191,929	296,633
Increase in contract liabilities	233,008	431,069
Increase in deferred R&D government grant - capitalisation	21,239	245,444
Increase/(decrease) in provision for income tax	(165,136)	165,136
Increase in employee benefits	231,698	130,128
Net cash used in operating activities	(375,610)	(1,624,324)

Note 32. Changes in liabilities arising from financing activities

Consolidated	Short-term loan $	Premium funding loan $	Convertible notes $	Total $
Balance at 1 July 2021	-	-	-	-
Net cash from financing activities	424,851	134,768	-	559,619
Other changes	(2,500)	-	-	(2,500)
Balance at 30 June 2022	422,351	134,768	-	557,119
Net cash from/(used in) financing activities	(422,351)	54,315	3,300,000	2,931,964
Classified as derivatives	-	-	(2,760,904)	(2,760,904)
Changes in fair values	-	-	(161,866)	(161,866)
Other changes	-	10,060	(11,733)	(1,673)
Balance at 30 June 2023	-	199,143	365,497	564,640

Note 33. Earnings per share

	Consolidated 2023 $	Consolidated 2022 $
Loss after income tax attributable to the owners of Wrkr Ltd	(4,172,908)	(4,346,885)
	Number	**Number**
Weighted average number of ordinary shares used in calculating basic earnings per share	1,256,242,344	1,223,443,971
Weighted average number of ordinary shares used in calculating diluted earnings per share	1,256,242,344	1,223,443,971
	Cents	**Cents**
Basic earnings per share	(0.332)	(0.355)
Diluted earnings per share	(0.332)	(0.355)

55,000,000 share options and 3,300,000 convertible notes have been excluded from the above calculation for diluted earnings per share at 30 June 2023 (2022: 9,700,000 share options) as their inclusion would be antidilutive due to the loss for the year.

Note 34. Share-based payments

Broker Options

On 15 October 2020, the Company granted 1,850,000 unquoted options to the lead manager broker in relation to fees for the Company's entitlement offer. The unquoted options had a deemed issue price of 0.001 cents per option an exercise price of 3.5 cents. The options expired on 15 October 2022.

On 16 March 2021, the Company granted 2,850,000 unquoted options to the lead manager in relation to fees for the Company's share placement. The unquoted options had a deemed issue price of 0.001 cents per option and an exercise price of 7 cents. The options expired on 16 March 2023.

There are no broker options on issue as of 30 June 2023.

Note 34. Share-based payments (continued)

Employee Share Option Plan

Option Plan Rules
The shareholders approved the Wrkr Ltd Employee Share Option Plan ('ESOP' or 'Plan') on 25 November 2021. This Plan was adopted by the Board in 2016. The Plan is governed by the Plan rules ('Plan Rules'), a summary of which is set out below.

Persons eligible to participate in the Plan are full-time or part-time employees (including executive directors), non-executive directors and contractors and casual employees of the Group who satisfy various conditions set out in the Plan ('Eligible Persons').

The Plan was established to enable the Group to retain and attract skilled and experienced employees, contractors and directors and provide them with the motivation to make the Group more successful. The Plan is designed to support interdependence between the Company and Eligible Persons for their long-term mutual benefit.

Under the Plan, unless otherwise determined by the Board, no payment is required for the grant of options under the Plan. An offer by the Board shall specify the terms and conditions of the grant at its discretion. An Eligible Person may renounce an offer under the Plan in favour of a permitted nominee. Options granted under the Plan may not otherwise be transferred or encumbered by a participant, unless the Board determines otherwise.

Options do not carry any voting or dividend rights. Shares issued or transferred to participants on exercise of an option carry the same rights and entitlements as other issued shares, including dividend and voting rights.

An option may be exercised, whether or not any or all applicable exercise conditions have been met, on the occurrence of a predominant control event, being, in general terms, where a person becomes owner of at least 90% of the issued ordinary share capital of the Company following an offer by the person for the whole of the issued share capital of the Company.

At its discretion, the Company will apply to ASX for official quotation of shares issued upon exercise of options granted under the Plan as long as the shares are quoted on the Official List of ASX at that time.

The Company may financially assist a person to pay any exercise price for an option, subject to compliance with the provisions of the Corporations Act 2001 and the ASX Listing Rules relating to financial assistance.

If a participant ceases to be a director, an employee or a contractor of any member of the Group due to his or her resignation, dismissal for cause or poor performance or in any other circumstances determined by the Board, vested options held by the participant will automatically lapse on the date of cessation, unless the Board determines otherwise. All unvested options will lapse at the date of cessation.

If a Participant ceases to be a director, an employee or a contractor of any member of the Group for any other reason or in any other circumstances determined by the Board, vested options may be exercised by that participant in the 6 month period following the date of cessation after which those vested options will immediately lapse. All unvested options will lapse at the date of cessation.

If, in the opinion of the Board, a participant has acted fraudulently or dishonestly, the Board may determine that any option granted to that participant should lapse, and the option will lapse accordingly.

If the Company or any member of the Group has an obligation in relation to a tax liability associated with the grant or vesting of any option ('Tax Liability'), then the Company may sell a sufficient number of shares, post vesting or exercise of the option, to cover the Tax Liability. A participant may enter into alternative arrangements, if acceptable to the Board, to settle any Tax Liability.

In the event of any reconstruction of the share capital of the Company, pro rata issue, or bonus issue of shares, the number of options to which each participant is entitled and/or the exercise price of those options (as relevant) will be adjusted accordingly pursuant to the Plan.

Note 34. Share-based payments (continued)

The Board may terminate or suspend the operation of the Plan at any time. In passing a resolution to terminate or suspend the operation of the Plan or to supplement or amend these rules, the Board must consider and endeavour to ensure that there is fair and equitable treatment of all participants. On termination of the Plan, no compensation under any contract of employment, consultancy or directorship between an Eligible Person and a member of the Group will arise as a result.

The share-based expense in relation to the Plan is $102,349 for 30 June 2023 (30 June 2022: $47,368).

Set out below are summaries of options granted under the Plan:

2023

Grant date	Expiry date	Exercise price	Balance at the start of the year	Granted	Exercised	Expired/ forfeited/ other	Balance at the end of the year
03/11/2020	03/11/2023	$0.0350	5,000,000	-	-	-	5,000,000
07/09/2022	07/09/2026	$0.0270	-	5,000,000	-	-	5,000,000
27/09/2022	27/09/2026	$0.0220	-	45,000,000	-	-	45,000,000
			5,000,000	50,000,000	-	-	55,000,000

2022

Grant date	Expiry date	Exercise price	Balance at the start of the year	Granted	Exercised	Expired/ forfeited/ other	Balance at the end of the year
03/11/2020	03/11/2023	$0.0350	10,000,000	-	-	(5,000,000)	5,000,000
26/11/2021	26/11/2025	$0.0270	-	45,000,000	-	(45,000,000)	-
			10,000,000	45,000,000	-	(50,000,000)	5,000,000

The weighted average exercise price during the financial year was $0.02 (2022: $0.03).

The weighted average remaining contractual life of options outstanding at the end of the financial year was 2.98 years (2022: 3.20 years).

Set out below are the options exercisable at the end of the financial year:

Grant date	Expiry date	2023 Number	2022 Number
03/11/2020	03/11/2023	5,000,000	5,000,000
		5,000,000	5,000,000

For the options under the Plan granted during the current financial year, the valuation model inputs used to determine the fair value at the grant date, are as follows:

Grant date	Expiry date	Share price at grant date	Exercise price	Expected volatility	Dividend yield	Risk-free interest rate	Fair value at grant date
07/09/2022	07/09/2026	$0.0200	$0.0270	89.00%	-	3.48%	$0.0114
27/09/2022	27/09/2026	$0.0180	$0.0220	89.00%	-	3.48%	$0.0107

Note 34. Share-based payments (continued)

Options granted under the Employee Share Option Plan Scheme

Grant Date:	3 November 2020
Number of options:	15,000,000 options
Exercise Price:	exercise price is 3.5 cents ($0.035) per option; with the holder given the following choice: (i) exercise the options in the traditional manner, in which case, pay the exercise price and receive 1 ordinary share for each option exercised; or (ii) elect a cashless exercise alternative, in which case, the Company will only issue the number of ordinary shares as are equal in value to the positive difference between the exercise price otherwise payable for the options and the market value of the shares at the time of exercise (determined as the volume weighted average market price of the Company's shares sold on the ASX on the 5 business days immediately prior to the exercise date).
Vesting Dates:	option vests 12 months from the date of the grant of the options. The Exercise Condition is that as at the Determination Date the relevant employee is employed by the Company or one of its subsidiaries. If the Exercise Condition is not satisfied on the Determination Date, then the Options will automatically lapse on this date.
Exercise Period:	exercise period ends 3 years after the date of grant of the options.

There are 5,000,000 options are outstanding as of 30 June 2023.

Grant date:	7 September 2022
Number of options:	5,000,000 Director options under ESOP
Exercise price:	exercise price is 2.7 cents ($0.027) per option; with the holder given the following choice: (i) exercise the options in the traditional manner, in which case, pay the exercise price and receive 1 ordinary share for each option exercised; or (ii) elect a cashless exercise alternative, in which case, the Company will only issue the number of ordinary shares as are equal in value to the positive difference between the exercise price otherwise payable for the options and the market value of the shares at the time of exercise (determined as the volume weighted average market price of the Company's shares sold on the ASX on the 5 business days immediately prior to the exercise date).
Vesting date:	option vests as follows: (i) Tranche 1 - 1,666,667 options vest 10 business days following the date that exercise condition is met (i) if the market share price of an ordinary share of the Company is equal to or greater than $0.04 calculated at the determination date of 30 June 2022, (ii) if the market share price of an ordinary share of the Company is equal to or greater than $0.05 calculated at the determination date of 30 June 2023, (iii) if the market share price of an ordinary share of the Company is equal to or greater than $0.06 calculated at the determination date of 30 June 2024. Options lapse automatically on 15 July 2024 if the exercise condition is not satisfied. (ii) Tranche 2 - 1,666,667 options vest 10 business days following the date that exercise condition is met (i) if the market share price of an ordinary share of the Company is equal to or greater than $0.05 calculated at the determination date of 30 June 2023, (ii) if the market share price of an ordinary share of the Company is equal to or greater than $0.06 calculated at the determination date of 30 June 2024. Options lapse automatically on 15 July 2024 if the exercise condition is not satisfied. (iii) Tranche 3 - 1,666,667 options vest 10 business days following the date that exercise condition is met if the market share price of an ordinary share of the Company is equal to or greater than $0.06 calculated at the determination date of 30 June 2024. Options lapse automatically on 15 July 2024 if the exercise condition is not satisfied.
Exercise period:	exercise period ends 4 years after the date of grant of the options.
Approval:	approval for the issue of Director options was obtained under ASX listing rule 10.14.

Note 34. Share-based payments (continued)

Grant Date:	27 September 2022
Number of options:	45,000,000 options
Exercise Price:	exercise price is 2.2 cents ($0.022) per option; with the holder given the following choice: (i) exercise the options in the traditional manner, in which case, pay the exercise price and receive 1 ordinary share for each option exercised; or (ii) elect a cashless exercise alternative, in which case, the Company will only issue the number of ordinary shares as are equal in value to the positive difference between the exercise price otherwise payable for the options and then the market value of the shares at the time of exercise (determined as the volume weighted average market price of the Company's shares sold on the ASX on the 5 business days immediately prior to the exercise date).
Vesting Dates:	option vests in 3 tranches below subject to the satisfaction of the exercise conditions: (i) Tranche 1 will vest on 31 August 2023 (ii) Tranche 2 will vest on 31 August 2024 (iii) Tranche 3 will vest on 31 August 2025
Exercise Period:	exercise period begins at the relevant vesting date for each respective tranche of options and ends 4 years after the grant date.
Exercise Conditions:	The Exercise Conditions for the Tranche 1 Options are satisfaction of both the following: (a) the relevant employee is employed by the Company or one of its subsidiaries as at the Tranche 1 Vesting Date; and (b) the achievement by the Company and its subsidiaries (as defined in the Corporations Act 2001 (Cth)) of revenues for the financial year ending 30 June 2023 (as determined in accordance with Australian Accounting Standards) of A$6,500,000 or higher. For the purposes of the above Exercise Condition, revenues do not include: (a) one-off or extraordinary revenue items; (b) revenue received in the form of government grants, allowances, rebates or other hand-outs; or (c) revenue or profit that has been ‘manufactured’ to achieve the performance milestone. If these Exercise Conditions are not satisfied on the Tranche 1 Vesting Date, then the Tranche 1 Options, Tranche 2 Options and Tranche 3 Options will automatically lapse on this date. The Exercise Conditions for the Tranche 2 Options are satisfaction of both the following: (a) satisfaction of the Tranche 1 Option Exercise Conditions and vesting of the Tranche 1 Options; and (b) the relevant employee is employed by the Company or one of its subsidiaries as at the Tranche 2 Vesting Date. If these Exercise Conditions are not satisfied on the Tranche 2 Vesting Date, then the Tranche 2 Options and Tranche 3 Options will automatically lapse on this date if they have not lapsed earlier. The Exercise Conditions for the Tranche 3 Options are satisfaction of both the following: (a) satisfaction of the Tranche 1 Option Exercise Conditions and vesting of the Tranche 1 Options; and (b) the relevant employee is employed by the Company or one of its subsidiaries as at the Tranche 3 Vesting Date. If these Exercise Conditions are not satisfied on the Tranche 3 Vesting Date, then the Tranche 3 Options will automatically lapse on this date if they have not lapsed earlier.

Note 35. Events after the reporting period

The Board adopted a new Employee Securities Incentive Plan ('ESIP') on 27 July 2023. On 1 August 2023, a number of employees were invited to participate in the ESIP. The total number of performance rights offered was 12,000,000. All employees accepted the invitation on or before 8 August 2023.

No other matter or circumstance has arisen since 30 June 2023 that has significantly affected, or may significantly affect the Group's operations, the results of those operations, or the Group's state of affairs in future financial years.

In the directors' opinion:

- the attached financial statements and notes comply with the Corporations Act 2001, the Australian Accounting Standards, the Corporations Regulations 2001 and other mandatory professional reporting requirements;

- the attached financial statements and notes comply with International Financial Reporting Standards as issued by the International Accounting Standards Board as described in note 2 to the financial statements;

- the attached financial statements and notes give a true and fair view of the Group's financial position as at 30 June 2023 and of its performance for the financial year ended on that date; and

- there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

The directors have been given the declarations required by section 295A of the Corporations Act 2001.

Signed in accordance with a resolution of directors made pursuant to section 295(5)(a) of the Corporations Act 2001.

On behalf of the directors

Emma Dobson
Non-Executive Chair

29 August 2023
Sydney

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Independent Auditor's Report

To the Members of Wrkr Ltd

Report on the audit of the financial report

Opinion

We have audited the financial report of Wrkr Ltd (the Company) and its subsidiaries (the Group), which comprises the consolidated statement of financial position as at 30 June 2023, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies, and the Directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

a giving a true and fair view of the Group's financial position as at 30 June 2023 and of its performance for the year ended on that date; and

b complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial report of the current period. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matter	How our audit addressed the key audit matter
Impairment of intangible assets – Note 13	
The Group has recognised intangible assets from a prior business combination and continues to capitalise software and development costs. AASB 136: *Impairment of Assets* requires entities to perform an annual impairment test on goodwill and all intangible assets with an indefinite useful life. In principle, an asset is impaired when an entity cannot recover the carrying value of that asset on the balance sheet, either through using it or selling it. The Group has utilised a fair value less cost of disposal method to estimate the recoverable amount of intangible assets. This method involved the preparation of a valuation model that incorporated a discounted cash flow model. Due to the significant judgements and estimation involved in determining the recoverable amount, and use of unobservable inputs, we have determined this to be a key audit matter.	Our procedures included, amongst others: • Assessed management's determination of the Group's cash-generating units (CGUs) based on our understanding of how management monitors the entity's operations and makes decisions about groups of assets that generate independent cash inflows; • Reviewed the impairment model for compliance under AASB 13 and AASB 136; • Verified the mathematical accuracy of the underlying model calculations and assessing the appropriateness of the methodologies applied; • Reviewed the key inputs of the model and corroborating key assumptions against supporting documentation with a focus on the revenue growth assumptions; • Engaged with our internal valuation specialists to assess the appropriateness of the impairment model and associated discount rate; • Performed sensitivity analysis on the significant inputs and assumptions made by management in preparing the valuation; and • Assessed the adequacy of disclosures in the financial report.
Convertible Note – Note 18	
The Group issued two convertibles notes during the year. The convertible note is accounted for as a hybrid financial instrument as it includes the below features: • Host debt that represents the contractual cashflows of interest payments (10% per annum); and • An embedded derivative liability that represents the conversion feature to convert the debt instrument into a variable number of equity instruments. The Group is required to recognise the derivative liability at fair value with the residual balance recorded as a borrowing, measured at amortised cost. Due to the complexities involved with determining the fair value of the derivative liability, this is deemed to be a significant risk and a key audit matter.	Our procedures included, amongst others: • Obtained an understanding of the relevant contractual terms within the convertible note agreements to assess appropriateness of the accounting applied; • Assessed the accounting paper and valuation model prepared by management, and consulted with the our internal technical team; • Agreed the key inputs to the underlying convertible note agreement; • Engaged with our internal valuation specialists to assess the integrity of the valuation model; and • Reviewed the appropriateness of the related disclosures within the financial statement.

Information other than the financial report and auditor's report thereon

The Directors are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 30 June 2023, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the financial report

The Directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Corporations Act 2001 and for such internal control as the Directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar1_2020.pdf.This description forms part of our auditor's report.

Report on the remuneration report

Opinion on the remuneration report

We have audited the Remuneration Report included in pages 8 to 14 of the Directors' report for the year ended 30 June 2023.

In our opinion, the Remuneration Report of Wrkr Ltd, for the year ended 30 June 2023 complies with section 300A of the *Corporations Act 2001*.

Responsibilities

The Directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

Grant Thornton Audit Pty Ltd
Chartered Accountants

S M Thomas
Partner – Audit & Assurance

Sydney, 29 August 2023

The shareholder information set out below was applicable as at 15 August 2023.

Distribution of equitable securities

Analysis of number of equitable security holders by size of holding:

	Ordinary shares		Options over unissued ordinary shares		Convertible notes*	
	Number of holders	% of total shares issued	Number of holders	% of total shares issued		
1 to 1,000	9	-	-	-	-	-
1,001 to 5,000	6	-	-	-	-	-
5,001 to 10,000	5	-	-	-	-	-
10,001 to 100,000	504	2.00	-	-	-	-
100,001 and over	410	98.00	8	100.00	2	100.00
	934	100.00	8	100.00	2	100.00
Holding less than a marketable parcel	59	-	-	-	-	-

* 2,800,000 convertible notes are held by Valebark Pty Limited (ABN 48 082 497 309) as trustee for The Scully Investment Trust.

** There are 55,000,000 unquoted options and 3,300,000 unquoted convertible notes on issue at the relevant date.

Equity security holders

Twenty largest quoted equity security holders

The names of the twenty largest security holders of quoted equity securities are listed below:

	Ordinary shares	
	Number held	% of total shares issued
GJB CONSULTING PTY LTD	259,633,868	20.42
UNLOCKED INVESTMENTS PTY LTD	161,229,501	12.68
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	109,209,038	8.59
DIGITAL NICHE INVESTMENTS PTY LIMITED	98,404,367	7.74
STARMAY SUPERANNUATION PTY LTD	93,050,819	7.32
STARMAY SUPERANNUATION PTY LTD	78,000,000	6.13
CLINTON CAPITAL PARTNERS PTY LTD	59,326,045	4.67
MR ANDREW BLAIR	30,000,000	2.36
STARMAY SUPERANNUATION PTY LTD	22,944,041	1.80
PARMMS ENTERPRISES PTY LTD	16,666,667	1.31
PT MORAN PTY LTD	12,016,667	0.95
MRS SAMANTHA BLOOM	11,000,000	0.87
STARTRADE PTY LTD	7,500,000	0.59
ADELROSE PTY LTD	6,750,000	0.53
MR ALEXANDER BENNETT	6,657,336	0.52
YOLIN PTY LIMITED	5,641,667	0.44
TERRITORY TRADING GROUP PTY LTD	5,283,215	0.42
NORVEST PROJECTS PTY LTD	5,281,085	0.42
STARTRADE PTY LTD	5,208,465	0.41
10 BOLIVIANOS PTY LTD	4,900,000	0.39
	998,702,781	78.56

Substantial holders

Set out below are the names of substantial holders in the Company and the number of equity securities in which each substantial holder and the substantial holder's associates have a relevant interest, as disclosed in substantial holding notices given to the Company:

	Ordinary shares Number held
Donald Sharp, The Elysum Company Pty Ltd*	186,124,115
Colin Scully and Valebark Pty Ltd*	186,124,115
Starmay Superannuation Pty Ltd*	186,124,115
Trent Lund, Unlocked Investments Pty Ltd and Digital Niche Investments Pty Ltd	259,633,868
Giuseppe Brasacchio and GJB Consulting Pty Ltd	259,633,868

* The above positions reflect the latest substantial holding notices given to the Company. The Company is aware that there have been some changes to these holdings since receipt of the latest substantial holding notices.

Voting rights

The voting rights attached to ordinary shares are set out below:

Ordinary shares
On a show of hands every member present at a meeting in person or by proxy shall have one vote and upon a poll each share shall have one vote.

There are no other classes of equity securities with voting rights.

The unquoted options and the convertible notes do not have voting rights.

General

There is no current on-market buy-back for the Company's securities.

There have been no issues of securities approved for the purposes of Item 7 of section 611 of the Corporations Act 2001 (Cth) which have not yet been completed.

No securities were purchased on-market during the reporting period under or for the purposes of an employee incentive scheme or to satisfy the entitlements of the holders of options or other rights to acquire securities granted under an employee incentive scheme.

Directors	Emma Dobson - Non-Executive Director and Chair Paul Collins - Non-Executive Director Trent Lund - Chief Executive Officer and Managing Director Randolf Clinton - Non-Executive Director
Company secretary	Jillian McGregor
Registered office	Level 24 66 Goulburn Street Sydney NSW 2000
Share register	Boardroom Pty Limited ABN: 14 003 209 836 Level 8, 210 George St Sydney NSW 2000 Tel: 1300 737 760 (within Australia) Tel: +61 2 9290 9600 (outside Australia)
Auditor	Grant Thornton Audit Pty Ltd Level 17 383 Kent Street Sydney NSW 2000
Solicitors	Marque Lawyers Level 4 343 George St Sydney NSW 2000
Stock exchange listing	Wrkr Ltd shares are listed on the Australian Securities Exchange (ASX code: WRK)
Website	https://wrkr.com.au/
Corporate Governance Statement	The Corporate Governance Statement which is approved at the same time as the Annual Report can be found at: https://wrkr.com.au/wp-content/uploads/2023/08/Wrkr-Corporate-Governance-Statement-FY2023-FINAL.pdf

Wrkr Ltd
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