XREF

ASX : XF1 Shareholder Presentation August 2025

Employers build better workplaces with Xref.

> Xref is transitioning to a full subscription-based business, with annuity revenue now forming the vast majority of revenue. The company has streamlined operations and its business model to accelerate growth and reduce overheads. The focus is now on a single technical platform, complemented by self-sign-on and auto-renewal subscriptions, aiming to further boost recurring annuity revenue.

Tom Stianos
Chairmain

Revenue growth

+7% $21.3m

ARR growth

+29% $19.3m

EBITDA growth

+237% $2.5m

Download the Annual report

Download ⤓

XREF

Xref Limited

2025 Annual Report

Jump to the highlights

Welcome to the Xref 2025 Investor Presentation.

This past year has been one of exceptional progress and strategic clarity, marking a fundamental shift in our strategy and operations. The proposed acquisition by SEEK, though not proceeding, has sharpened our focus and solidified our commitment to an independent and prosperous future. We have successfully evolved beyond a simple reference provider to a comprehensive Employer Intelligence Platform, with clients enthusiastically migrating from our old credit-based model to our new subscription platform and enhanced product suite. This successful transition has fuelled exponential growth in Annualised Recurring Revenue (ARR), and has now replaced our original business model. This, combined with disciplined financial management, a rigorous focus on operational efficiency, and strict cost reductions, has delivered a significant EBITDA turnaround while enduring tough market conditions.

Our strategy is clear, and our commitment to our clients and shareholders is unwavering. Early signs from our new self-sign-up process, launched in May 2025, are demonstrating strong demand from clients to subscribe to our products and use them to positively change their workplaces. Growth in background checks via our Trust Marketplace and the recent launch of innovative Talent Pool tools and AI summaries are attracting attention from all sectors and markets. As the talent landscape continues to evolve, we are well placed to take full advantage of the challenges that staff turnover presents, confident in our role as the premier provider of employer intelligence.

Lee-Martin Seymour
Founder, CEO, Exec Director.

Look out for this play button, click to watch a video walkthrough of a slide.

Watch Founder's Take

How will employers tackle employee turnover challenges in today's changing labour landscape?

The global recruitment market is expected to grow 200% to $2.3 trillion USD by 2033 with these key drivers.[1]

Talent scarcity
75% of companies struggle to fill roles, creating a seller's market for employees.[2]

High mobility
51% of employees are actively seeking or open to new jobs.[2]

Declining tenure
Median employee tenure is at a 20-year low of 3.9 years.[3]

New role emergence
170 million new jobs are projected globally by 2030, many in emerging fields.[4][5]

In 2023, we launched a new platform to meet these challenges.

Reduce turnover, build better workplaces

1

Hire with confidence

1. Automated references & checks
Fast, secure, and unbiased insights.

2. Integrated background checks
Marketplace of global vendors to suit increased talent mobility.

3. Automated talent pooling
Identify connected talent, revisit past candidates and encourage rehires.

Learn more ⧉

2

Building culture with clarity

1. Surveying employee feedback
Customised and research backed, pulse, 360 and engagement surveys.

2. Collecting meaningful Analytics
eNPS, industry benchmarks, organisational metrics to drive continuous improvement.

3. Identify and action change
Filter employee demographics to identify trends and drive change.

Learn more ⧉

3

Turning attrition into retention

1. Invite feedback from departing staff
Record moment in time sentiment and appetite for rehire.

2. Capture key feedback
Reasons for leaving, skills, and future role preferences.

3. Remember talent, forever.
Help the organisation remember past employees and target them for rehire.

Learn more ⧉

Automating talent pools

1. Build rich talent pools
From un-hired candidates, referees, and ex-employees.

2. Talent search and export
Profile, roles, skills and preferences ready for rehire,

3. Losses become talent networks
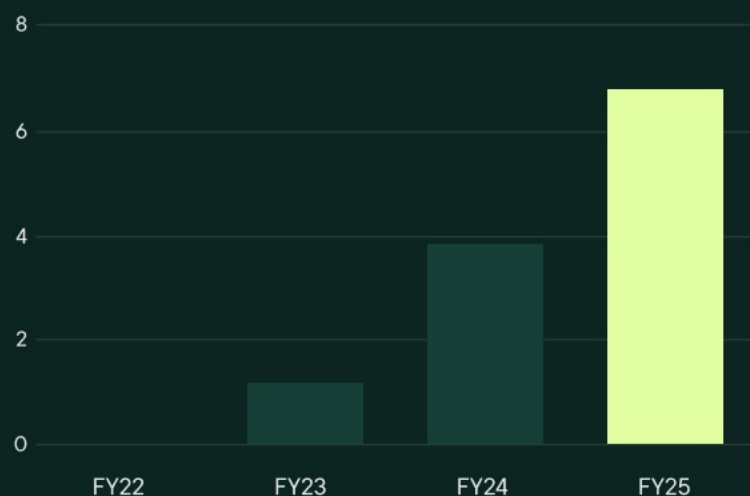Enables faster hiring and nurturing of qualified talent.

New Employer Intelligence Platform
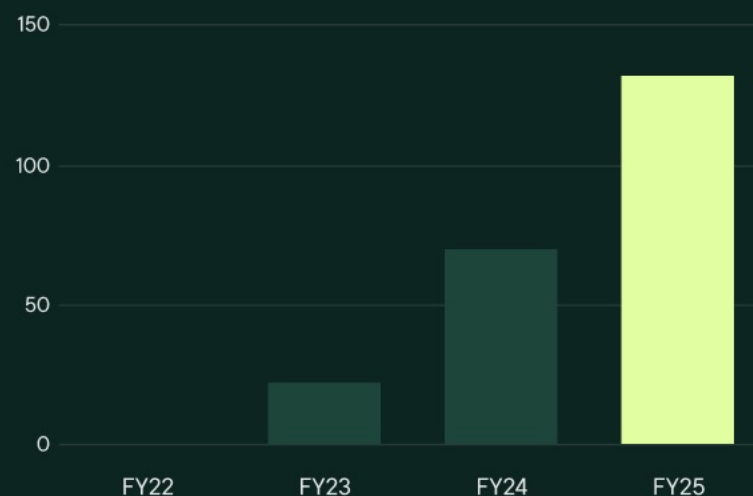
Annual Recurring Revenue (ARR) · $ Millions

+60%

Annual recurring revenue (New platform only)

ARR growth compares all active contracts at 30 June with those active at the same date in the prior period.
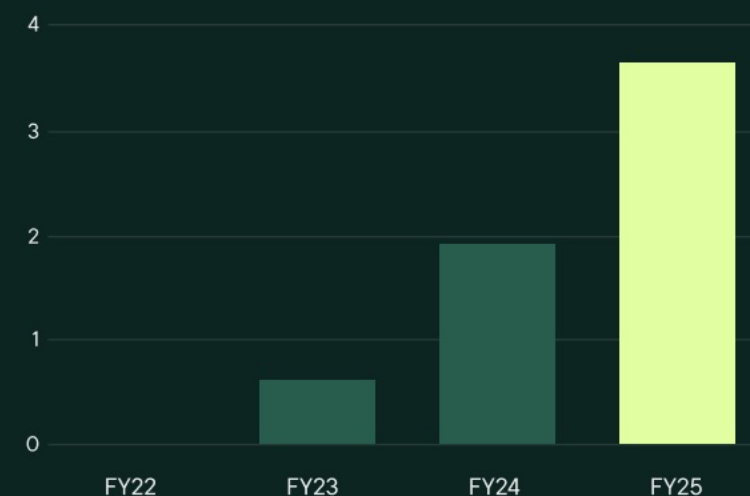
Talent Profiles · Thousands

+85%

Talent profiles created

A talent profile is created when a candidate, employee, or ex-employee is created following the request of a reference, check or survey.

Employers · Thousands

+89%

New platform users

A new user is invited to the platform by the account owner using the new roles and permissions self service feature.

We continued to delight...

> It's extremely user friendly and easy to manage with excellent customer service.

Sharon S
G2 Review

> Using the Xref reference platform is an exceptional experience, providing seamless efficiency.

Jess Y
G2 Review

> I love that Xref does the work for me! Saves so much time for us!
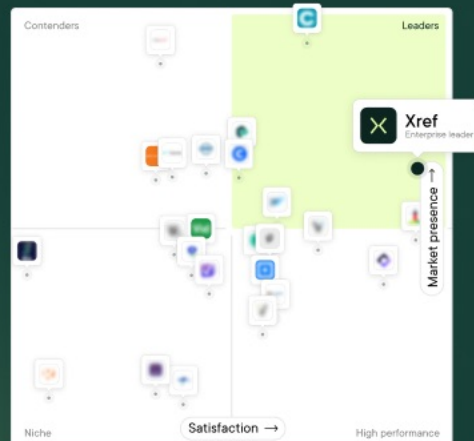
Jamie M
G2 Review

★★★★★

Rated #1 with over 2000 reviews.

Xref is rated #1 globally for Reference Checking across G2, Capterra, GetApp and Google

G2 Grid®

Xref is rated #1 globally for Reference Checking software worldwide.

Grid data as of Aug, 2025

Contenders | Leaders

Xref
Enterprise leader

Market presence

Niche | Satisfaction → | High performance

Awarded and recognised

SUMMER 2025 — Most Implementable
SUMMER 2025 — Best Usability
SUMMER 2025 — Grid Leader
SUMMER 2025 — Momentum Leader
SUMMER 2025 — Best Results

...and brought our clients on the journey

5+yrs

Sales to Date: $81m – FY25 Sales: $8m

BUNNINGS · xero · QANTAS
Woolworths · ATM · L'ORÉAL
VIRILE AGITUR · tennis · AIR NEW ZEALAND
COTTON:ON · Coca-Cola EUROPACIFIC PARTNERS · +404

1-5yrs

Sales to date: $21m – FY25 Sales: $4.2m

CAPITEC BANK · Ontario Health · yha
M2 · TARONGA CONSERVATION SOCIETY AUSTRALIA · RSPCA New South Wales · UW-L
DHL WORLDWIDE EXPRESS · NORWEGIAN CRUISE LINE · OTIS
Kimberly-Clark · +297

New clients

Sales to Date: $1.5m – FY25 Sales: $1.5m

ASX · Foodstuffs South Island · Guardian pharmacy Piedmont · MINOR HOTELS
NRC · Queensland Country Bank · pwc · UniLodge
sinch · SiG · Turner & Townsend
The Royal Melbourne Hospital · +127

By the numbers

40%
Use an integrated channel partner

80%
Come from Australia & New Zealand

85%
Clients retained on renewal

50%
Not-for-profit, government, and healthcare clients

...and we are partnered globally.

Trust Marketplace checks

Xref has been offering integrated checks from vendors since 2018. Trust Marketplace solidifies our relationship with these vendors and allows us to continue to grow a vendor agnostic marketplace. Our vendor community help us deliver critical checks to our clients including Criminal, Identity, Working Rights, Qualifications, ASIC and AML.
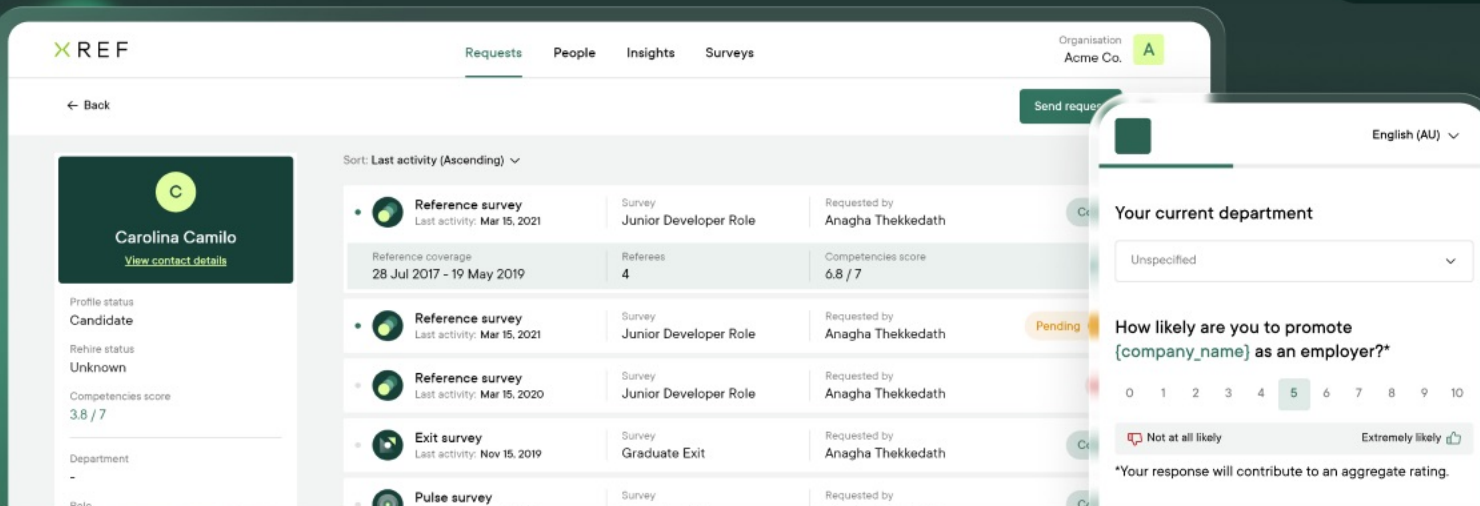
Our vendors

Integrated reference checks

Over 120k references have been collected by wholesale partners. They offer Xref references to their clients. Clients need to have an Xref account and none are white label.

Our resellers

Xref Platform

XREF

Requests   People   Insights   Surveys

Organisation
Acme Co.   A

← Back

Send request

C
Carolina Camilo
View contact details

Sort: Last activity (Ascending)

• Reference survey
Last activity: Mar 15, 2021

Survey
Junior Developer Role

Requested by
Anagha Thekkedath

Profile status
Candidate

Reference coverage
28 Jul 2017 - 19 May 2019

Referees
4

Competencies score
6.8 / 7

Rehire status
Unknown

• Reference survey
Last activity: Mar 15, 2021

Survey
Junior Developer Role

Requested by
Anagha Thekkedath

Pending

Competencies score
3.8 / 7

• Reference survey
Last activity: Mar 15, 2020

Survey
Junior Developer Role

Requested by
Anagha Thekkedath

Department
-

• Exit survey
Last activity: Nov 15, 2019

Survey
Graduate Exit

Requested by
Anagha Thekkedath

Role

• Pulse survey

English (AU) ⌄

Your current department

Unspecified ⌄

How likely are you to promote {company_name} as an employer?*

0 1 2 3 4 5 6 7 8 9 10

👎 Not at all likely   Extremely likely 👍

*Your response will contribute to an aggregate rating.

Applicant Tracking System API

Over 30% of Xref platform users request references via their Applicant Tracking System (ATS) . Xref uses these integrations to drive credibility and to market via the specific channel.

Our partners

Xref today
Scalable, Self Service, SaaS.

Company

16yrs
Founder Led
Founder, CEO and largest share holder Lee Seymour.

9yrs
ASX Listed
Listed February 2016 as XF1

$21.3M
Revenue FY25
Up 7% when compared to FY24, 85% ANZ and 15% ROW.

$2.5M
EBITDA FY25
Up 237% when compared to FY24.

Platform

#1
Globally Rated
By G2 and 4.7 star by Capterra, GetApp and Google.

195
Countries
1.9M people provided feedback using Xref across 195 countries in 2025.

12,000
Users
Requested checks and surveys across all available platforms in FY25.

+700k
Requests in FY25
Including references, pulse, engagement and exit surveys.

Team

74
Xref Employees
45% Sales & Support, 35% Technology, 20% Operations. Headcount reduced 28% from 102 in FY24.

5yrs
Av. Staff Tenure
Average tenure of the Executive leadership is 8yr and for Non Exec Board members 4.6 years.

3
Global Offices
53 staff in Australia (HQ), 4 staff in New Zealand and 5 staff in Canada plus 12 remote workers.

$217k
RPE FY25
Business efficiency has improved. Revenue per employee (RPE) up 33% from $163k in FY24.

Clients

2,000+
Total Clients
95% of clients on SaaS contracts and 35% are using the new platform.

139
New Clients
$1.5m subscriptions sold to 139 new clients in FY25.

<5%
Low Concentration
The 'Top 20' clients by spend account for only 5% of revenue in FY25.

+85%
Client Retention
37% of revenue in FY25 came from 416 clients that joined Xref more than 5yrs ago.

Looking ahead: Key strategic initiatives

We have made bold moves in a tough market to widen and deepen our client relationships. We are well-positioned to answer one of the biggest challenges in the future employment sector: turnover. These are the key initiatives that will grow our business into the future.

One Platform

Integrating all of Xref's technology into one unified platform creates a comprehensive solution for the entire employee lifecycle, from hiring to retirement, improving hiring, engagement, and talent pooling.

Jump to slide ⧉

One Record

Unlike disparate systems like ATS, HRIS, and Payroll, Xref delivers unified feedback across the entire talent lifecycle - centralising checks, engagement insights, and exit data into one continuous profile.

Jump to slide ⧉

Profitable Growth

Xref drives revenue through cross-selling and mid-market self-service, while cutting costs with debt repayment, platform consolidation, and AI efficiencies for profitable growth.

Jump to slide ⧉

New Business

Launched in May 2025, Xref's shift to a self-sign-up, self-service model marked a major move from high-touch sales to a broader SaaS subscription approach with expanded product offerings.

Jump to slide ⧉

API Revenue

Xref's API strategy enables seamless integration with HR and recruitment platforms, offering automated checks and meta data to unify systems, streamline workflows, and enrich databases.

Jump to slide ⧉

AI Toolset

For over a decade, Xref has used AI to detect sentiment, spot fraud, and ensure hiring trust. Now, it's expanding AI to drive greater automation, personalisation, and efficiency across the platform.

Jump to slide ⧉

Xref's One Platform strategy

XREF

Requests | Peop

Reference | Pulse | Exit | Background check | Engage ⧉

Sort: Option ⌄

	Name		
RE	Ralph Edwards	Send date 22 Aug 2025	Survey C-Level Refe
EH	Esther Howard	Send date 09 Aug 2025	Survey C-Level Refe
CH	Courtney Henry	Send date: 09 Aug 2025	Survey C-Level Refe
JC	Jane Cooper	Send date: 09 Aug 2025	Survey C-Level Refe
B	Annette Black	Send date: 17 Jun 2025	Survey C-Level Refe
KN	Kathryn Murphy	Send date: 17 Jun 2025	Survey C-Level Refe

16yrs of technology innovation and acquisition leading to this point.

Reference to Employer Intelligence
Relaunched in 2023

Xref's reference-checking software has processed over 2.5 million candidates for 1,200+ organisations worldwide.

Template Builder to Survey Builder
Launched 2010

The original Template Builder enables compliant, custom questionnaires for checks, engagement, and surveys.

People Search to Talent Pool
Launched in 2019

People Search (now Talent Pool) lets organisations build and manage a database of potential candidates.

RapidID to Trust Marketplace
Acquired 2019

RapidID adds qualification, identity and work rights verifications to Xref's Trust Marketplace alongside other vendors.

Exit Surveys
Launched in 2021

Sentiment at the time of departure and helps target talent for rehire via Xref's Talent Pool.

Pulse Surveys
Launched in 2023

Pulse Surveys to help organisations gather real-time employee feedback and improve retention.

Voice Project to Xref Engage
Acquired 2023

Expanded Xref into engagement tools like leadership surveys and onboarding.

Self Service Toolset
Launched in 2024

Xref added self-service tools for branding, permissions, workflows, and secure access control.

Watch Founder's Take

Xref's
One Record
strategy

Unlike disparate systems like ATS, HRIS and Payroll systems Xref provides uninterrupted and unified feedback throughout the whole talent lifecycle. Xref's "One Profile" strategy allows organisations to build confidence in hiring through comprehensive, centralised reference and background checks. It provides continuous feedback with engagement and pulse surveys while an individual is an employee. Finally, the platform helps companies remember talent by retaining detailed exit and rehire information for future opportunities.

Qualification verification passed

Criminal record check passed

Reference check completed

Remote work check-in

Engagement Pulse Sent

Jane responded to a Fi

Jane added a referee

added a line manager

2023

ment Pulse Sent

Project feedback Pulse sent

Jane added a line

Jane Doe
Ex-employee

💼 janedoe@acme.com

✉️ janedoe@gmail.com

📞 +61 422 382 277

🌐 Hamburg, Germany

🚫 Do not contact

Opted in on 15 Mar 2021

View details

Target status

Target

Organisation

Acme Online

Profitable growth

1 Revenue Initiatives

↗ Platform Adoption

Xref is cross-selling its tools to referencing clients. By showcasing platforms like Exit, Pulse, Trust Marketplace, and Engage, Xref aims to convert single-product users into multi-product customers, increasing recurring revenue.

◎ Mid Market Development

Xref's new strategy targets mid-market clients, shifting from enterprise first focus. With self-sign-on and self-service tools, costs are reduced, allowing businesses to onboard and manage Xref's services efficiently.

🤝 Increase Vendor Usage

Xref's Trust Marketplace expands background checks, generating margin without cost as vendors provide the service. This strategy increases wallet share by encouraging clients to use Xref for all checks.

2 Expense Initiatives

🗒 EBITDA Growth

Focus on maintenance of positive EBITDA and continued growth.

⧉ Platform Consolidation

Xref is merging platforms to cut costs. RapidiD joins the Trust Marketplace, and Voice Project's features move to the Employer Intelligence Platform, retiring the original reference platform.

⚡ Operational Efficiencies

Xref is using AI to cut development and support costs. New self-service tools will reduce manual tasks for sales and support, boosting efficiency and savings.

New Business

Launched in May 2025, Xref's strategic move to a self-sign-up, self-service model represents a significant evolution in its business approach, shifting away from a traditional, high-touch sales process.

This change was a key part of the Company's broader transformation, which also included expanding its product offerings and transitioning to a Software as a Service (SaaS) subscription model.
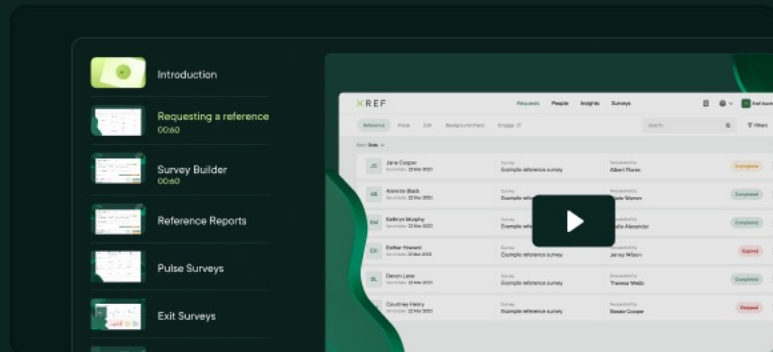

Launched Q4 FY25

Online demo

Xref's move to online demos from in-person presentations has streamlined the sales process. This digital-first approach enables faster prospect engagement and sign-ups while also significantly reducing client acquisition costs.

- In-person demo
- Online demo

Q1 Q2 Q3 Q4
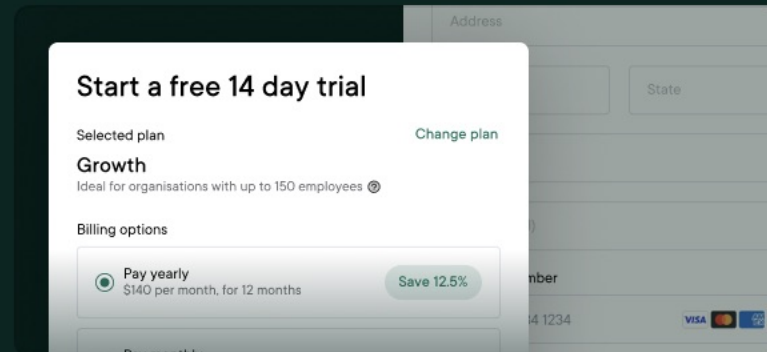
Launched Q4, FY25

Self sign up

Self sign up allows for growth within the SMB sector, regions with low sales coverage, as well as being critical to growth in the US market. Pricing, based on company size, includes all hire to retire products with upsells into Trust Marketplace and Engage.

- Xref Lite
- New Signup

Q1 Q2 Q3 Q4
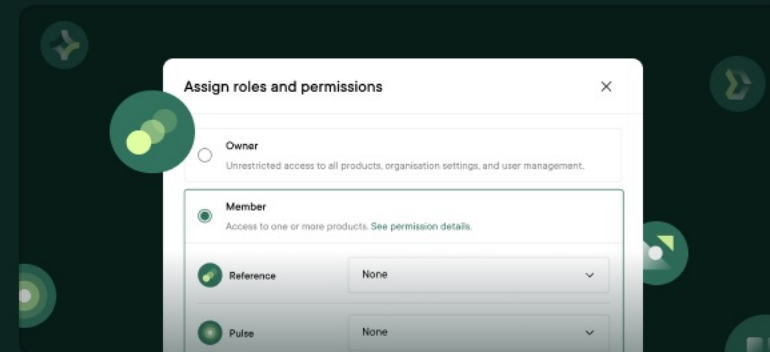
Latest release Q3, FY25 (Roles & Permissions)

Self service tools

A continued focus on empowering clients with self-service tools. Customisation tools like Survey Builder and administrative controls for Roles and Permissions enable clients to manage their own accounts, which reduces friction and drives adoption.

- 100% adoption of self service tools

Q1 Q2 Q3 Q4

API Revenue

Xref's API strategy is centered on enabling seamless integration with other HR and recruitment platforms. Xref's API allows third-party systems and developers to access Xref's core functionalities, such as automated reference and background checks. This promotes simplified workflows, accelerates growth by unifying systems, and enhances productivity by eliminating manual tasks.

Robert Millar · In your network
Online Marketer at Acme Online
Sydney, Australia · Marketing and Advertisin

Current   Online Marketer at Acme Online
Previous   Digital Marketer at Paper St Studio

Reference check via Xref

● Connected

Certn
Global screening. Run criminal record checks and instant identity checks from 200+ countries and territories.

Document verification   ID check   5 more...

Criminal history   Work rights   2 more...

Bessie Cooper
1 Reference
Connected

Harriet Jones
3 References
Connected

Floyd Miles
2 References
Connected

We've seen you before!
You've got more records connected to an alternative email address.

Import Xref verification to profile

Reference checking

Xref's API integrates with Applicant Tracking Systems (ATS) and background checking platforms. 40% of Xref's revenue is generated from clients who use Xref's Open API for reference checks.

Trust Marketplace checks

Trust Marketplace integrates with Xref to offer background checks from global vendors. These checks are progressively being made available via a public API, allowing seamless integration into third-party platforms to streamline due diligence and verification processes.

Meta data NEW

Xref partners with HR tech vendors to offer metadata API. This allows candidates to enrich their profiles and applications with pre-collected feedback and show they've been verified by Xref, helping them become job-ready and stand out better in the employment market.

AI Toolset

Xref has leveraged AI for over a decade to detect sentiment in reference checks and identify potential online fraud, ensuring integrity and trust in the hiring process. Our proprietary algorithms have long supported clients by uncovering subtle language cues and verifying authenticity in responses.

Now, with the evolution of the employer intelligence platform, Xref is expanding its use of AI to enhance automation, personalisation, and efficiency across more features.

AI Support BETA

Could you give me an update on Josh Smith & Harry Andrews exit request?

The exit request found for Josh Smith on April 10th, 2025 is in 'Verified' state.

You can click here to view the request.

Launched May 2025

Operational Efficiency

Xref's online AI agent is a smart, always-on support assistant designed to help clients navigate the Xref.com platform with ease. Available 24/7, it answers questions, guides users through processes like creating reference checks, and provides real-time troubleshooting assistance.

AI summary

Generated from 3 referees' feedback · ✓ 5 ✗ 2

The candidate worked as a Disability Support Worker care. The referee describes them as friendly, calm, a

👍 👎

Launched August 2025

Platform Analytics

Xref's AI Report Summaries analyse unstructured text responses, providing concise, accurate overviews. This feature streamlines feedback review by quickly surfacing key themes and sentiments, saving time and helping users form an accurate and holistic view of feedback without reading every individual response.

AI Survey Builder

1 Administration skills

Please rate and comment on their general business administration skills. (eg. Mail, courier dispatch, banki general finance and invoice management, etc.)

✦ Why this question was selected

An Assistant Accountant must have strong business administration skills to handle daily financial tasks efficiently.

2 Administr

How would yo... clarification?

✦ Generate more questions

✦ Why this question was selected

In development

Workflow Automation

Xref's AI Survey Builder creates custom surveys using a company's job specs, cultural voice, and key metrics. It ensures relevant, compliant, and unbiased questions, providing actionable data for smarter hiring and employee engagement.

Lee-Martin Seymour

**Founder, CEO, Executive Director**
16 yrs with Xref

Lee is the visionary and driving force behind the Company's product strategy and brand. His passion for client satisfaction is a core focus, driving him to create solutions that meet the evolving needs of the employment sector.
He is the designer of the original automated reference checking platform and has been the driving force in its product development, including its evolution into a broader "employer intelligence platform" with tools for pulse surveys, exits, and automated talent pooling.

Non Executive Board

Thomas Stianos
Chairman,
4 yrs with Xref

Nigel Heap
Non-Executive Director,
9 yrs with Xref

Jake Philpot
Non-Executive Director,
0.5 yrs with Xref

Jon Newbery
Non-Executive Director,
0.5 yrs with Xref

Robert Waring
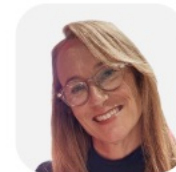Company Secretary,
9 yrs with Xref

Executive Management

Sharon Blesson
Chief Technology Officer,
9 yrs with Xref

Avi Lewis
Interim Chief Financial Officer,
2 yrs with Xref

Melanie Seymour
Director of HR and Payroll,
14 yrs with Xref

Dr. Louise Parkes
Chief Customer Officer,
2.5 yrs with Xref

Tobi Ajibola
Chief Revenue Officer,
6 yrs with Xref

Product timeline

Innovation since 2010

Xref is designed to drive employee retention and engagement. Xref offers a single record of an individual as they move from being a candidate, an employee and an ex-employee, this is called a Profile. Xref offers unlimited surveys on each profile for the life of their association with an organisation from hire to retire.

2010
Launched first Automated Reference checking platform.

2016
Connected Xref to multiple ATS partners.

2016
Launched reference sentiment Engine.

2016
Listed as XF1 on the ASX.

2018
Launched Free Multi Language Reference Template Builder.

2019
Launched Reference Fraud Algorithm.

2019
Launched Xref Lite a self service platform.

2019
Acquired Australian digital ID vendor RapidID

2021
Launched first product for internal HR teams - Exit Surveys.

2022
Launched Enterprise SaaS Platform, extending services across the whole talent journey.

2022
Launched Trust Marketplace, a marketplace of global checking vendors.

2023
Acquired Australian Employee Engagement platform - Voice Project.

2023
Launched Pulse Surveys to bridge the gap between reference checking and exit surveys.

2023
Rebranded Voice Project to Xref Engage and integrated into the Xref Enterprise platform.

2024
Launched Instant Qualification Verification's via Trust Marketplace.

2024
Additional vendors and checks added to Trust Marketplace

2024
Launched advanced roles and permissions self service toolset.

2025
Launched client self sign up and global SaaS pricing table.

2025
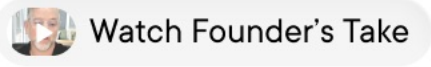AI Summaries and the Xref AI Agent launched.

2026 **Planned**
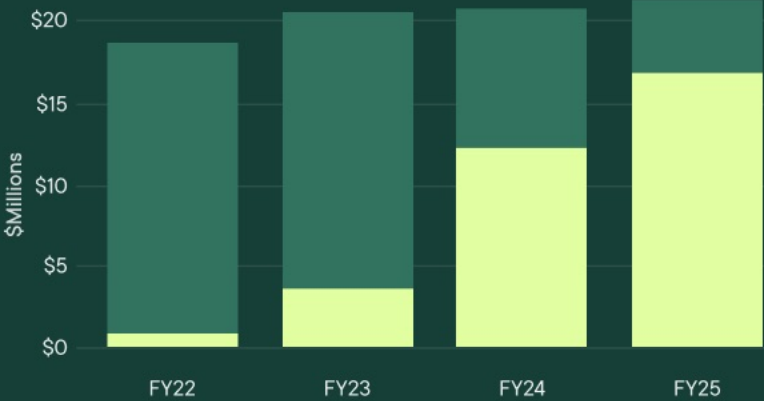AI Survey Builder and advanced Engagement tools.

Revenue - Non SaaS vs SaaS

● Non Saas Revenue ● Saas Revenue

Chart: $Millions by FY22, FY23, FY24, FY25 (axis $0, $5, $10, $15, $20)

Revenue

⬆ **$21.3m +7%**

Group revenue increased 7% to $21.3M, despite challenging market conditions. This growth was driven by strong performances in the Xref Platform and Trust Marketplace segments, reflecting the successful transition to SaaS subscription agreements which mitigated seasonal fluctuations.

Revenue - Credits to SaaS Migration

○ Credits ● Employer Intelligence Platform ● Reference Platform ● Engage Platform

Chart: $Millions by FY22, FY23, FY24, FY25 (axis $0, $5, $10, $15, $20)
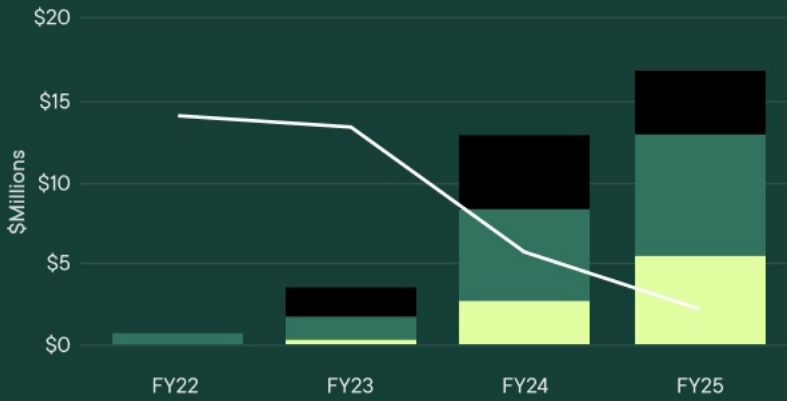
ARR

⬆ **$19.3m +29%**

ARR growth was driven by the successful strategic transition to a SaaS model, with new and existing clients migrating to subscription-based contracts. $16.8m revenue originating from SaaS contracts was recognised in FY25 while the use of credits dropped to $2.4m. ARR reached $19.3M on June 30, 2025, up from $15M the prior year.

Expenses

● Interest Payments ● Marketing ● Rent ● Cost of Sales ● Other ● Wages*

Chart: $Millions by FY22, FY23, FY24, FY25 (axis $0, $10, $20, $30)
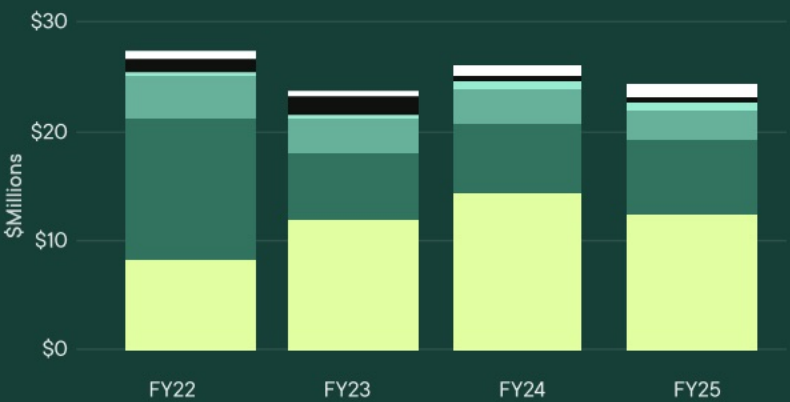
Expenses

⬇ **$22.5m -8%**

Total expenses decreased by 8% to $22.5M, driven by a 28% reduction in headcount that resulted in a decrease in cost of sales and operating expense. This was due to efficient resource allocation and strategic cost management initiatives, including a $1.9M investment in product development. A further reduction in expenses is expected in FY26.

*Wages before capitalisation

Net Profit, Revenue and EBITDA

● Group Revenue ● Group Net Profit ● EBITDA

Chart: $Millions by FY22, FY23, FY24, FY25 (axis -$15, -$5, $5, $15)
- FY22: $18.59 / $0.73 / $1.77
- FY23: $20.40 / -$3.34 / -$1.42
- FY24: $19.90 / -$5.70 / -$1.79
- FY25: $21.30 / -$1.95 / $2.30

EBITDA

⬆ **$2.5m +237%**

The company achieved a significant 195% EBITDA turnaround, moving from a negative $2.4M to a positive $2.3M. This was driven by increased revenue, a 7% reduction in operating expenses, and improved operational efficiency.

Capital structure

Updated August 26th 2025

Quoted shares

220.1M

Market cap.

$41.8M At 0.19c

Options

5.4M

Options with an exercise price between $0.00 and $0.50, and which expire on dates between Feb 2026 and Feb 2027.

Top 5 Shareholders

31.73m

Lee Seymour, Founder CEO & Exec Director

As West Riding Investments Pty Ltd (Seymour Family A/C) and, Seymour Superannuation Holdings (Seymour Superfund A/C)

31.84m

EPI Capital Pty Ltd (Jake Phillpot)

20.00m

Beauvais Capital Pty Ltd

19.02m

Citicorp Nominees Pty Ltd

17.83m

UBS Nominees Pty Ltd

Products

Xref Sign up ↗
login.xref.com/signup

Xref Pricing ↗
xref.com/pricing

Platform demo ↗
xref.com/demo

Trust Marketplace ↗
trustmarketplace.com

Client welcome site ↗
welcome.xref.com

Credentials

G2 G2 Ratings ↗

G Google reviews ↗

◢ Capterra ↗

✕ Xref client case studies ↗

⬙ Getapp ↗

Reports

2025 Employee Voice Report ↗

7 Costly Mistakes to Avoid When Hiring ↗

Key Contacts

Place of business

Xref Ltd (Head and Registered Office), 135 King St, Sydney NSW 2000

xref.com

Auditors

Crowe Sydney, Level 15, 1 O'Connell Street Sydney, NSW 2000

crowe.com/au

Investor Centre

investors@xref.com

xf1.com

Corporate Advisory

TMT Partners, Aurora Place, Level 27/88 Phillip St, Sydney, NSW 2000

tmtpartners.com.au

Share registry

Automic Pty Ltd, LvL 5, 126 Phillip Street, Sydney, NSW 2000

automic.com.au

Industry references

References for Page 3.

1 www.businessresearchinsights.com/market-reports/recruitment-market-106353

2 www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx

3 www.hireborderless.com/post/global-hiring-trends-report-2025-mid-year-analysis

4 www.weforum.org/publications/the-future-of-jobs-report-2025/digest/

5 www.jobspikr.com/report/global-talent-trends-2025/

Hire with confidence

Since 2010, our #1-rated automated reference checks, comprehensive background checks, and robust talent pool features have processed over 100 million questions across 195 countries, generating $90M+ in revenue. These core features enable confident hiring and underpin our Employer Intelligence platform, driving smarter, faster, and fairer decisions.

Core products

Reference Checking

Background Checks

Xref Talent Pool

See how it works
Get familiar with Xref's reference checking with this short video.

Send a request

Request type

Reference
Request feedback on candidates from their referees.

Pulse
Request feedback from current employees.

Exit
Request feedback from exiting employees and their managers.

Backgro
Request
vendors.

Recipients
Enter the details of the recipients or upload a CSV file for bulk requests.

		Email	Mobile	Background checks
HJ	Harry Jacobson	h.jacobs@xref.co...	+61 4132 193 392	Criminal history, ACIC Edit
DJ	Dominic Jones	d.jones@xref.com...	-	Criminal history Edit
ES	Elliot Smith	e.smith@xref.com...	+61 1238 9364	Add
LA	Lily Adams	l.adams@xref.co...	+61 0153 2789	Add

English (AU)

It's all about you

1. Do you have a current visa/ working rights? (If ' NO' please provide your visa status)
   Yes   No

2. Do you have or have you had an injury or illness that may prevent you from performing certain work related tasks or passing a medical examination if required?
   Yes   No

3. Have you ever been found guilty of a criminal offence other than a conviction that is spent under part VIIC of the Crimes Act 1914? (Australia only)
   Yes   No

AI Summaries
Turn referee feedback into clear, actionable summaries for faster decisions.

Candidate Benchmarking
Measure candidates against role or industry benchmarks to spot top talent.

Detect Reference Fraud
Flag suspicious patterns to prevent false or misleading references.

Automated Talent Pools
Referees, Lost candidates and Exitees can all opt-in to be in your Talent Pool. Build a ready-to-hire database that grows with every check and survey.

Multi Language
Reduce barriers in overseas hiring. Allowing all users to select their language of choice.

Integrated to Global ATS
Connect with leading Applicant Tracking Systems to automate and centralise hiring.

Build Culture with clarity

Empower your organisation with actionable insights into employee engagement, satisfaction, and workplace culture. Xref's feedback tools and analytics reveal what drives your people, helping you strengthen leadership, boost retention, and create an environment where talent thrives.

Core products

Pulse

Engage

See how it works
Get familiar with Xref's Pulse and Engage Surveys with this short video.

XREF

Requests   People   Insights   Surveys

Xref Australia

Pulse   Exit

Filters

Request: All   Survey: All   Department: All   Date: All   Clear filters

Organisational performance
Ratings based on responses to organisational performance metrics questions.

6 Jan 2022 - 5 Jan 2023
Displaying 72 requests

Data collection completed
Data collection in progress

8.7
Overall score

Jan 2022 Feb 2022 Mar 2022 Apr 2022 May 2022 Jun 2022 Jul 2022 Sep 2022 Oct 2022 Nov 2022 Dec 2022

Organisational performance metrics scores

Organisational values
9.9

Recognition
9.8

Performance measurement
7.6

Internal communications
6.9

Automated Pulse Surveys
Gather quick, anonymous employee feedback to measure engagement.

Engagement Insights
Analyse key metrics like eNPS, organisational metrics, and workplace satisfaction to pinpoint improvement areas.

Sentiment Analysis
Understand how employees feel by detecting tone of voice in feedback responses.

Leadership 360 Feedback
Collect multi-rater feedback to develop leadership capability and support career growth.

Demographics Analysis
Break down results by department, location, tenure, and other workforce attributes.

Benchmarking
Compare results to industry standards or previous performance.

Turn attrition into retention

Transform employee departures into opportunities for growth. Xref's Exit Surveys automatically capture feedback and data from every departing employee. Understand why people leave, identify trends in turnover, and uncover opportunities to improve retention. Maintain a strong talent pipeline by keeping detailed profiles for potential rehires and leveraging insights to strengthen your workplace.

Core product

Exit Surveys

See how it works
Get familiar with Xref's Exit Surveys with this short video.

XREF   Requests   People   Insights   Surveys   Xref Australia

All people   Candidates   Employees   Ex-employees   Talent Pool   Search   Select   Filters
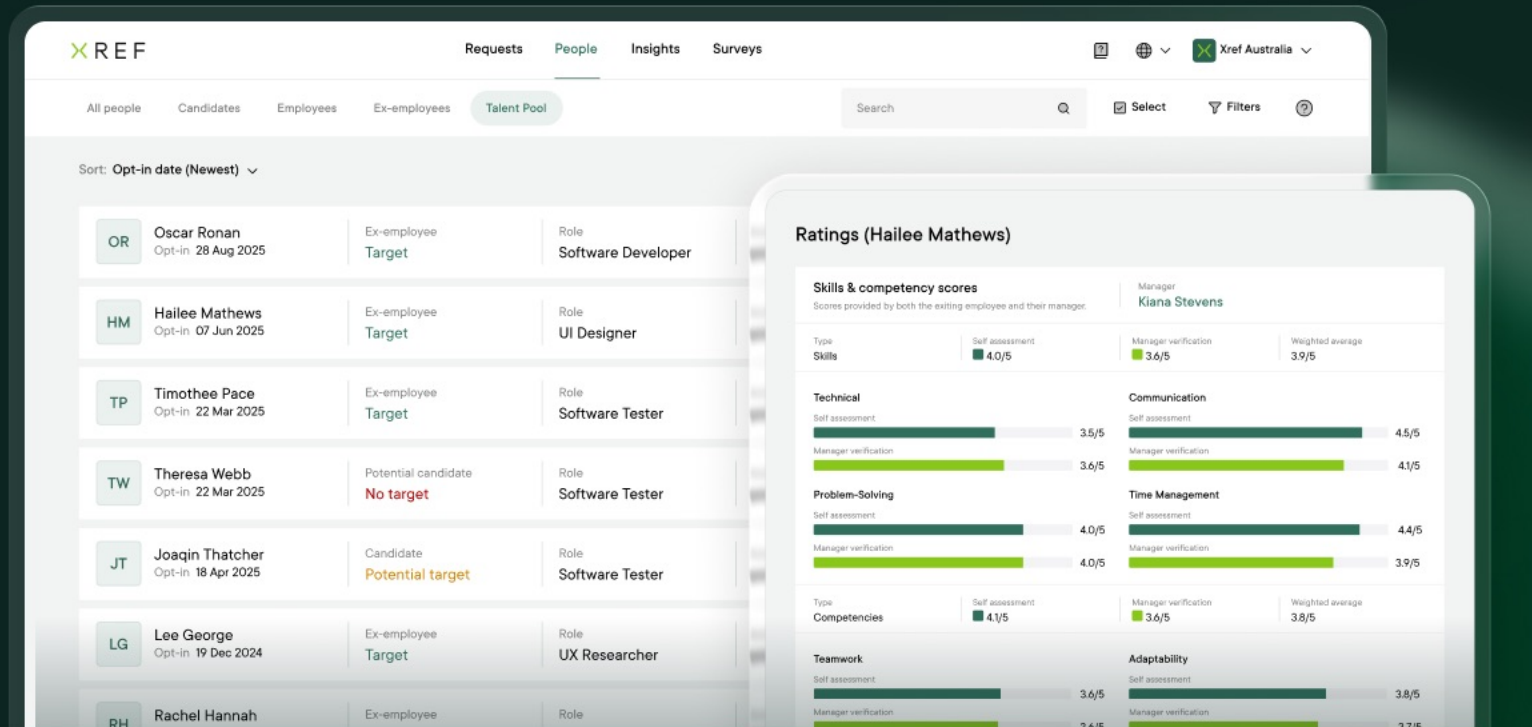
Sort: Opt-in date (Newest)

OR	Oscar Ronan Opt-in 28 Aug 2025	Ex-employee Target	Role Software Developer
HM	Hailee Mathews Opt-in 07 Jun 2025	Ex-employee Target	Role UI Designer
TP	Timothee Pace Opt-in 22 Mar 2025	Ex-employee Target	Role Software Tester
TW	Theresa Webb Opt-in 22 Mar 2025	Potential candidate No target	Role Software Tester
JT	Joaqin Thatcher Opt-in 18 Apr 2025	Candidate Potential target	Role Software Tester
LG	Lee George Opt-in 19 Dec 2024	Ex-employee Target	Role UX Researcher
RH	Rachel Hannah	Ex-employee	Role

Ratings (Hailee Mathews)

Skills & competency scores
Scores provided by both the exiting employee and their manager.

Manager: Kiana Stevens

Type Skills	Self assessment 4.0/5	Manager verification 3.6/5	Weighted average 3.9/5

Technical
Self assessment 3.5/5
Manager verification 3.6/5

Communication
Self assessment 4.5/5
Manager verification 4.1/5

Problem-Solving
Self assessment 4.0/5
Manager verification 4.0/5

Time Management
Self assessment 4.4/5
Manager verification 3.9/5

Type Competencies	Self assessment 4.1/5	Manager verification 3.6/5	Weighted average 3.8/5

Teamwork
Self assessment 3.6/5
Manager verification 3.6/5

Adaptability
Self assessment 3.8/5
Manager verification 3.7/5

Automated Exit Surveys
Collect structured feedback from departing employees to uncover reasons for leaving.

Organisation Exit Insights
Analyse exit data to identify trends and address retention challenges.

Alumni Profiles
Stay connected with past employees to maintain relationships and explore rehire opportunities.

Retention Benchmarking
Compare attrition and retention rates over time.

Skill and Competency Data
Retain performance feedback and skill assessments to guide future hiring matches.

Manager Reporting
Capture manager assessments to retain a clear record of each employee's strengths and development areas.