REFFIND

ASX announcement
29 February 2016

REFFIND APPENDIX 4D AND HALF YEAR REPORT COMMENTARY

Employee experience technology company REFFIND Limited (ASX:RFN) has released its Appendix 4D and half year report for the 6 month period ended 31 December 2015.

REFFIND'S GOAL

REFFIND believes that engaged employees are the lifeblood of any organisation – and stand behind every great customer experience. Engaged employees are more productive, produce higher quality work and directly impact the bottom-line.

REFFIND's mission is simple: *to help clients create amazing employee experiences*.

REFFIND's vision is to be so highly regarded amongst employees that an organisation's use of the REFFIND platform becomes a key factor in the hiring and retention of its talent.

REFFIND Limited was admitted to the Official List of the Australian Securities Exchange on 9 July 2015 following completion of an Initial Public Offering (IPO) that successfully raised $8,000,000 (before costs) following outstanding demand from investors.

REFFIND has invested the funds raised through the IPO to help achieve its vision and generate future opportunities for the Company, including:

- Advancement and development of product offerings
- Acceleration of customer acquisition and user footprint
- Expansion in the domestic and global market

REFFIND is pleased to report significant developments achieved during the half year to 31 December 2015.

SALES AND MARKETING

REFFIND greatly accelerated its sales and marketing capability during the period and as a result increased its guidance for paying customers on the platform from 100 to 150 customers in the Australia and New Zealand market for FY16, not including customers that we expect to gain as a result of our international expansion activities in the USA and Asia.

The sales and marketing team has benefited significantly from the appointment of key staff including:

- The appointment of Silicon Valley and IT Enterprise Sales veteran Rob van Es as its Chief Operating Officer. Rob has more than 20 years of experience managing sales for high-tech start-up and later-stage companies. His proven track record in defining and implementing go-to-market strategies will benefit REFFIND as it continues to drive growth both in Australia and overseas

- The appointment of ICT industry marketing specialist Stacey Beer in October as Marketing Director. Stacey brings more than 20 years of experience proven marketing plan execution and joined us from ASX300 IT services and solutions business UXC Limited

A multitude of clients joined the REFFIND platform during the period including Air New Zealand, Fletcher Construction, Johnson & Johnson, Allianz, IAG, HDF (Australia's largest McDonalds Franchisee), Clayton Utz, Health Connex, ME Bank, Best IT Engineering, BUPA, Domain, Staples, Sunglass Hut, Gilbert + Tobin, Gadens, Johnson & Johnson, Suncorp & Qantas.

The sales and marketing team has been working to implement strategies designed to drive and accelerate customer acquisition rates and user growth, these include:

- The implementation of a direct sales force which at present comprises Inside Sales to handle demonstration requests and Small to Medium Business (SMB) customers and Enterprise Business Development Managers (BDMs)

SALES AND MARKETING (CONT.)

- The identification and optimisation of indirect channels to market:
  - A strategic alliance was formed with one of the world's largest recruiting networks, Randstad, to exclusively deploy the REFFIND Employ product across nine of its divisions
  - A channel partner agreement was signed with recruitment platform specialist TurboRecruit
  - SACS Consulting, a human resource and organisational psychology consulting firm, became the first marketplace partner of REFFIND providing third party survey content to its customers

- The maximisation of value and benefit from the WooBoard platform. A pricing restructure was implemented to reflect feature improvements and to align more closely with competitors. REFFIND's 'customer success' model was also applied to existing accounts to drive up-sell, cross-sell and end user engagement

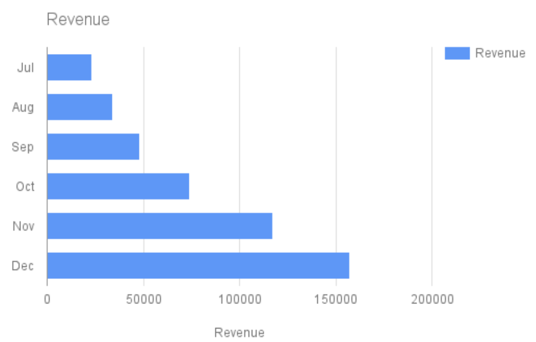
- The growth of brand awareness and demand generation through marketing activities

Performance

As REFFIND continues to shift away from month to month credit card billings, the billing cycle has become increasingly variable due to differing customer preferences for invoicing frequency and credit terms, as illustrated below.

REFFIND no longer uses amounts invoiced to customers or receipts from customers internally to measure its performance or to make strategic operational decisions.

Given the nature of the business, being Software as a Service, REFFIND instead utilises the more stable revenue recognition and run rate metrics to measure performance, specifically to ensure that these measures continue to grow month on month during what is still the startup/growth phase of the business life cycle.



REFFIND

SALES AND MARKETING (CONT.)

Performance (Cont.)

REFFIND recognised revenue for the half year of $157,566 (period from 15 July 2014 to 31 December 2014: $nil) and continues to grow steadily and consistently in line with run rate growth.

As at 31 December 2015, the Group had closing trade receivables of $45,655 and unearned income, being amounts billed in advance to customers, of $62,282 (30 June 2015: $nil and $nil respectively).

International expansion

The growth efforts of REFFIND have focused on opportunities both in Australia and overseas. Whilst REFFIND has yet to establish an overseas office, the following achievements have been made in driving global expansion:

- The acquisition of WooBoard provided an immediate entry into the US and other markets
- The strategic alliance with Randstad Asia-Pacific saw the REFFIND platform deployed to candidates spanning Australia, New Zealand, Singapore, Malaysia and Hong Kong
- Expansion into the New Zealand market with the signing of two of the country's largest publicly-listed companies

PRODUCT

REFFIND has significantly bolstered its development capability bringing in additional resources to improve the velocity of product delivery and to ensure it is of the highest quality. The following key appointments were made in the period:

- Technology development and software solutions specialist Robert Love was appointed as REFFIND's Chief Technology Officer in August 2015, bringing more than 18 years of relevant technology, software and innovation experience to the Company

- Award-winning user experience architect Nick Gascoigne joined as Product Director in October 2015. Nick is responsible for the overall design and product management to position the Company for growth of the product platform as well as a cohesive user experience

REFFIND

PRODUCT (CONT.)

The product and technology team has made significant advancements in the development of the four key pillars of REFFIND's single app platform.

Employ
REFFIND's employee referral solution, Employ, was the first product offering on the REFFIND platform and was live at the time of the IPO.

The following features and improvements have been added to the product in response to customer and user feedback:

- General improvements to overall usability and aesthetics
- The addition of internal mobility functionality, allowing the employee to apply for a role themselves
- The ability to select the number of daily jobs that are delivered to employees
- The ability to recycle jobs that have been delivered to employees

Engage
REFFIND Engage 1.0 launched in September as the second product offering with clients immediately taking up the new service.

Engage allows companies to easily conduct surveys with their employees and engage with them on important workplace issues. The product provides customers with the benefit of real time feedback and reporting as well as scheduled delivery of content to certain groups of users.

Engage 2.0 launched in February 2016 with significant improvements to functionality and user experience for both employers and employees, specifically expanding upon the original single question 'pulse-check' functionality to now offer:

- A form builder tool for the employer with the ability to add multiple survey questions to a survey campaign
- The ability to complete a multiple question survey through the app
- Improvements to scheduling, recipient selection and notifications

Embrace
On 9 October 2015, REFFIND completed the acquisition of employee recognition platform WooBoard, thus launching REFFIND's Embrace product. WooBoard is used internally by companies to allow employees to send recognition and share updates instantly using a gamified, social cloud-based platform.

PRODUCT (CONT.)

Embrace (Cont.)

During the period since acquisition, REFFIND has introduced a range of new features to the WooBoard platform including a rewards store, link handling and a 'trending' hashtag section.

Over the coming months, REFFIND will integrate WooBoard into the REFFIND platform and product suite.

Emergency

In February 2016, REFFIND added a fifth product to its mobile platform with the launch of a free emergency beacon. The beacon will let organisations check on employees during emergencies or catastrophic events, quickly accounting for the safety of each individual.

The REFFIND emergency beacon sends an 'are you ok?' card to every employee's phone. The employee simply swipes right if they are okay, so employers know immediately if any of their staff need help.

Educate

Development commenced on REFFIND Educate, which will allow organisations to deliver short form video training content straight to each employee's mobile device. REFFIND Educate will be launched by the end of March 2016.

FINANCE

The loss of the Group for the half year ended 31 December 2015 amounted to $2,212,822, after providing for income tax (period from 15 July 2014 to 31 December 2014: $110,500). The results of the Group include a number of significant items relating to the acquisition of WooBoard Pty Ltd, amortisation of intangible assets, certain costs associated with REFFIND's listing on the ASX, costs incurred under the Transitional Services Agreement and share-based payment charges pertaining to options issued during the period.

As at 31 December 2015, REFFIND held cash (including cash equivalents) and term deposits totaling $4,654,918 (30 June 2015: $36,744). Expenditure is in line with forecasts and reflects the investment in sales & marketing operations, product development and expansion plans, both domestically and internationally. Net cash used in operating activities during the half year ended 31 December 2015 was $2,400,483 (period from 15 July 2014 to 31 December 2014: $72,861).

OUTLOOK

REFFIND is focused on driving customer acquisition and user engagement moving forward through the commencement of its full marketing and business development acquisition activities focused on key target regions of Australia, USA and Asia.

In February, REFFIND signed a referral relationship agreement with ADP, a leading global provider of Human Capital Management (HCM) solutions. The multi-faceted relationship includes sales referrals, solution integration and inclusion of the REFFIND application on the ADP Marketplace. The alliance extends REFFIND's reach among mid-sized organisations around the world and creates an opportunity for REFFIND to accelerate growth into the USA market

REFFIND's formal global expansion plans are on track, with Managing Director Jamie Pride having spent time in both the USA and Hong Kong during January and February 2016 to conduct hiring, appoint channel partners and set-up business operations. The Company will update the market further on these developments in due course.

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About REFFIND

REFFIND Limited is a mobile employee experience platform targeted for use by medium-large corporations to facilitate more efficient and effective communication with their employees. Based in Sydney, Australia the company is listed on the Australian Securities Exchange (ASX:RFN).

For more information please visit www.reffind.com

REFFIND Limited

ACN: 600 717 539

ASX Appendix 4D and
Half Year Report

For the Half Year Ended 31 December 2015

REFFIND Limited
ACN: 600 717 539

ASX Appendix 4D
For the Half Year Ended 31 December 2015

This report covers REFFIND Limited and its controlled entity (the Group).

1. Reporting Period

Current Reporting Period:	6 months ended 31 December 2015
Previous Reporting Period:	15 July 2014 (date of incorporation) to 31 December 2014

REFFIND Limited (the Company) was incorporated on 15 July 2014. The previous reporting period for this Half Year Report is from the date of incorporation to 31 December 2014.

2. Results for Announcement to the Market

	% Change	31 Dec 15 $
Revenue from ordinary activities	N/A	157,566
Profit/(loss) from ordinary activities after tax attributable to members	1903%	(2,212,822)
Net profit/(loss) attributable to members	1903%	(2,212,822)

The Company did not declare a dividend during the current or previous reporting period.

The above results should be read in conjunction with the notes and commentary contained in this report.

Commentary on Results for the Period

During the half year ended 31 December 2015, the Group received $201,705 of cash from customers and recognised revenue of $157,566 (period from 15 July 2014 to 31 December 2014: $nil and $nil respectively). As at 31 December 2015, the Group had closing trade receivables of $45,655 and unearned income, being amounts billed in advance to customers, of $62,282 (30 June 2015: $nil and $nil respectively).

The Group has invested in building a world-class team and has made significant progress with its sales & marketing operations, product development and expansion plans, both domestically and internationally.The loss of the Group for the half year ended 31 December 2015 amounted to $2,212,822, after providing for income tax (period from 15 July 2014 to 31 December 2014: $110,500).

The results of the Group include a number of significant items relating to the acquisition of WooBoard Pty Ltd, amortisation of intangible assets, certain costs associated with REFFIND's listing on the Australian Stock Exchange (ASX), costs incurred under the Transitional Services Agreement and share based payment charges pertaining to options issued during the period.

3. Net Tangible Assets per Security

	31 Dec 15	31 Dec 14
Net tangible assets per share (cents per share)	2.49	0.73

4. Details of Entities over which Control has been Gained or Lost

On 9 October 2015, REFFIND Limited acquired 100% of the issued shares in WooBoard Pty Ltd, an employee recognition SaaS platform. The acquisition expands the product offering of the Group, increases usage of the REFFIND platform and provides an entry into the US market via WooBoard's customer relationships.

5. Dividends

The Company did not declare a dividend during the current or previous reporting period.

ASX Appendix 4D
For the Half Year Ended 31 December 2015

6. Dividend Reinvestment Plan

There are no dividend reinvestment plans in operation.

7. Details of Associates and Joint Venture Entities

The Company had no associates or joint venture entities during the current or previous reporting period.

8. Foreign Entities

The Company is incorporated in Australia and the attached Half Year Report has been prepared in accordance with all applicable International Financial Reporting Standards (IFRS).

9. Independent Auditor's Review Report

The independent auditor's review report is included in the attached Half Year Report. The independent auditor's review report does not contain any modified opinion, emphasis of matter or other matter paragraph.

REFFIND Limited

ACN: 600 717 539

Half Year Report

For the Half Year Ended 31 December 2015

Contents

Directors' Report

For the Half Year Ended 31 December 2015

The directors present their report on the consolidated entity consisting of REFFIND Limited and the entities it controlled at the end of, or during, the half-year ended 31 December 2015.

Directors

The following persons were Directors of REFFIND Limited during the whole of the half-year and up to the date of this report, unless otherwise stated:

Peter Clare – Chairman

Geoff Morgan – Non-Executive Director

Jamie Pride – Managing Director / CEO

Ben McGrath – Non-Executive Director

Principal activity

The principal continuing activities of the Group consisted of the development and provision of cloud based Software as a Service (SaaS) products that enable subscribed companies to communicate with their employees in an innovative, engaging and effective manner.

Dividends

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

Review of operations

REFFIND Limited was admitted to the Official List of ASX Limited on 9 July 2015 with the ASX code RFN. On 2 July 2015, following completion of the Initial Public Offering (IPO) but prior to the Company's ASX listing, the Company issued 40,000,000 ordinary shares each at an issue price of $0.20 raising $8,000,000 (before costs). As at 31 December 2015, the Company had 12,600,000 options on issue with varying exercise prices and vesting conditions.

On 9 October 2015, REFFIND Limited acquired 100% of the issued shares in WooBoard Pty Ltd (WooBoard), an employee recognition SaaS platform. The acquisition expands the product offering of the Group, increases usage of the REFFIND platform and provides an entry into the US market via WooBoard's customer relationships. WooBoard's financial position, and performance since the acquisition, has been consolidated into this half year report.

During the half year ended 31 December 2015, the Group received $201,705 of cash from customers and recognised revenue of $157,566 (period from 15 July 2014 to 31 December 2014: $nil and $nil respectively). As at 31 December 2015, the Group had closing trade receivables of $45,655 and unearned income, being amounts billed in advance to customers, of $62,282 (30 June 2015: $nil and $nil respectively).

The loss of the Group for the half year ended 31 December 2015 amounted to $2,212,822, after providing for income tax (period from 15 July 2014 to 31 December 2014: $110,500). The results of the Group include a number of significant items relating to the acquisition of WooBoard Pty Ltd, amortisation of intangible assets, certain costs associated with REFFIND's listing on the Australian Stock Exchange (ASX), costs incurred under the Transitional Services Agreement and share based payment charges pertaining to options issued during the period.

As at 31 December 2015, the Group held cash (including cash equivalents) and term deposits totalling $4,654,918 (30 June 2015: $36,744). The Group has invested in building a world-class team and has made significant progress with its sales & marketing operations, product development and expansion plans, both domestically and internationally. Net cash used in operating activities during the half year ended 31 December 2015 was $2,400,483 (period from 15 July 2014 to 31 December 2014: $72,861).

Directors' Report
For the Half Year Ended 31 December 2015

Events after the reporting date

Subsequent to the reporting date and to the date of this report, the Company has issued a further 470,000 options to employees under the Employee Share Option Plan. The options have varying exercise prices and vesting conditions.

Auditor's independence declaration

The auditor's independence declaration in accordance with section 307C of the Corporations Act 2001 for the half year ended 31 December 2015 has been received and can be found on page 3 of the half year report.

This report is made in accordance with a resolution of directors.

Peter Clare
Chairman

Sydney, 29 February 2016

nexia australia

the next solution

AUDITOR'S INDEPENDENCE DECLARATION

TO THE DIRECTORS OF REFFIND LIMITED

In relation to the independent review of the half-year ended 31 December 2015, to the best of my knowledge and belief there have been:

i. No contraventions of the auditors independence requirements of the *Corporations Act 2001*; and

ii. No contraventions of any applicable code of professional conduct.

Nexia Court & Co

Nexia Court & Co
Chartered Accountants

Lester Wills
Partner

Sydney
Dated: 29 February 2016

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REFFIND Limited

ACN: 600 717 539

Consolidated Statement of Comprehensive Income

For the Half Year Ended 31 December 2015

	Note	31 December 2015 $	Period from 15 July 2014 to 31 December 2014 $
Revenue		**157,566**	-
Other income		**49,236**	-
Administration expense		**(187,751)**	(3,927)
Sales and marketing expense		**(285,532)**	(17,935)
Employee benefits expense		**(1,354,101)**	(86,342)
Consultancy costs		**(188,478)**	-
Depreciation and amortisation expense		**(371,578)**	-
IPO transaction costs		**(33,353)**	-
Legal costs		**(62,829)**	-
Finance costs		**(889)**	-
Transitional services costs		**(600,000)**	-
Other expenses		**(74,492)**	(2,296)
Profit/(loss) before income tax	4	**(2,952,201)**	(110,500)
Income tax benefit/(expense)		**739,379**	-
Profit/(loss) for the period from continuing activities attributable to members		**(2,212,822)**	(110,500)
Other comprehensive income/(loss), net of income tax		**-**	-
Total comprehensive income/(loss) for the period attributable to members		**(2,212,822)**	(110,500)

	cents	cents
Earnings/(loss) per share		
Basic earnings/(loss) per share	**(2.22)**	(37.22)
Diluted earnings/(loss) per share	**(2.22)**	(37.22)

The above consolidated statement of comprehensive income should be read in conjunction with the accompanying notes

Consolidated Statement of Financial Position
As at 31 December 2015

	Note	31 December 2015 $	30 June 2015 $
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents		**4,514,918**	36,744
Trade and other receivables		**745,761**	607,919
TOTAL CURRENT ASSETS		**5,260,679**	644,663
NON-CURRENT ASSETS			
Trade and other receivables		**23,045**	23,045
Held to maturity investments	5	**140,000**	-
Property, plant and equipment		**66,707**	18,462
Deferred tax assets		**1,019,174**	324,006
Intangible assets	6	**4,116,056**	1,541,712
Goodwill	7	**1,421,813**	-
TOTAL NON-CURRENT ASSETS		**6,786,795**	1,907,226
TOTAL ASSETS		**12,047,474**	2,551,889
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables		**788,524**	571,935
Contingent consideration	8	**2,040,000**	-
TOTAL CURRENT LIABILITIES		**2,828,524**	571,935
NON-CURRENT LIABILITIES			
Deferred tax liabilities		**767,289**	-
TOTAL NON-CURRENT LIABILITIES		**767,289**	571,935
TOTAL LIABILITIES		**3,595,813**	571,935
NET ASSETS		**8,451,661**	1,979,954
EQUITY			
Contributed equity	9	**8,157,755**	1,470,340
Option reserve	10	**765,993**	-
Deferred consideration	11	**1,231,121**	-
Retained earnings		**(1,703,208)**	509,614
TOTAL EQUITY		**8,451,661**	1,979,954

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

Consolidated Statement of Changes in Equity
For the Half Year Ended 31 December 2015

	Note	Contributed Equity $	Options Reserve $	Deferred Consideration $	Retained Earnings $	Total $
Balance at 15 July 2014		-	-	-	-	-
Total comprehensive income/(loss) for the period		-	-	-	(110,500)	(110,500)
Contributions of equity, net of transaction costs		328	-	-	-	328
Balance at 31 December 2014		328	-	-	(110,500)	(110,122)
Balance at 1 July 2015		**1,470,340**	**-**	**-**	**509,614**	**1,979,954**
Total comprehensive income/(loss) for the period		**-**	**-**	**-**	**(2,212,822)**	**(2,212,822)**
Contributions of equity, net of transaction costs	9	**6,687,415**	**555,409**	**-**	**-**	**7,242,824**
Option charge for the period	10	**-**	**210,584**	**-**	**-**	**210,584**
Deferred consideration payable for the acquisition of WooBoard Pty Ltd	11	**-**	**-**	**1,231,121**	**-**	**1,231,121**
Balance at 31 December 2015		**8,157,755**	**765,993**	**1,231,121**	**(1,703,208)**	**8,451,661**

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

Consolidated Statement of Cash Flows

For the Half Year Ended 31 December 2015

	Note	31 December 2015 $	Period from 15 July 2014 to 31 December 2014 $
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		**201,705**	-
Payments to suppliers and employees		**(2,602,188)**	(72,861)
Income taxes paid		**-**	-
Finance costs paid		**-**	-
Net cash used in operating activities		**(2,400,483)**	(72,861)
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of property, plant and equipment		**(61,996)**	-
Payments for intangible assets		**(232,806)**	-
Payments for held-to-maturity investments		**(140,000)**	-
Interest received		**20,052**	-
Net cash flows arising from gaining control of a business	12	**47,567**	-
Net cash used by investing activities		**(367,183)**	-
CASH FLOWS FROM FINANCING ACTIVITIES:			
Net movement in loans from related parties		**-**	75,647
Amounts received in advance of share issuance		**-**	100,000
Proceeds from issue of shares, net of transaction costs		**7,245,840**	-
Net cash provided by financing activities		**7,245,840**	175,647
Net decrease in cash and cash equivalents held		**4,478,174**	102,786
Cash and cash equivalents at beginning of period		**36,744**	-
Cash and cash equivalents at end of the period		**4,514,918**	102,786

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

Notes to the Half Year Report
For the Half Year Ended 31 December 2015

REFFIND Limited is a company limited by shares, incorporated and domiciled in Australia. Its registered office and principal place of business is 15-17 Young Street, Sydney NSW 2000. Its shares are listed on the Australian Stock Exchange.

1 Basis of Preparation

This condensed consolidated interim financial report for the half-year ended 31 December 2015 has been prepared in accordance with Accounting standard AASB 134 *Interim Financial Reporting* and the *Corporations Act 2001*.

This condensed consolidated interim financial report does not include all the notes of the type normally included in an annual financial report. Accordingly, this report is to be read in conjunction with the annual report for the year ended 30 June 2015 and any public announcements made by REFFIND Limited during the interim reporting period in accordance with the continuous disclosure requirements of the *Corporations Act 2001*.

The financial statements have been prepared on the basis of going concern which contemplates continuity of normal business activities and the realisation of assets and settlement of liabilities in the ordinary course of business.

2 Summary of Significant Accounting Policies

The accounting policies adopted in the preparation and presentation of the financial report are consistent with those of the previous financial year and corresponding interim period, unless stated otherwise. The corresponding interim period was not required to be audited or reviewed.

During the period there were a number of transactions that required new accounting policies to be adopted for the first time in the preparation and presentation of this financial report, as set out below:

(a) Goodwill

Goodwill is measured as described in note 2(q) to the annual report for the year ended 30 June 2015. Goodwill is not amortised but it is tested for impairment annually, or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses. Gains and losses on the disposal of an entity include the carrying amount of goodwill relating to the entity sold.

Goodwill is allocated to cash-generating units for the purpose of impairment testing. The allocation is made to those cash-generating units or groups of cash-generating units that are expected to benefit from the business combination in which the goodwill arose. The units or groups of units are identified at the lowest level at which goodwill is monitored for internal management purposes, being the operating segments.

(b) Intangible assets

Intellectual property

Intellectual property is initially carried at cost. Following the initial recognition, intellectual property is carried at cost less any accumulated amortisation and any accumulated impairment losses.

Costs associated with maintaining the intellectual property are recognised as an expense as incurred. Development costs that are directly attributable to the design and testing of identifiable and unique software products controlled by the group are recognised as intangible assets when the following criteria are met:

(i) it is technically feasible to complete the software so that it will be available for use

(ii) management intends to complete the software and use or sell it

(iii) there is an ability to sell the software

(iv) it can be demonstrated how the software will generate probable future economic benefits

2 Summary of Significant Accounting Policies continued

(b) Intangible assets continued

(v) adequate technical, financial and other resources to complete the development and to use or sell the software are available, and

(vi) the expenditure attributable to the software during its development can be reliably measured.

Directly attributable costs that are capitalised as part of the software include employee costs.

Capitalised development costs are recorded as intangible assets and amortised from the point at which the asset is ready for use.

Customer contracts and relationships

Customer contracts and relationships acquired in a business combination are recognised at fair value at the acquisition date. They have a finite useful life and are subsequently carried at cost less accumulated amortisation and impairment losses.

Amortisation methods and periods

The useful lives of intangible assets are assessed to be either finite or indefinite. Intangible assets with finite lives are amortised over their useful lives and tested for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period.

The useful life for each intangible asset is:

Class of intangible asset	Useful life
Intellectual Property	4 years
Customer Contracts and Relationships	5 years

Intangible assets with an indefinite useful life are tested for impairment annually either individually or at the cash-generating unit level. Such intangibles are not amortised. The useful life of an intangible asset with an indefinite life is reviewed each reporting period to determine whether indefinite life assessment continues to be supportable. If not, the change in the useful life assessment from indefinite to finite is accounted for as a change in an accounting estimate and is thus accounted for on a prospective basis.

(c) Property, plant and equipment

Each class of property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment losses.

The carrying amount of property, plant and equipment is reviewed annually by Directors to ensure to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to their present value in determining recoverable amounts. Plant and equipment that have been contributed for no cost or for a nominal cost are valued and recognised at the fair value of the asset at the date it is acquired.

Notes to the Half Year Report
For the Half Year Ended 31 December 2015

2 Summary of Significant Accounting Policies continued

(c) Property, plant and equipment continued

The depreciable amount of all fixed assets is recognised on a straight-line basis over the asset's estimated useful life to the group commencing from the time the assets is held ready for use. The useful life for each class of depreciable assets is:

Class of fixed asset	Useful life
Computer Equipment	3 years
Office Furniture	10 years
Leasehold Improvements	Over the life of the lease

The asset's residual values and useful lives are reviewed and adjusted if appropriate, at the end of each reporting period.

(d) New and amended standards adopted by the group

A number of new or amended standards became applicable for the current reporting period. However, the group did not have to change its accounting policies or make retrospective adjustments as a result of adopting these standards.

(e) Standards and interpretations in issue not yet adopted

Certain new accounting standards and interpretations have been published that are not mandatory for the current reporting period and have not been early adopted by the group. The group's assessment of the impact of these new standards and interpretations is that it will not affect any of the amounts recognised in the current period or any prior period and are not likely to affect future periods.

3 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 Group has identified its operating segments based on internal reports that are reviewed on a monthly basis by the Board of Directors. The Board of Directors is responsible for the allocation of resources to operating segments and assessing their performance.

The group has two operating segments, being its REFFIND and WooBoard Software as a Service products. Prior to the acquisition of WooBoard Pty Ltd, the entity was considered to operate as a single business unit. The reported performance of WooBoard represents the period from acquisition on 9 October 2015 to 31 December 2015.

	REFFIND	WooBoard	Total
Half year ended 31 December 2015	**$**	**$**	**$**
Total segment revenue - customers	**136,950**	**20,616**	**157,566**
Adjusted EBITDA	**(2,634,270)**	**9,755**	**(2,624,515)**
Half year ended 31 December 2014			
Total segment revenue - customers	-	-	-
Adjusted EBITDA	(110,500)	-	(110,500)
Total segment assets			
31 December 2015	**7,950,255**	**4,097,219**	**12,047,474**
30 June 2015	2,551,889	-	2,551,889
Total segment liabilities			
31 December 2015	**(2,803,941)**	**(791,872)**	**(3,595,813)**
30 June 2015	(571,935)	-	(571,935)

Notes to the Half Year Report
For the Half Year Ended 31 December 2015

3 Operating Segments continued

The Board of Directors uses adjusted EBITDA as a measure to assess the performance of the segments. This excludes the effects of items such as depreciation, amortisation and interest received.

A reconciliation of the adjusted EBITDA to operating profit before income tax is provided as follows:

	31 December 2015	31 December 2014
	$	$
Total adjusted EBITDA	**(2,624,515)**	(110,500)
Interest received	**43,892**	-
Depreciation and amortisation	**(371,578)**	-
Profit/(loss) before income tax	**(2,952,201)**	(110,500)

4 Result for the Period

The result for the period includes the following items that are unusual because of their nature, size or incidence:

Acquisition-related costs from the business combination (Note 12)	**65,746**	-
Transitional services costs – related party (Note 14)	**600,000**	-

5 Held to maturity investments

	31 December 2015	30 June 2015
	$	$
Investments at amortised cost		
Term deposits with banks	**140,000**	-

6 Intangible Assets

The intangible assets held by the group increased primarily as a result of the acquisition of WooBoard Pty Limited. See note 12 for further information.

Intellectual property		
At cost	**3,839,806**	1,620,000
Less: accumulated amortisation	**(408,702)**	(78,288)
Total intellectual property	**3,431,104**	1,541,712
Customer contracts and relationships		
At cost	**718,000**	-
Less: accumulated amortisation	**(33,048)**	-
Total customer contracts and relationships	**684,952**	-
Total intangible assets	**4,116,056**	1,541,712

Notes to the Half Year Report
For the Half Year Ended 31 December 2015

6 Intangible Assets continued

(a) Movements in carrying amounts of intangible assets

Movements in the carrying amounts for each class of intangible asset between the beginning and the end of the current financial period:

	Intellectual Property	Customer contracts and relationships	Total
	$	$	$
Balance at the beginning of the period	1,541,712	-	1,541,712
Acquired through business combination (Note 12)	1,987,000	718,000	2,705,000
Additions	232,806	-	232,806
Amortisation	(330,414)	(33,048)	(363,462)
Balance at the end of the period	**3,431,104**	**684,952**	**4,116,056**

The group's intangible assets have finite useful lives. The current amortisation charge for intangible assets is included in the consolidated statement of comprehensive income.

7 Goodwill

The goodwill arose on the acquisition of WooBoard Pty Limited. See note 12 for further information.

	31 December 2015	30 June 2015
	$	$
At cost	**1,421,813**	-
Less: accumulated impairment	**-**	-
Total goodwill	**1,421,813**	-

8 Contingent Consideration

Contingent consideration relates to potential additional earn-out consideration payable to the sellers of WooBoard Pty Ltd dependent upon the revenue performance of WooBoard Pty Ltd. The earn-out is to be assessed 12 months after the date of completion. See note 12 for further information.

CURRENT		
Contingent consideration	**2,040,000**	-

9 Contributed Equity

Issued and paid up capital – 100m ordinary shares (30 June 2015: 60m)	**9,500,340**	1,500,340
Consideration for options granted	**61,600**	-
Share issue costs	**(1,404,185)**	(30,000)
	8,157,755	1,470,340

Notes to the Half Year Report
For the Half Year Ended 31 December 2015

9 Contributed Equity continued

(a) Movement in contributed equity

	Date	Price	No.	$
Balance as at 1 January 2015			**2,280,000**	**328**
Share issue	16 April 2015	$0.0001	120,000	12
			2,400,000	340
Share split – conversion on a 1 for 20 basis	16 April 2015	N/A	48,000,000	340
Shares issued – pre-IPO capital raising	30 April 2015	$0.1250	12,000,000	1,500,000
Share issue transaction costs			-	(30,000)
Balance as at 30 June 2015			**60,000,000**	**1,470,340**
Shares issued pursuant to prospectus	2 July 2015	$0.2000	40,000,000	8,000,000
Consideration for options granted (Note 10)			-	61,600
Share issue transaction costs			-	(1,374,185)
Balance as at 31 December 2015			**100,000,000**	**8,157,755**

10 Share Based Payments

At 31 December 2015 REFFIND Limited has the following share-based payment schemes:

(a) Employee Options

The Company has adopted an employee incentive plan known as the REFFIND Limited Employee Share/Option Plan (ESOP), pursuant to which the Board has discretion to offer Shares and/or options to subscribe for Shares (ESOP Options) to senior management as a form of long term equity incentive.

A summary of the ESOP is set out below:

- The ESOP is open to certain senior management and directors of the Company (and, if relevant, any subsidiary of the Company), as determined by the Board.
- The Board may invite eligible persons to participate in the ESOP. Participation is voluntary. The Board may determine the number of Shares and/or ESOP Options to be issued under the ESOP and other terms of issue of the ESOP.
- Each ESOP Option enables the holder to be issued one Share upon exercise, subject to the rules governing the ESOP (Plan Rules) and (if applicable) the ASX Listing Rules.
- The Company does not intend to make any loans in relation to the acquisition of Shares and ESOP Options under the ESOP.
- ESOP Option holders are not permitted to participate in new issues of securities by the Company but adjustments may be made to the number of Shares over which the ESOP Options are granted or the exercise price to take into account changes in the capital structure of the Company that occur by way of pro rata and bonus issues in accordance with the rules governing the ESOP and (if applicable) the ASX Listing Rules.
- The ESOP limits the number of Shares and ESOP Options that the Company may issue, such that the sum of all Shares and ESOP Options on issue and offered under all employee incentive schemes of the Company does not, if they are all exercised, equate to more than 10% of the Shares on issue by the Company.

Notes to the Half Year Report

For the Half Year Ended 31 December 2015

10 Share Based Payments continued

(a) Employee Options continued

Employee options granted during the current period are set out below. No employee options were issued during the previous period.

Grant Date	Expiry Date	Exercise Price	Share Price at Date of Grant	Share Options Granted	Valuation	Expensed to 31 December 2015
6 Jul 2015	6 Jul 2019	$0.25	$0.20	6,200,000	535,798	188,211
28 Aug 2015	28 Aug 2019	$0.70	$0.69	200,000	70,818	18,688
7 Dec 2015	7 Dec 2019	$1.02	$0.66	200,000	55,852	3,685
				6,600,000	**662,468**	**210,584**

The fair value at grant date is determined using a Black Scholes Model which takes into account the exercise price, the term of the option, the impact share price at grant date and the expected price volatility of the underlying share, the expected dividend yield and the risk free interest rate for the term of the option.

The model inputs for employee options granted during the period ended 31 December 2015 include:

- Exercise price: various
- Grant date: various
- Term of option: 4 years
- Share price at grant date: various
- Expected volatility of the company's shares: 69.38%
- Expected dividend yield: 0.00%
- Risk-free interest rate: 1.95%

No employee options vested or were exercised during the period.

(b) Broker Options

During the IPO transaction process, the Company established the REFFIND Limited Broker Option Plan. A summary of the plan is set out below:

- Each Broker Option is exercisable at any time during the period from the date of its issue until 30 June 2018 (Exercise Period). Upon exercise, each Broker Option entitles the Lead Manager of the IPO to be allotted 1 Share.

- Each Broker Option will automatically lapse if it is not exercised by the end of the Exercise Period.

- The Broker Options will not be listed and will not be transferable without the prior consent of the Company.

- The Company will not provide any loans in respect of the acquisition or exercise of Broker Option.

Broker options granted during the current period are set out below. No broker options were issued during the previous period.

Grant Date	Expiry Date	Exercise Price	Share Price at Date of Grant	Share Options Granted	Valuation	Capitalised to 31 December 2015
6 Jul 2015	6 Jul 2018	$0.20	$0.20	6,000,000	555,409	555,409

The fair value at grant date is determined using a Black Scholes Model which takes into account the exercise price, the term of the option, the impact share price at grant date and the expected price volatility of the underlying share, the expected dividend yield and the risk free interest rate for the term of the option.

Notes to the Half Year Report

For the Half Year Ended 31 December 2015

10 Share Based Payments continued

(b) Broker Options continued

The model inputs for broker options granted during the period ended 31 December 2015 include:

- Exercise price: $0.20
- Grant date: 6 July 2015
- Term of option: 3 years
- Share price at grant date: $0.20
- Expected volatility of the company's shares: 69.38%
- Expected dividend yield: 0.00%
- Risk-free interest rate: 1.95%

The above options vested on 9 July 2015, the date of admission to the Official List of ASX Limited. The options are subject to a 24 month escrow from the date of official quotation. No broker options were exercised during the period.

11 Deferred Consideration

Deferred consideration relates to the fair value of ordinary shares that will be issued to the sellers of WooBoard Pty Ltd on or around 9 April 2016, being six months after the date of completion. See note 12 for further information.

	31 December 2015	30 June 2015
	$	$
1,025,934 ordinary shares to be issued for the acquisition of WooBoard Pty Ltd	**1,231,121**	-

12 Business Combinations

On 9 October 2015, REFFIND Limited acquired 100% of the issued shares in WooBoard Pty Ltd, an employee recognition SaaS platform. The acquisition is expected to expand the product offering of the Group, increase use of the REFFIND platform and provide an entry into the US market via WooBoard's customer relationships. Details of the purchase consideration, the net assets acquired and goodwill are as follows:

	Fair value
	$
Purchase consideration	
Deferred consideration (Note 11)	1,231,121
Contingent consideration (Note 8)	2,040,000
Liabilities assumed in respect of acquisition related costs incurred by WooBoard Pty Ltd	63,815
Total purchase consideration	**3,334,936**

The assets and liabilities recognised as a result of the acquisition are as follows:

Cash and cash equivalents	47,567
Intellectual property	1,987,000
Customer contracts and relationships	718,000
Receivables	70,233
Payables	(83,116)
Employee benefit obligations	(15,061)
Deferred tax liability	(811,500)
Identifiable assets acquired	**1,913,123**
Goodwill arising on acquisition	**1,421,813**

12 Business Combinations continued

The goodwill is attributable to WooBoard Pty Ltd's strong position in the employee recognition market and synergies expected to arise after the acquisition of the new subsidiary. None of the goodwill is expected to be deductible for tax purposes. See note 7 above for the changes in goodwill as a result of the acquisition.

Deferred tax of $811,500 has been provided in relation to the fair value adjustment for separately identifiable intangible assets recognised upon acquisition.

(a) Acquisition-related costs

Acquisition-related costs of $35,105 and $30,641 are included in consultancy costs and legal costs respectively in profit or loss.

(b) Deferred consideration

The deferred consideration arrangement requires the group to issue 1,025,934 ordinary shares to the former owners of WooBoard Pty Ltd on, or around, 9 April 2015.

(c) Contingent consideration

The contingent consideration arrangement requires the group to issue ordinary shares to the former owners of WooBoard Pty Ltd on, or around, 31 October 2016, provided that WooBoard achieves set revenue milestones.

The potential number of ordinary shares that group could be required to issue under this arrangement is between nil and 2,900,000. The fair value of contingent consideration of $2,040,000 was calculated based on an estimated 1,700,000 ordinary shares at a fair value of $1.20, being the closing quoted price of shares on the ASX at the date of completion. The estimated number of shares was formed using assumed probability-adjusted revenue.

(d) Revenue contribution

The acquired business contributed revenues of $20,616 to the group for the period from 9 October 2015 to 31 December 2015. If the acquisition had occurred on 1 July 2015, consolidated revenue for the half-year ended 31 December 2015 would have been $184,630.

13 Events Occurring after the Reporting Period

Subsequent to the reporting date and to the date of this report, the Company has issued a further 470,000 options to employees under the Employee Share Option Plan. The options have varying exercise prices and vesting conditions.

Notes to the Half Year Report

For the Half Year Ended 31 December 2015

14 Related Party Transactions

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated. The following transactions occurred with related parties during the half-year ended 31 December 2015:

During the period, the group incurred costs under the Transitional Services Agreement (TSA) with Digital4ge Pty Ltd (Digital4ge) of $600,000 recognised within profit or loss (period to 31 December 2014: $nil). Amounts owed to Digital4ge under the TSA, and recognised in trade and other payables, as at 31 December 2015 totalled $300,000 (30 June 2015: $200,000).

During the period, Digital4ge recharged costs incurred on behalf of the group totalling $11,483 (period to 31 December 2014: $25,647). Amounts owed to Digital4ge in respect of recharged costs, and recognised in trade and other receivables, as at 31 December 2015 totalled $36,559 (30 June 2015: $25,647).

During the period, the group recharged expenses of $2,970 (period to 31 December 2014: $nil) to Visual Amplifiers Pty Ltd, a subsidiary of Digital4ge Pty Ltd. Amounts owed by Visual Amplifiers Pty Ltd, and recognised in trade and other receivables, as at 31 December 2015 totalled $2,970 (30 June 2015: $nil).

During the period, Digital4ge forgave the payment of amounts owed by the group of $nil (period to 31 December 2014: $nil). Amounts owed by Digital4ge in respect of loans forgiven, and recognised within trade and other receivables, as at 31 December 2015 totalled $316,415 (30 June 2015: $316,415).

15 Fair Value Measurement of Financial Instruments

This note provides an update on the judgements and estimates made by the group in determining the fair values of the financial instruments since the last annual financial report.

(a) Fair value hierarchy

To provide an indication about the reliability of the inputs used in determining fair value, the group classifies its financial instruments into the three levels prescribed under the accounting standards. An explanation of each level follows underneath the table.

The following table presents the group’s financial assets and financial liabilities measured and recognised at fair value at 31 December 2015 and 30 June 2015 on a recurring basis:

At 31 December 2015:	**Level 1**	**Level 2**	**Level 3**	**Total**
	$	**$**	**$**	**$**
Liabilities				
Contingent consideration payable	-	-	2,040,000	2,040,000

At 30 June 2015:
No financial assets or financial liabilities were measured and recognised at fair value as at 30 June 2015.

AASB 13 *Fair Value Measurement* requires all assets and liabilities measured at fair value to be assigned to a level in the fair value hierarchy as follows:

Level 1	Unadjusted quoted prices 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.

Notes to the Half Year Report
For the Half Year Ended 31 December 2015

15 Fair Value Measurement of Financial Instruments continued

(b) Fair value measurable using significant unobservable inputs (level 3)

The following table presents the changes in level 3 instruments for the half-year ended 31 December 2015:

	Contingent consideration payable $
Opening balance 1 July 2015	**-**
Acquisitions	(2,040,000)
(Losses)/gains recognised in other comprehensive income	-
Total purchase consideration	**(2,040,000)**

The following table summarises the quantitative information about the significant unobservable inputs used in level 3 fair value measurements:

Unobservable inputs	Range of inputs	Relationship of unobservable inputs to fair value
Expected monthly revenues	$53,000 - $69,000 ($61,000)	If expected monthly revenues were 10% higher or lower, the fair value would increase by $480,000 or decrease by $nil respectively.

Expected monthly revenues are estimated based on the entity's knowledge of the business and how the current economic environment is likely to impact it.

(c) Fair value of other financial instruments (unrecognised)

The group also has financial instruments which are not measured at fair value in the balance sheet. For the majority of instruments, the fair values are not materially different to their carrying amounts, since the interest receivable/payable is either close to current market rates or the instruments are short-term in nature. Significant difference were identified for the following instruments at 31 December 2015:

	Carrying amount $	Fair value $
Held-to-maturity investments		
Term deposits with banks	**140,000**	140,000

Directors' Declaration

In the directors' opinion:

1. the financial statements and notes set out on pages 4 to 18 are in accordance with the *Corporations Act 2001*, including:

    a. complying with Australian Accounting Standard 134 *Interim Financial Reporting*, the Corporate Regulations 2001 and other mandatory professional reporting requirements; and

    b. giving a true and fair view of the consolidated entity's financial position as at 31 December 2015 and of its performance for the half-year ended on that date.

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

This declaration is made in accordance with a resolution of the Board of Directors.

Peter Clare
Chairman

Sydney, 29 February 2016

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INDEPENDENT AUDITOR'S REVIEW REPORT

INDEPENDENT AUDITOR'S REVIEW REPORT

TO THE MEMBERS OF REFFIND LIMITED

We have reviewed the accompanying half-year financial report of REFFIND Limited, which comprises the Statement of Financial Position as at 31 December 2015, Statement of Profit or Loss and Other Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows for the half-year ended on that date, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration of the consolidated entity comprising REFFIND Limited (the Company) and the entities it controlled at the period's end or from time to time during the half year.

Directors' Responsibility for the Interim Financial Report

The directors of the Company are responsible for the preparation of the half-year 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 half-year financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express a conclusion on the half-year financial report based on our review. We conducted our review in accordance with Auditing Standard on Review Engagements ASRE 2410 *Review of a Financial Report Performed by the Independent Auditor of the Entity*, in order to state whether, on the basis of the procedures described, we have become aware of any matter that makes us believe that the interim financial report is not in accordance with the *Corporations Act 2001* including: giving a true and fair view of the consolidated entity's financial position as at 31 December 2015 and its performance for the half year ended on that date; and complying with Australian Accounting Standard AASB 134 *Interim Financial Reporting* and the *Corporations Regulations 2001*. As auditor of REFFIND Limited, ASRE 2410 requires that we comply with the ethical requirements relevant to the audit of the annual financial report.

A review of an interim financial report consists of making enquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Australian Auditing Standards and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

Independence

In conducting our review, we complied with the independence requirements of the *Corporations Act 2001*.

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Independent member of Nexia International

Conclusion

Based on our review, which is not an audit, we have not become aware of any matter that makes us believe that the half-year financial report of REFFIND Limited and controlled entities is not in accordance with the *Corporations Act 2001*, including:

a) giving a true and fair view of the consolidated entity's financial position as at 31 December 2015 and of its performance for the half-year ended on that date; and

b) complying with Australian Accounting Standard AASB 134 *Interim Financial Reporting* and the *Corporations Regulations 2001.*

Nexia Court & Co

Nexia Court & Co
Chartered Accountants

Lester Wills
Partner

Sydney

Dated: 29 February 2016