



Xref Credit Usage



This presentation has been prepared by Xref Pty Ltd (Xref). The information contained in this presentation is for information purposes only and has been prepared for use in conjunction with a verbal presentation and should be read in that context.

The information contained in this presentation is not investment or financial product advice and is not intended to be used as the basis for making an investment decision. Please note that, in providing this presentation, Xref has not considered the objectives, financial position or needs of any particular recipient. Xref strongly suggests that investors consult a financial advisor prior to making an investment decision.

No representation or warranty, express or implied, is made as to the fairness, accuracy, completeness or correctness of the information, opinions and conclusions contained in this presentation. To the maximum extent permitted by law, none of Xref, its related bodies corporate, shareholders or respective directors, officers, employees, agents or advisors, nor any other person accepts any liability, including, without limitation, any liability arising out of fault or negligence for any loss arising from the use of information contained in this presentation.

This presentation includes “forward looking statements” within the meaning of securities laws of applicable jurisdictions. Forward looking statements can generally be identified by the use of the words “anticipate”, “believe”, “expect”, “project”, “forecast”, “estimate”, “likely”, “intend”, “should”, “could”, “may”, “target”, “plan” “guidance” and other similar expressions. Indications of, and guidance on, future earning or dividends and financial position and performance are also forward-looking statements. Such forward-looking statements are not guarantees of future performance and involve known and unknown risks, uncertainties and other factors, many of which are beyond the control of Xref and its officers, employees, agents or associates, that may cause actual results to differ materially from those expressed or implied in such statement. Actual results, performance or achievements may vary materially from any projections and forward looking statements and the assumptions on which those statements are based. Readers are cautioned not to place undue reliance on forward looking statements and Xref assumes no obligation to update such information.

This presentation is not, and does not constitute, an offer to sell or the solicitation, invitation or recommendation to purchase any securities and neither this presentation nor anything contained in it forms the basis of any contract or commitment. Any offer or sale of securities will be made pursuant to definitive documentation, which describes the terms of the offer (Offer Document). An Offer Document for any offer of securities in Xref will be made available when the securities are offered. Prospective investors should consider the Offer Document in deciding whether to acquire securities under the offer. Prospective investors who want to acquire under the offer will need to complete an application form that is in or accompanies the Offer Document.

This presentation does not constitute an offer to sell, or a solicitation of an offer to buy, any securities in the United States. The securities of Xref have not been, and will not be, registered under the U.S. Securities Act of 1933, as amended (Securities Act) or the securities laws of any state or other jurisdiction of the United States, and may not be offered or sold in the United States except in compliance with the registration requirements of the Securities Act and any other applicable securities laws or pursuant to an exemption from, or in a transaction not subject to, the registration requirements of the Securities Act and any other applicable securities laws.



Lee-Martin Seymour is a co-founder of Xref. He has 17 years recruitment experience across many geographic and market sectors. For 12 years Lee worked for one of the world's largest specialist recruitment companies. As a result he understands the demands of the employment market and is passionate about pioneering positive change for the long term. As a serial entrepreneur Lee has identified and successfully leveraged market opportunities to aid innovation in the employment sector.



**Lee-Martin Seymour**  
CEO / Founder



**RECRUITMENT**  
17+ Years Experience



**TECHNOLOGY**  
20+ Years Experience



**Tim Griffiths**  
CTO / Founder

Timothy Griffiths is a co-founder of Xref. Mr Griffiths, an MBA-qualified technologist, has 20 years' experience advising companies, including Virgin and SkyTV. He worked for Benchmark Capital providing technical diligence for high tech start-up investment and was co-founder of media company a2a plc, which floated on the UK stock market. More recently Tim was CIO for Jcurve Solutions, an Australian cloud NetSuite ERP provider.



**Timothy Mahony**  
Board Director



**Simon O'Loughlin**  
Chairman



**James Solomons**  
CFO



**David Haines**  
Global Sales Director



**Edward Allnutt**  
Managing Director - EMEA



**Present in  
5 Countries**



**100%  
Growth**



**Fully Automated  
Scalable Platform**



**359  
Happy Clients**



**Integrated to  
Oracle Taleo**

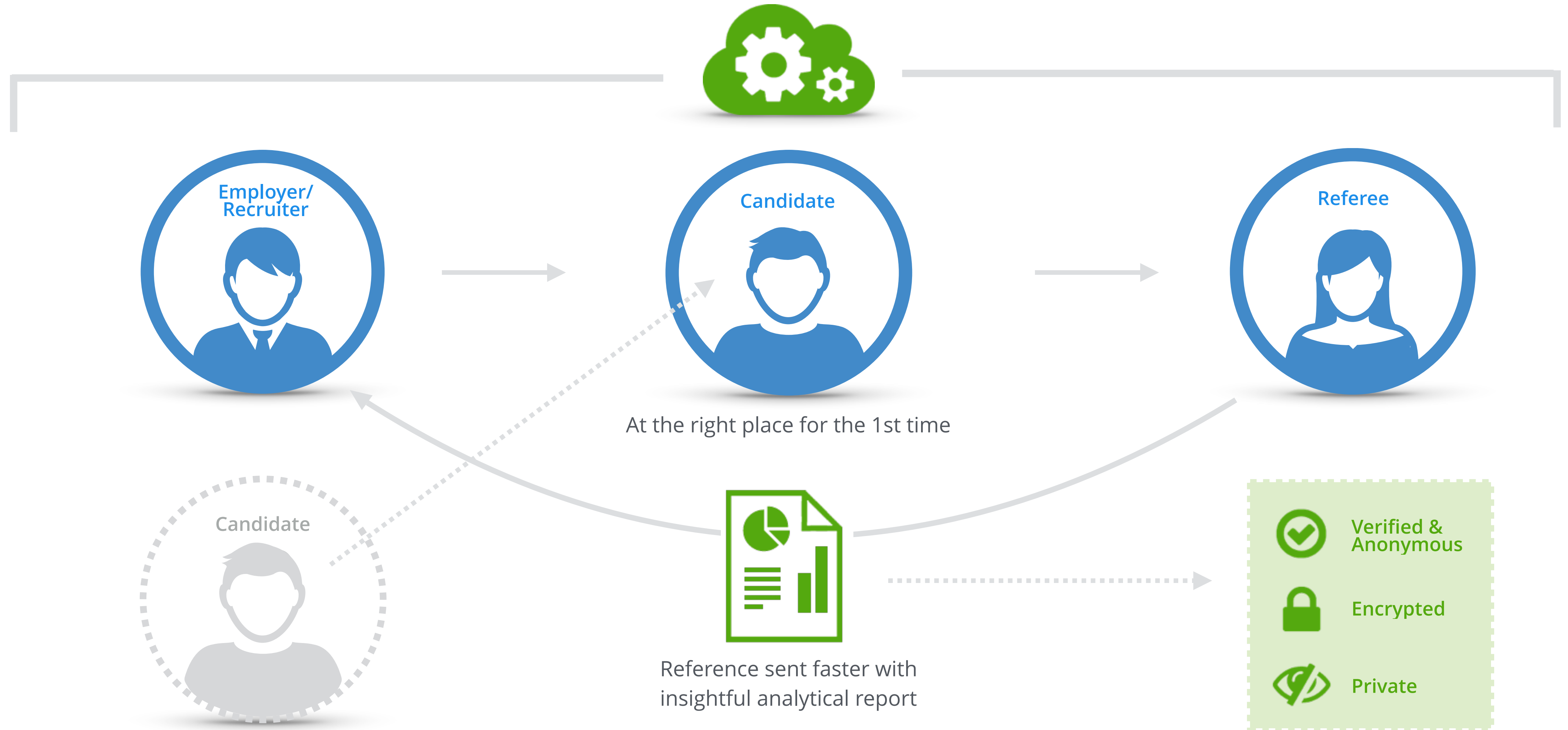


**32  
Market Sectors**

# Traditional Offline Process



# Xref Automated Process







## Average Times

20 seconds to make a reference request

24h to have the complete report with analytics



## Major Advantages

60% more data collected

98% success rate

Nullifies time difference when dealing with multiple time zones

Avoids discrimination and fraud




## Customer Experience

45% of referees complete references out of business hours

27% of referees complete the process on mobile devices

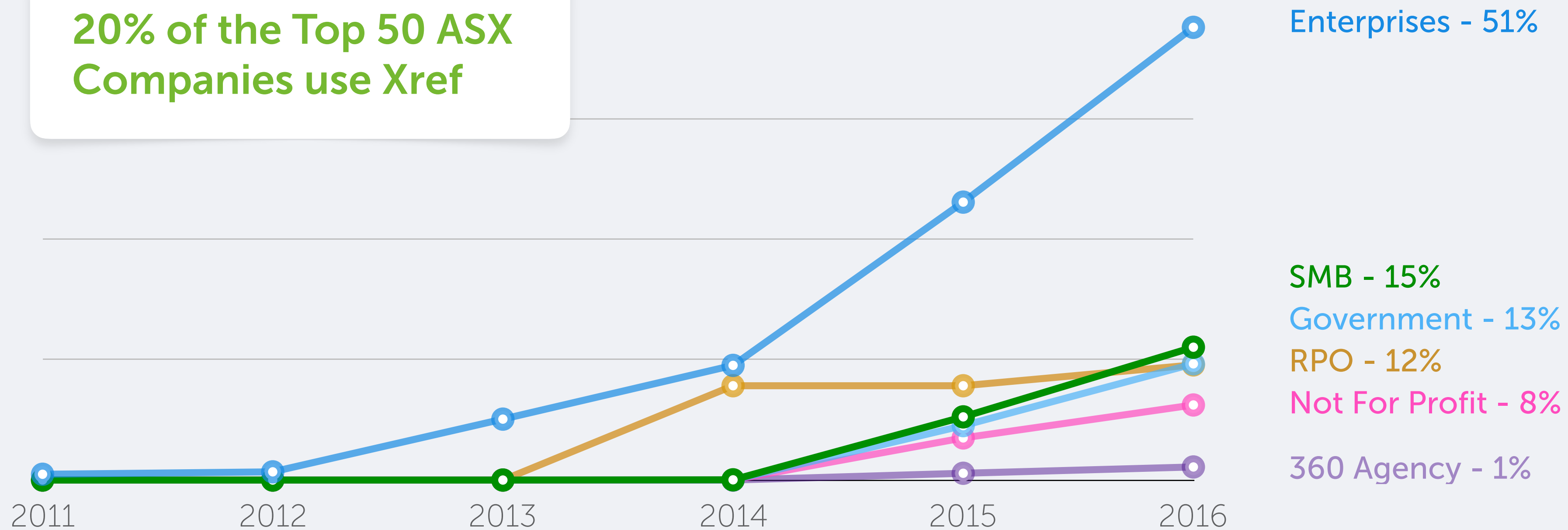




“ **Xref sell credits.** Clients use credits to take pre-employment references on candidates they wish to shortlist.



20% of the Top 50 ASX Companies use Xref



## 98% Retention



## Pre 2016



## 2016

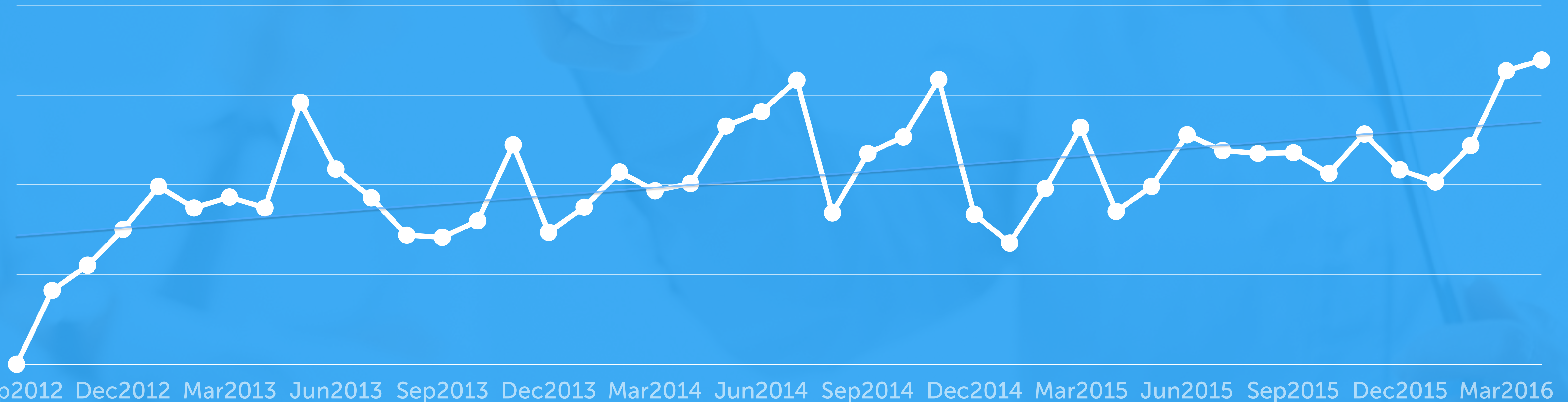






Adding Xref to our business has dramatically reduced hours spent chasing referee feedback. We have improved the turnaround times and the quality of feedback we are able to collect.

Usage



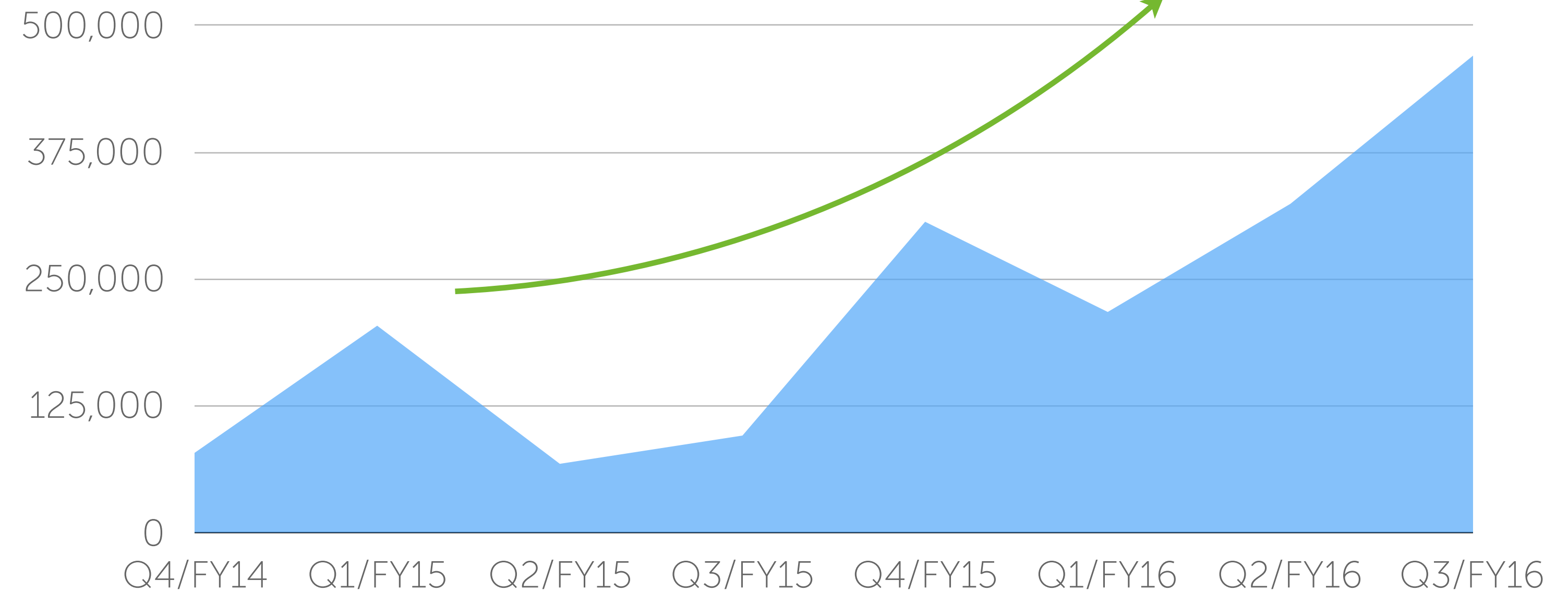
Total Assets

**\$ 3,613,481**

**\$2,7m** + **\$187k** + **\$747k**  
Net Assets      Liabilities      Unused  
Credits\*

\* Balance of unused pre-paid credit sold

Sales Per Quarter



Q3 - 2016

SALES

**\$470,000**

↑ 390% from Q3 - 2015 (\$96,000)  
↑ 45% from Q2 - 2016 (\$324,000)

MARCH 2016

**\$204,000**

Monthly Record

CREDITS USED

**\$266,000**

↑ 181% from Q3 - 2015 (\$95,000)  
↑ 12% from Q2 - 2016 (\$239,000)



## Capital Structure

**90m**

Current Shares  
on Issue

**39m**

Issued Share  
Capital

**51m**

Escrowed Shares  
Issued to Vendors

**\$39m**

Market Capitalisation  
at 42c

Performance shares of 50 million will be issued in line with the following milestones

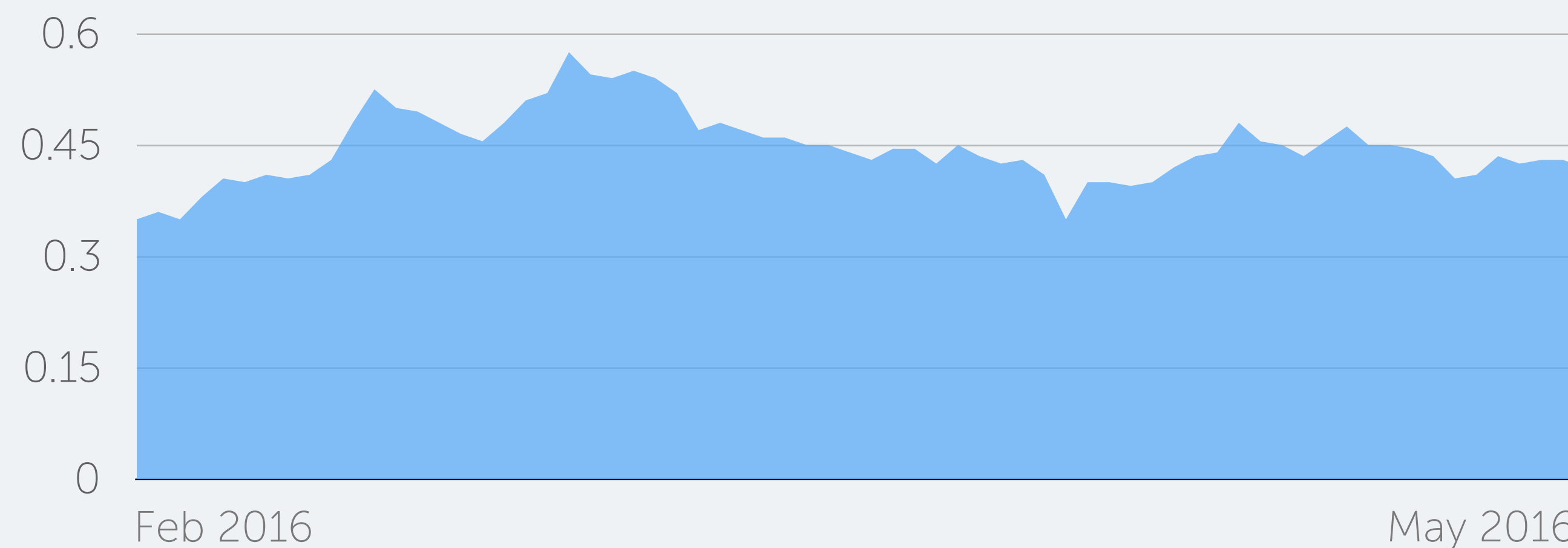
**Milestone 1:** 16.6m Performance Shares will vest once Xref achieves annualised revenue of A\$5m within 2.5 years from Listing

**Milestone 2:** 16.6m Performance Shares will vest once Xref achieves a 20-day VWAP equal to or exceeding 150% of the IPO price within 2 years of Listing

**Milestone 3:** 16.7m Performance Shares will vest once Xref achieves annualised EBITDA of A\$5m within 5 years from Listing

Vendor shares will be escrowed for a minimum of 12 months up to maximum of 24 months depending on ASX determination

XF1 Share Price 2016



### Top 5 Shareholders

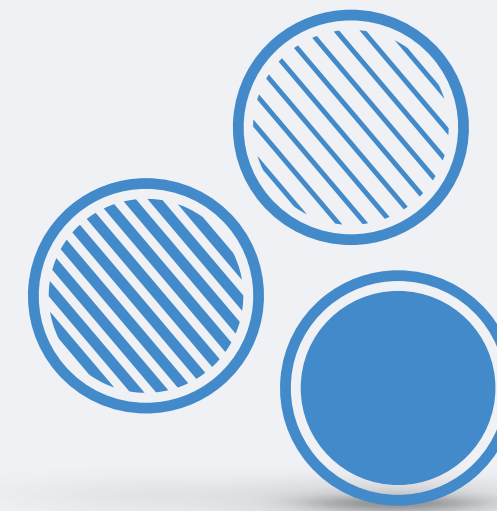
- 24m** **SQUIRREL HOLDINGS AUSTRALIA PTY LTD**  
Timothy Griffiths
- 24m** **WEST RIDING INVESTMENTS PTY LTD**  
Lee-Martin Seymour
- 3m** **UBS WEALTH MANAGEMENT AUSTRALIA NOMINEES**
- 2m** **CITICORP NOMINEES PTY LIMITED**
- 2m** **PARKSTONE HOUSE PTY LTD**  
David Haines



## Globalisation

Xref is now focused on global expansion in key regional markets.

- ✓ Commenced European sales
- ✓ Commenced North America sales
- ✓ Global web portal
- ✓ Scalable architecture
- ✓ Regionalised platforms



## Integration

Many Xref clients use Applicant Tracking Systems (ATS) to manage their recruitment process.

Xref is currently rolling out its first integration with Oracle Taleo. Taleo provides its platform to 6000 of the world's largest companies and has a sales team of more than 4000. This provides Xref an excellent channel by which we can add significant value to our customers and our strategy.



## Data Analytics

Xref is now focused on further global expansion to address nuances in regional markets.

Each day Xref collect, analyse and visualise data that provides insight to our clients like never before. As Xref expands its ability to harvest structured data, that presents unique opportunities to the employment sector.

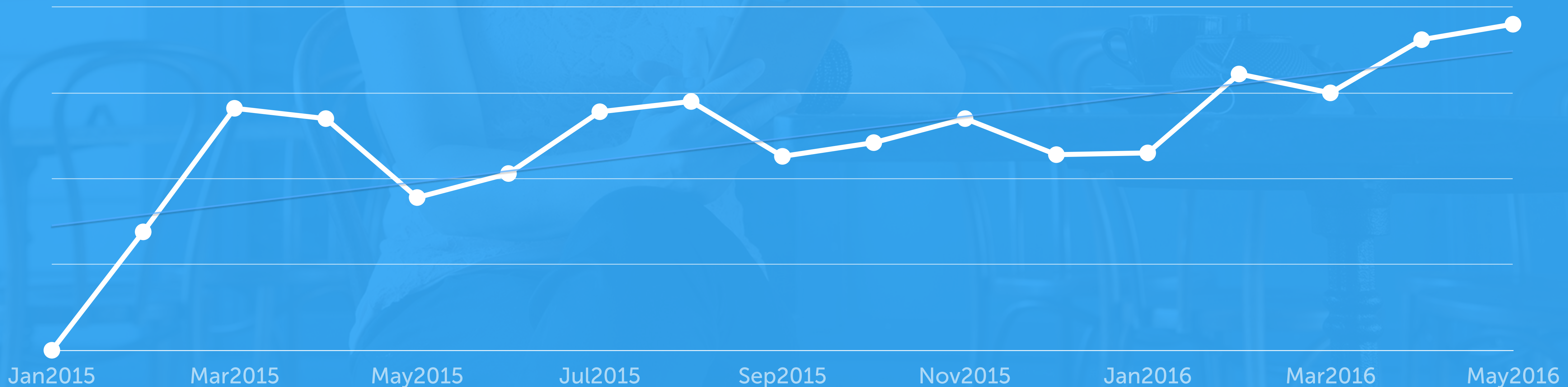
- ✓ Candidate search
- ✓ Comparative metrics
- ✓ Actionable insights





Using Xref to collect pre-employment references frees up time for more strategic talent acquisition. Qantas have also been able to reduce the possibility of reference fraud, increasing the security around the validity of referees.

Usage







QUESTIONS?

 @tweet\_xref

[xref.global/investor](http://xref.global/investor)

[xref.global/blog](http://xref.global/blog)

THE XREF STORY SO FAR

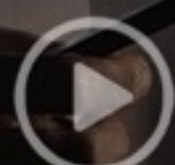
JAN 2016



xref.global

CASE STUDY

Hudson



xref.global

CASE STUDY

MISSION  
AUSTRALIA | together  
we stand



xref.global

CASE STUDY

Westpac



xref.global