

1 August 2022

Company Announcements Office  
Australian Securities Exchange

## Issue of Shares to Employee Share Trust

Xref Limited (ASX:XF1 or the Company) advises that it today issued 880,000 shares to Solium Nominees (Australia) Pty Limited as trustee for the Xref Limited Employee Share Trust.

The Company established the Xref Limited Employee Share Trust to administer the Xref Limited Employee Option Plan. The Company uses its Employee Option Plan to attract and motivate high performing team members to further the growth of Xref.

The Company has today lodged an Appendix 2A for this issue.

### Xref Limited

**Robert J Waring**  
Company Secretary

### Cleansing Notice Under Section 708A(5)(e)

Xref advises that on 1 August 2022 the Company issued a total of 880,000 fully paid ordinary shares, as set out above and advises that:

- (1) this notice is being given within five business days after the day of the issue under section 708A(5)(e) of the Corporations Act 2001 (Cth);
- (2) the Company issued the securities without disclosure to investors under Part 6D.2 of the Corporations Act 2001;
- (3) as at the date of this notice, the Company has complied with:
  - (a) the provisions of Chapter 2M of the Corporations Act 2001 as they apply to the Company; and
  - (b) section 674 of the Corporations Act 2001; and
- (4) except as may be set out in this notice, there is no other information that is excluded information as at the date of this notice that is required to be set out in this notice under section 708A(6)(e) of the Corporations Act 2001.

Authorised by the Xref Limited Disclosure Committee

## About Xref

Launched in 2010 and listed on ASX in 2016, Xref is a global platform for automated, pre-employment verification.

Headed up by Founder and CEO Lee-Martin Seymour, the Company is a profitable growth business supported by major institutional investors.

Xref supports over 15,000 active users from 2,600 entities across over 1,300 organisations servicing large global enterprises and sectors within the trust economy such as Healthcare, Aged Care, Not For Profit, Government and Education.

The Company allows employers to verify a candidate's references and ID, together with other key checking services, bringing all these onto one platform, via a partner marketplace. Xref's growth trajectory continues as employers want to safeguard their company from breaches in fraud, privacy and discrimination. The marketing-led, data-driven organisation ranks number one in reference checking globally.

With talent acquisition becoming remote on a more permanent basis, business-critical platforms such as the Company are in high demand. Reference surveys, identity verification and other pre-employment checks are crucial to give organisations confidence in their hiring and Xref is meeting that demand with an aggressive product development roadmap.

The evolution of the Company's business reflects the leadership team's unwavering focus towards an enhanced platform that increases Xref's global addressable market. The Company will continue to meet the changing needs of recruitment and HR teams globally.

To learn more, please visit:

Website: [xref.com](http://xref.com)

Investor Centre and Presentation: [xf1.com](http://xf1.com)

Twitter: [@xf1](https://twitter.com/xf1)

Email: [investors@xf1.com](mailto:investors@xf1.com)

Address: Xref Limited, Suite 13, 13 Hickson Road, Dawes Point, Sydney NSW 2000 Australia

Telephone: +61 2 8244 3099