



Investor Presentation

October 2016

Disclaimer

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 earnings 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.

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.

The Board

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.



RECRUITMENT
17+ Years Experience



TECHNOLOGY
20+ Years Experience



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.

Lee-Martin Seymour
CEO / Founder

Tim Griffiths
CTO / Founder



Brad Rosser
Non-Executive Chairman



Nigel Heap
Non-Executive Director



Timothy Mahony
Non-Executive Director

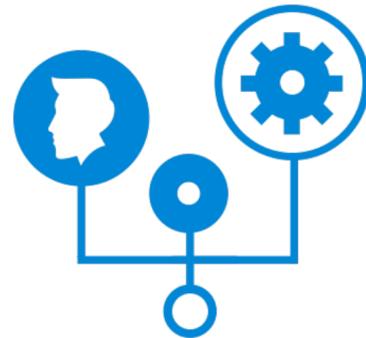


James Solomons
CFO

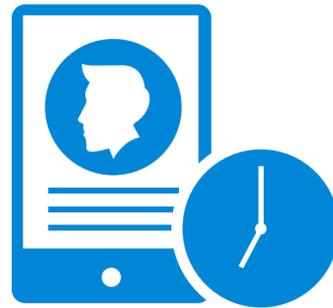
We have built a platform that automates the collection of feedback on potential and current employees.



We sell credits.
An employer uses a credit to collect feedback on potential & current employees



We integrate our workflow to other platforms and services so that we provide a seamless, embedded and automated experience for our customers



We provide an unparalleled user experience so that we have the best chance to collect as much data as possible in the shortest amount of time



We use the data that we collect to provide meaningful insight on which our clients can make data driven hiring decisions

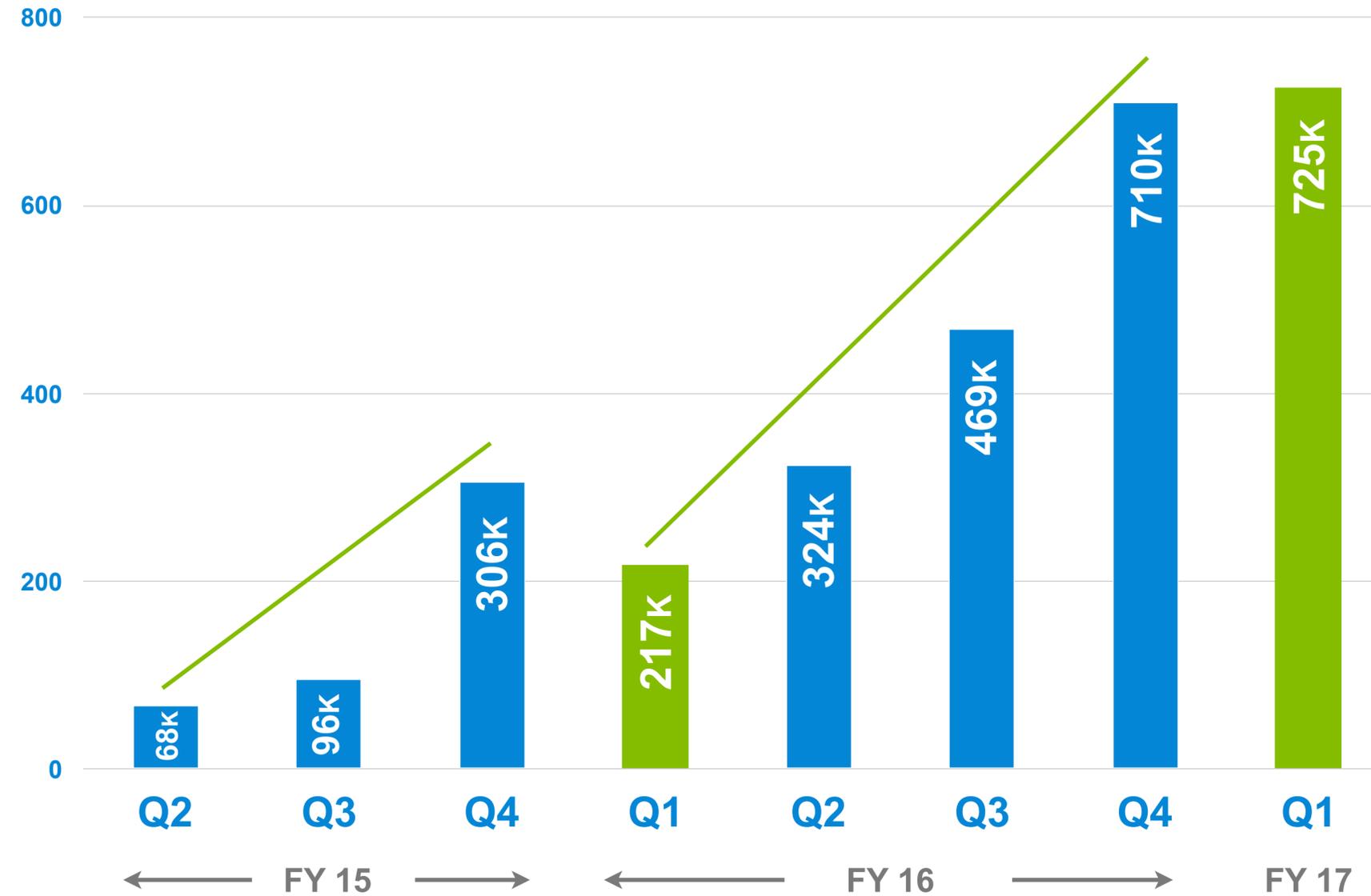


We deliver extreme value to our clients, therefore we expect it from our team, our partners and vendors

We are **xref** 

Sales

Last 8 Quarters



\$364k

Record month - Sept 2016

\$725k, +234% YOY

Record Quarter - Q1 FY 2017

3% of revenue

From North America & Europe

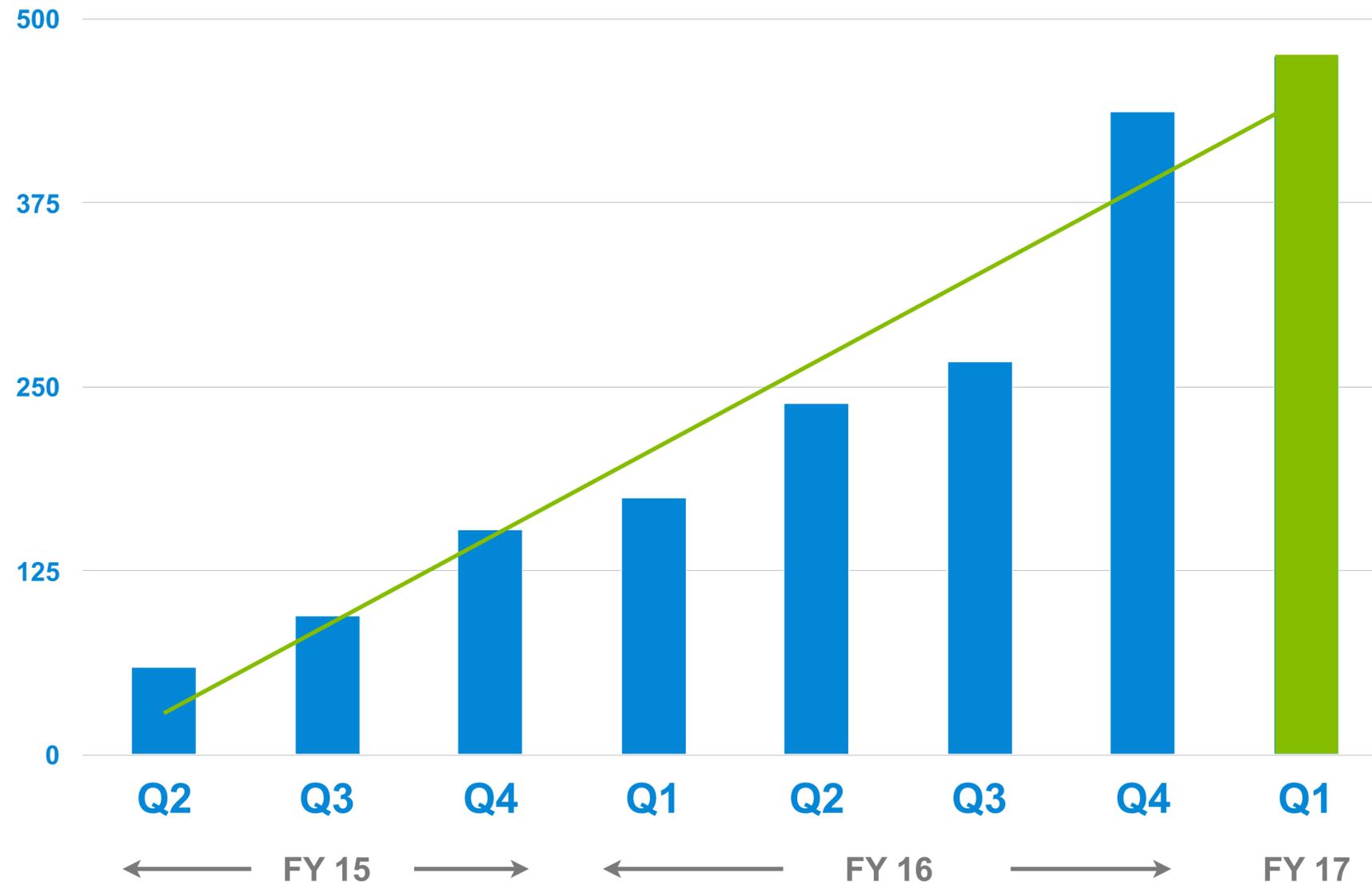
Key new clients



Key renewals



Usage / Industry growth



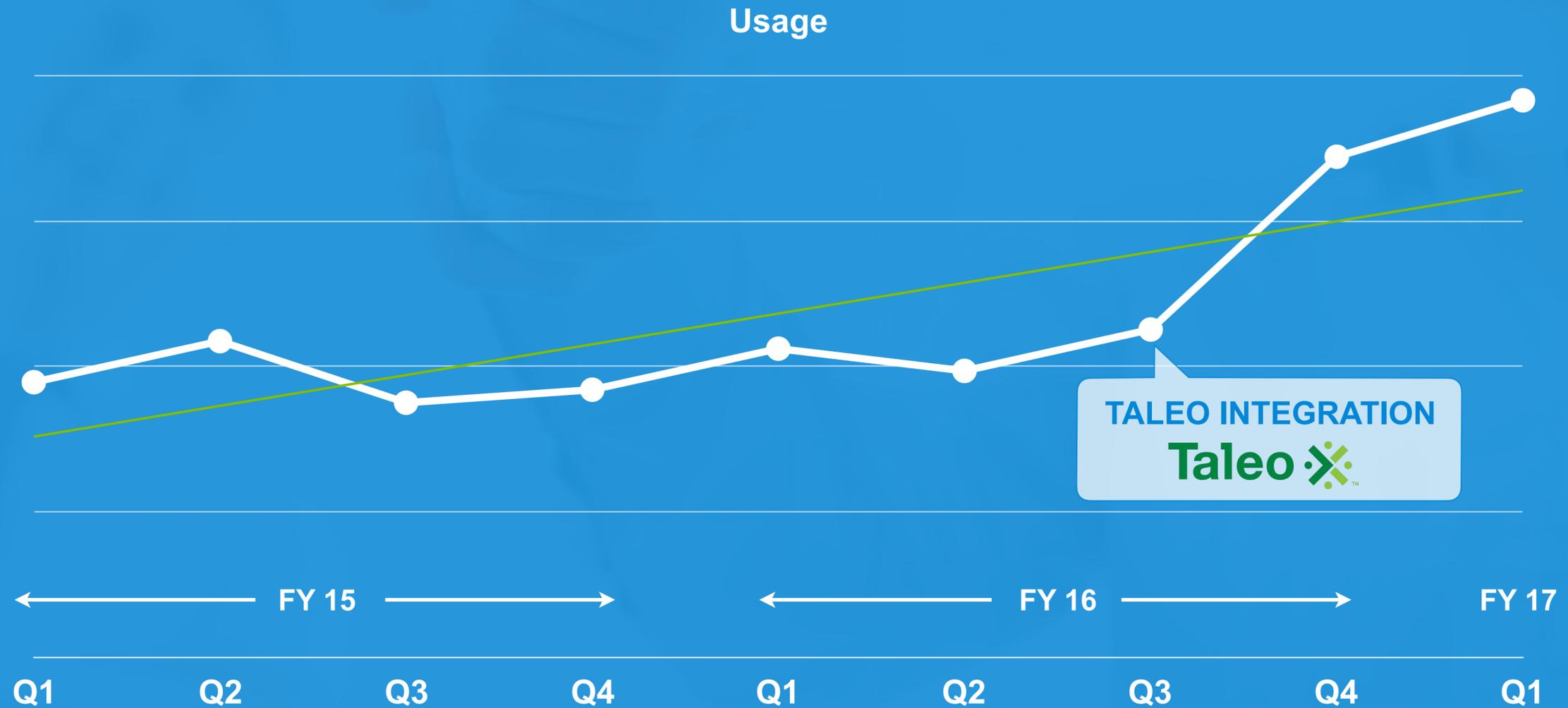
\$475k
Q1 2017

\$175k
Q1 2016

+172% YOY
Usage increase



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.



NA

LAUNCHED **Q4 - 2016**

COUNTRIES COVERED **Canada
United States**

OFFICE **Toronto**

STAFF **4**

ADDRESSABLE MARKET **162,000,000**

EMEA

LAUNCHED **Q3 - 2016**

COUNTRIES COVERED **Europe**

OFFICE **London**

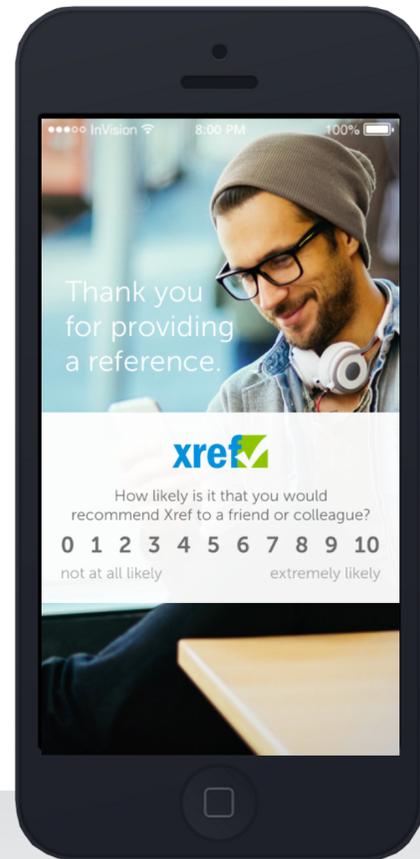
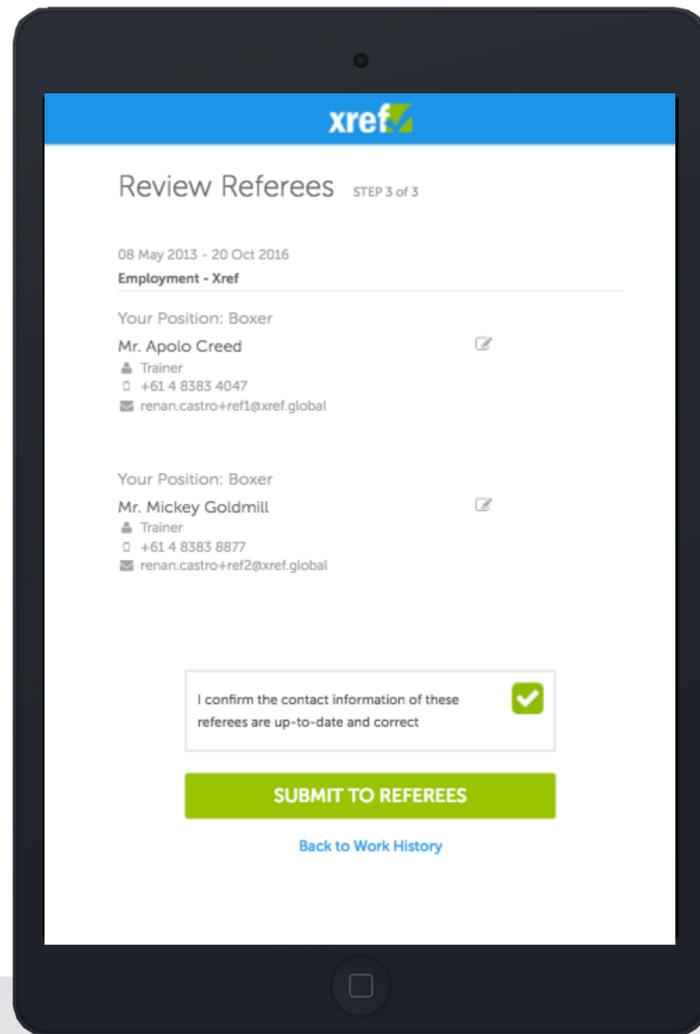
STAFF **5**

ADDRESSABLE MARKET **32,000,000**

NEW CLIENTS



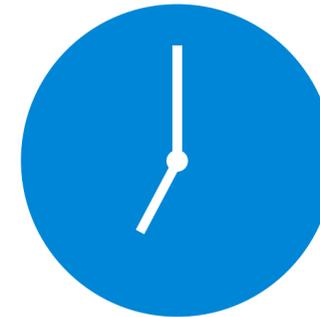
New candidate app



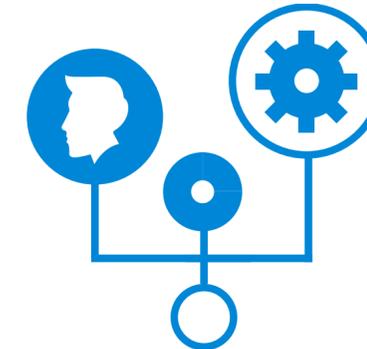
Please provide a minimum of 2 references covering at least 3 years, leaving no gaps



A truly global platform



Time & number based



Uncapped data collection



Fully responsive



▀▀ We are excited about the Xref and Expr3ss! Partnership, it allows us to have a single view of the candidate and keeps all the data in one place helping us make insightful staff selection decisions.
Elissa Chami - Business Manager Recruitment,
Rooty Hill RSL (RHR Group)

▀▀ We use both Xref and Expr3ss! in our business, the value of having a fully integrated experience within our staff selection platform is fantastic. Xref and Expr3ss! are a great example of two best of breed technology providers working together to provide a seamless experience to the customer and industry.
Sally Park, HR Manager,
Krispy Kreme Australia Pty Ltd

Capital structure

102M

Current Shares on Issue

52M

Quoted Shares

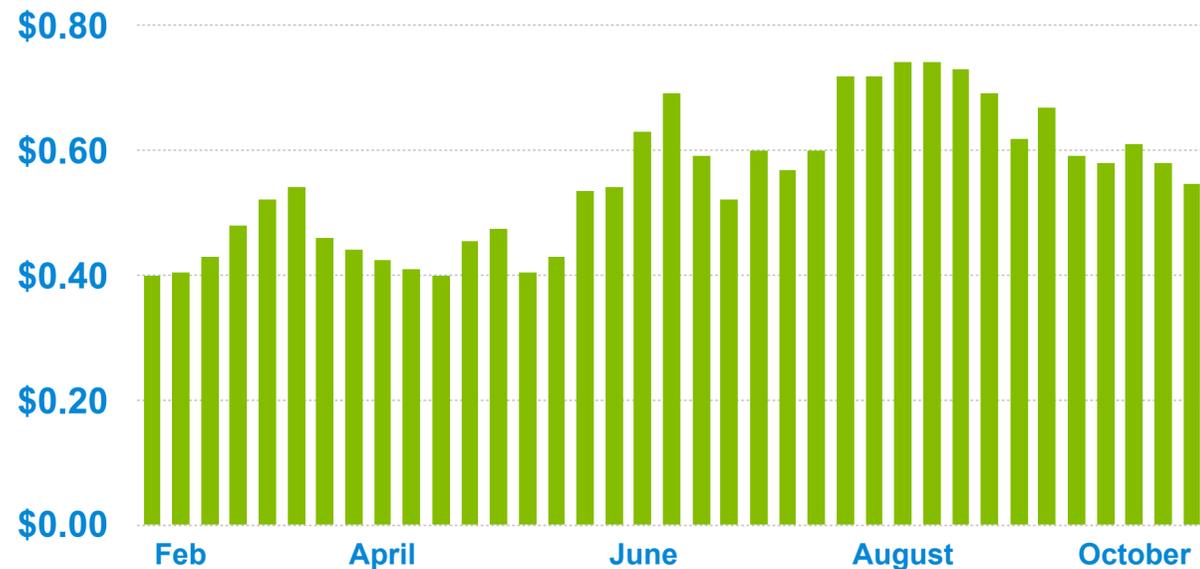
50M

Escrowed Shares
Issued to Vendors

\$56M

Market Capitalisation
at 55c (as at Oct)

XF1 Share Price 2016



Top 5 Shareholders

24M

SQUIRREL HOLDINGS
AUSTRALIA PTY LTD
Timothy Griffiths

24M

WEST RIDING
INVESTMENTS PTY LTD
Lee-Martin Seymour

8M

HSBC CUSTODY NOMINEES
(AUSTRALIA) LIMITED

3.5M

CITICORP NOMINEES
PTY LIMITED

3M

AUSTRAL CAPITAL PTY LTD

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

- Milestone 1:** 16.6m Performance Rights will vest once Xref achieves annualised revenue of A\$5m within 2.5 years from Listing
- Milestone 2:** 16.6m Performance Rights 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 Rights will vest once Xref achieves annualised EBITDA of A\$5m within 5 years from Listing

*Vendor shares issued to Directors were escrowed for 24 months by ASX.

New testimonial videos

WE
LIFE WITHOUT BARRIERS
VE



APG & CO
THE BRAND ASSEMBLY



Recently Featured By





CANDIDATE REFERENCING MADE SIMPLE



@tweet_xref



xref.global/investor



xref.global/blog