

Form 604

Corporations Act 2001
Section 671B

Notice of change of interests of substantial holder

Company Name/Scheme Xref Limited

ACN/ARSN 122 404 666

1. Details of Substantial Holder (1)

Name AustralianSuper Pty Ltd

ACN/ARSN (if applicable) 006 457 987

There was a change in the interests of the substantial holder on 18 / 12 / 2018 (this is the date on which AustralianSuper Pty Ltd became aware of a deemed relevant interest in shares in Xref Limited through the IFM Group (as defined in item 4 below), as explained in items 3 and 4 below)

The previous notice was given to the company on 02 / 10 / 2018

The previous notice was dated 02 / 10 / 2018

2. Previous and present voting power

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in when last required, and when now required, to give a substantial holding notice to the company or scheme, are as follows:

Class of securities (4)	Previous notice		Present notice	
	Person's votes	Voting power (5)	Person's votes	Voting power (5)
ORDINARY	10,000,000	6.74%	18,441,897	11.27%

3. Changes in relevant interests

Particulars of each change in, or change in the nature of, a relevant interest of the substantial holder or an associate in voting securities of the company or scheme, since the substantial holder was last required to give a substantial holding notice to the company or scheme are as follows:

Date of change	Person whose relevant interest	Nature of change (6)	Consideration given in relation to change (7)	Class and number of securities affected	Person's votes affected
REFER ATTACHED					

4. Present relevant interests

Particulars of each relevant interest of the substantial holder in voting securities after the change are as follows:

Holder of relevant interest	Registered holder of securities	Person entitled to be registered as holder (8)	Nature of relevant interest (6)	Class and number of securities	Person's votes
AustralianSuper Pty Ltd	JPMorgan Nominees Australia Ltd	JPMorgan Nominees Australia Ltd	Shareholder	ORD 10,000,000	10,000,000

AustralianSuper Pty Ltd	Various custodians depending on the party for whom the IFM Group (as defined in the fourth column of this table) is managing funds	Various custodians depending on the party for whom the IFM Group (as defined in the fourth column of this table) is managing funds	AustralianSuper Pty Ltd has a relevant interest in 8,441,897 ordinary shares in Xref Limited under section 608(3)(a) of the Corporations Act 2001 (Cth), as a result of its voting power of 20.55% in Industry Super Holdings Pty Ltd. Industry Super Holdings Pty Ltd is the holding company of companies (the IFM Group) that control the voting and/or disposal of 8,441,897 ordinary shares in Xref Limited.	ORD 8,441,897	8,441,897
-------------------------	--	--	--	------------------	-----------

5. Changes in association

The persons who have become associates (2) of, ceased to be associates of, or have changed the nature of their association (9) with, the substantial holder in relation to voting interests in the company or scheme are as follows:

Name and ACN/ARSN (if applicable)	Nature of association
N/A	

6. Addresses

The addresses of persons named in this form are as follows:

Name	Address
AustralianSuper Pty Ltd	Level 33, 50 Lonsdale Street Melbourne VIC 3000

Signature

print name Paul Doig

capacity Analyst

sign here

date 20/12/2018

This Form 604 includes a relevant interest in 8,441,897 ordinary shares in Xref Limited which AustralianSuper Pty Ltd (AustralianSuper) has under section 608(3)(a) of the Corporations Act 2001 (Cth), as a result of its voting power of 20.55% in Industry Super Holdings Pty Ltd. Industry Super Holdings Pty Ltd is the holding company of companies (the IFM Group) that control the voting and/or disposal of 8,441,897 ordinary shares in Xref Limited. AustralianSuper became aware of this relevant interest on 18 December 2018. AustralianSuper has not given any financial consideration in connection with the purchase of such shares by the IFM Group. AustralianSuper is proposing to reduce its voting power in Industry Super Holdings Pty Ltd to below 20%. If that occurs, AustralianSuper would cease to have a relevant interest in shares in Xref Limited in which the IFM Group has a relevant interest through section 608(3)(a) and a new form would be lodged by AustralianSuper.