

ASX ANNOUNCEMENT: 4th February 2025

Xref Business Update

- **Revenue up 10% to \$10.9m H1 FY2025**
- **Total cash collections: \$11.6m H1 FY2025**
- **Net cash used in operations: \$11.4m H1 FY2025**
- **Cash at bank \$4.9m**

Global HR tech platform Xref (ASX:XF1) today announced its business update for the first half of the financial year 2025. All results in this release are preliminary and unaudited. The Xref FY2025 Interim Report will be released in late February together with an investor presentation.

Over the past two years, we have transformed our platform and business model, positioning the Company strongly for future growth. Despite challenging economic conditions, our disciplined approach to expense management and sales execution has been effective. As we planned our next phase of expansion, we evaluated whether remaining publicly listed on the ASX would provide the growth capital required to support the best path forward. We had also received multiple acquisition inquiries, which resulted in the Board's decision to initiate a strategic review last May.

This rigorous process led to an offer from SEEK to acquire Xref at \$0.218 per share — representing a 61% premium to the share price before the strategic review was announced. The offer from Seek was put to shareholders in yesterday's scheme of arrangement meeting. A majority of shareholders by number (79%) voted to accept the offer from Seek but only 68% of votes were in favour, failing to reach the required 75% threshold. Consequently, the Scheme Implementation Deed between Seek and Xref has been terminated.

Xref will now continue as an independent company listed on the ASX and will resume its growth strategy.

Throughout the Scheme process and in accordance with our expectations the business has continued to make progress on growing subscription revenue and managing its cash. Subscription revenue continues to grow and the current cash balance is \$4.9m. The business has also continued to innovate its product range and has an exciting pipeline of products and marketing initiatives set to launch in the second half of FY2025. These include additional checks within Trust Marketplace, the expansion of Self Sign-On and Enterprise Talent Pool, and key marketing assets such as the Employee Voice Report, which was released [yesterday](#).

Revenue

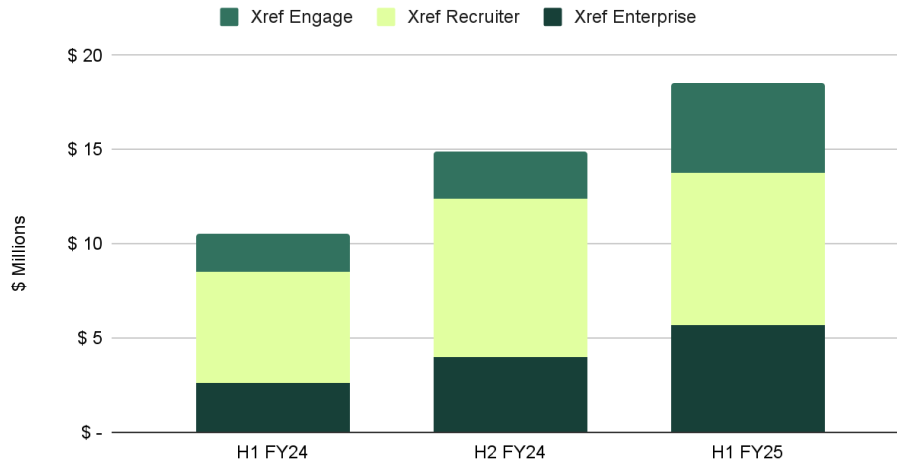
Total Revenue for H1 FY2025 grew 10% to \$10.9m when compared to \$9.92m for H1FY2024 and \$9.94m for H2FY2024. 80 new clients joined Xref in the first half, 95% of these joined on subscription based contracts. As a result of our successful transition to SaaS, ARR is expected to continue to increase as remaining clients move to new subscription agreements, clients using the Recruiter platform migrate to the Enterprise

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Platform, the split of SaaS to non-SaaS revenue for Engage increases and new clients are added across our business.

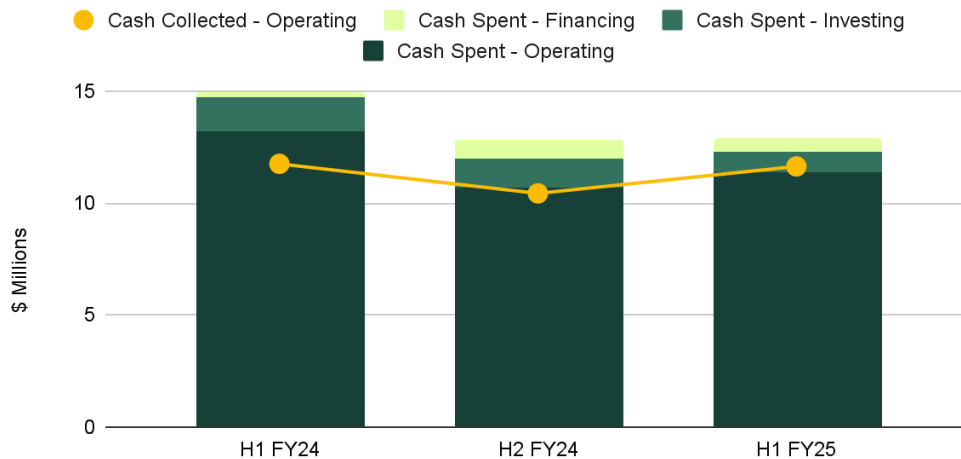
Growth of Subscription Revenue



Cash

Total expenses for H1 FY2025 were \$12.9m, 14% lower than the corresponding half and remained flat when compared to the preceding half. Total cash collections for the half were \$11.64m which is higher than cash used in operations (excluding financing and investing costs) of \$11.4m. In late January 2025, Xref successfully secured a \$2.3 million research and development refundable tax offset. Cash and cash equivalents are currently at \$4.9m.

Cash expenses vs Cash collections



Debt Facility

As a result of the Scheme termination Xref is required to commence principal repayments.

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Outlook

We remain focused on advancing our hire-to-retire platform, offering industry-leading reference checks, a comprehensive marketplace for background checks, and innovative tools to enhance employee engagement and talent pooling. Our key priorities include driving SaaS growth, expanding self-sign-on capabilities, enhancing talent pooling, and further automating engagement surveys to deliver even greater value to our customers. At the same time, focusing on cost efficiencies and maximising recurring revenue to build a pathway to sustainable and growing profit.

Xref CEO and Founder, Lee-Martin Seymour said: *"Throughout this process, we have remained focused on business as usual. As a result, we have an exciting pipeline of products and marketing initiatives set to launch in the second half of FY2025. These include additional checks within Trust Marketplace, the expansion of Self Sign-On and Enterprise Talent Pool, and key marketing assets such as the Employee Voice Report, which was released yesterday. I would like to extend my gratitude to the SEEK leadership team, who have been a pleasure to work with during the Scheme process. Xref will be releasing the 2024 interim report towards the end of February and will continue regular communication to shareholders,"*

This announcement has been approved by the board of directors of Xref Limited.

To learn more or ask questions, please visit

Website: xref.com

Investor Centre and Presentation: xf1.com

Client welcome site welcome.xref.com



Xref is a leading HR technology provider that supports talent acquisition and HR teams in reducing employee turnover through improved hiring practices and enhanced employee engagement. Xref's multi-language, self-service SaaS platform enables users to request, collect, and review candidate references, conduct background checks, administer employee pulse and engagement surveys, and manage exit surveys for departing employees.

Founded in 2010 and publicly listed on the ASX in 2016, Xref is headquartered in Sydney, Australia, with a global team of 100 employees. It also operates regional offices in New Zealand and Canada, along with a development team based in Pakistan. Since its inception, Xref has consistently expanded its portfolio of industry-leading HR technology platforms, products, and features to meet the evolving needs of the global employment market and it has to date been utilised in 195 countries.

Product	Available via
Automated Reference Checks	Xref Lite, Recruiter, Enterprise and Open API
Background Checks	Trust Marketplace, RapidID, Xref Recruiter and Xref Enterprise
Pulse and Exit Surveys	Xref Enterprise
Engagement Surveys	Xref Engage
Talent Pools	Xref Recruiter and Xref Enterprise

Xref is ISO 27001 certified, adhering to the highest standards of security and quality management. It complies fully with GDPR requirements through secure and transparent data collection and storage processes. Powered by AWS Serverless infrastructure, Xref operates production, development, and sandbox environments across four global data centres, located in Sydney (Australia), Frankfurt (Germany), Virginia (USA), and Toronto (Canada).

Eighty percent of Xref's 1,800 clients are located in Australia and New Zealand, with the remaining 360 clients spread across the UK, EMEA, and North America. The majority of Xref's clients are in sectors such as government, education, healthcare, child care, not-for-profit, and emergency services. Xref boasts a client retention rate of 84%, a customer satisfaction score of 95%, and an impressive +4.7-star rating on platforms like Google, G2, Capterra, and GetApp.

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