Xref Announces Retirement of Chair; Appointment of Successor

20 March 2026 – Xref Limited (ASX:XF1) ("Xref" or "the Company"), a leading provider of automated HR feedback and data solutions, today announces that Mr. Tom Stianos has advised of his intention to retire as Chair and Non-Executive Director, effective 30 April 2026.

Mr. Stianos' decision is consistent with his decision to reduce his board portfolio in order to devote more time to private interests. Following a formal succession process, the Board has unanimously elected Mr. Nigel Heap to succeed Mr. Stianos as Chair, effective 1 May 2026.

Nigel Heap joined Xref after its IPO in 2016 and has since been instrumental in guiding the Company's strategic direction. from a transactional model to a high-margin annuity subscription business. Nigel's global experience in the HR and recruitment sectors and deep corporate knowledge will ensure a smooth transition in the Chair and he will be supported by the recent appointments of directors Jon Newbery and Jake Philpot.

Outgoing Chair, Tom Stianos, commented:

"Having worked alongside Nigel for five years, I am confident he is the right leader for the Board's next chapter. Nigel possesses an intimate knowledge of Xref's global operations and its strategic roadmap. His appointment ensures a seamless transition as the Company continues to scale its SaaS offerings."

Founder and CEO, Lee-Martin Seymour, added:

"On behalf of the Board, I want to thank Tom for his invaluable counsel during a pivotal era for Xref. His guidance through our strategic reviews, the SEEK engagement, and our transformation into a subscription-led business has positioned us for long-term growth. We wish him the very best."

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

To learn more or ask questions, please visit:

Website: xref.com

Xref Investor Hub: xf1.com

Xref Limited (ASX:XF1): The Global Employer Intelligence Platform

Xref is a business-critical SaaS employer intelligence platform and a permanent, transformational piece of an organisation's technology stack. We operate as a survey and data science business that replaces high-friction, manual HR tasks with automated workflows designed to harvest longitudinal employee data across the entire "hire-to-retire" lifecycle. By capturing structured and unstructured point-in-time sentiment, Xref provides organisations with actionable clarity through advanced analytics and AI toolsets.

Xref drives organisational value through a "Data Engine" focused on four strategic pillars:

- Validation: Establishing a "Truth Baseline" for every hire using automated referencing and a Trust Marketplace of global background-checking vendors.

- Retention: Measuring engagement via Pulse and Engagement surveys and predictive analytics to prevent future turnover.

- Reutilisation: Transforming referees and departed employees via Exit surveys into active talent pools to reduce recruitment costs.

- Network Effect: Every request advertises Xref to the talent market, building an interconnected network of career histories that ensures our Data Lake remains current and comprehensive.

Our competitive advantage is anchored in a verified, private archive that cannot be replicated by standard AI scraping or competitors. This data harvesting engine has secured over 9 million career histories, 11 million employee opinions, and 7 million reference reports. Built on 16 years of pre-employment data and 26 years of engagement history, this moat provides a foundational library of professional truth. The infrastructure is accessible through our native platform or via a scalable API, allowing organisations to power the wider HR tech ecosystem with verified talent data.

Xref is founder-led by Lee-Martin Seymour (CEO), the visionary designer of the original platform and driving force behind its evolution into a comprehensive "employer intelligence" suite. Lee's passion for client satisfaction drives solutions, including pulse, engagement, and exit surveys, that meet the evolving needs of the employment sector. We provide a predictable revenue base fueled by high-margin SaaS contracts and AI-powered operational efficiencies, scaling as the industry's essential trust layer.

Xref.com

investors.xref.com