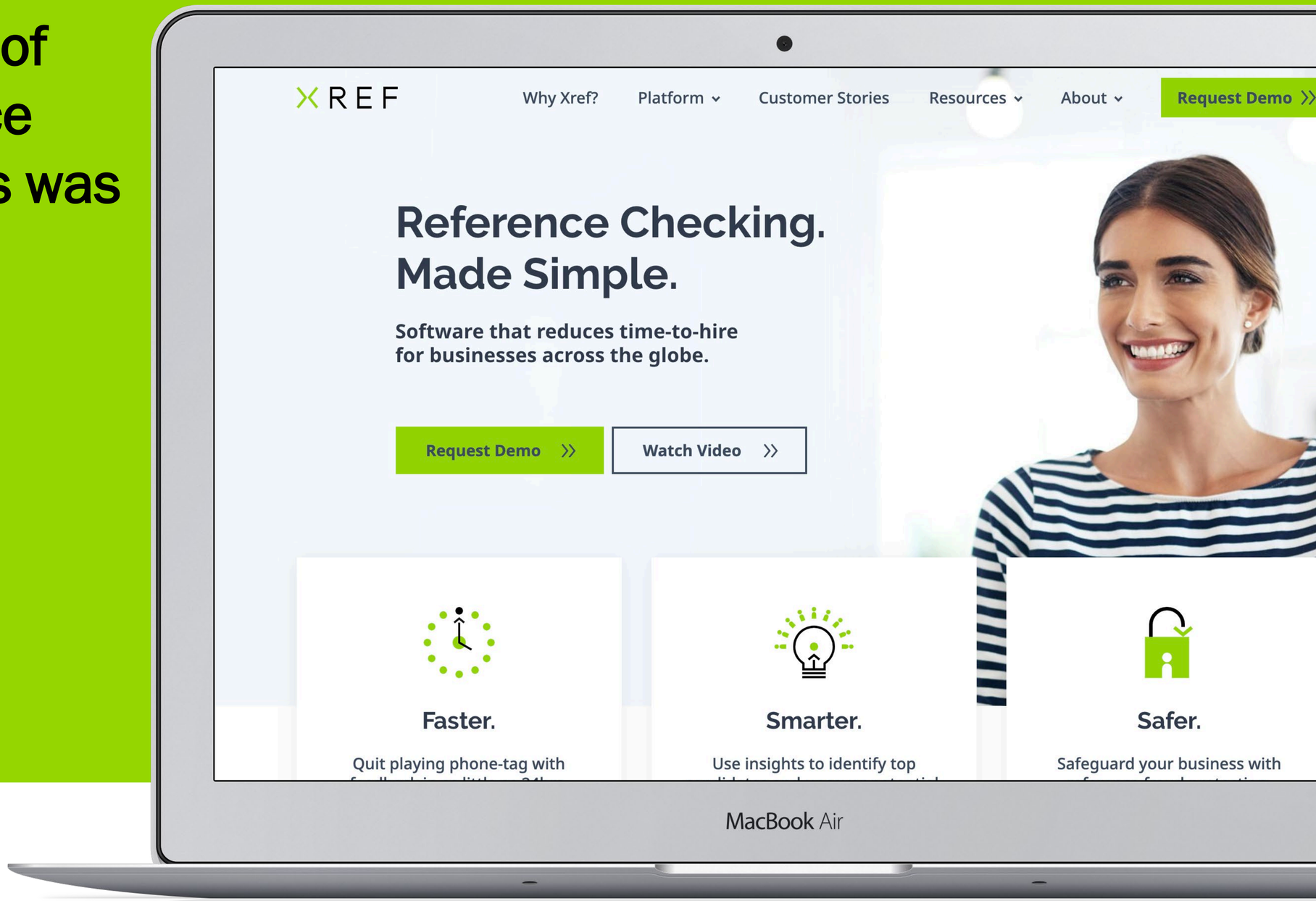
ASX Small and Mid-Cap Conference

Lee-Martin Seymour, CEO & Co-founder

XREF

The traditional task of conducting reference checks on new hires was broken.

We re-invented it.



Xref Platform Benefits

Human Capital Governance

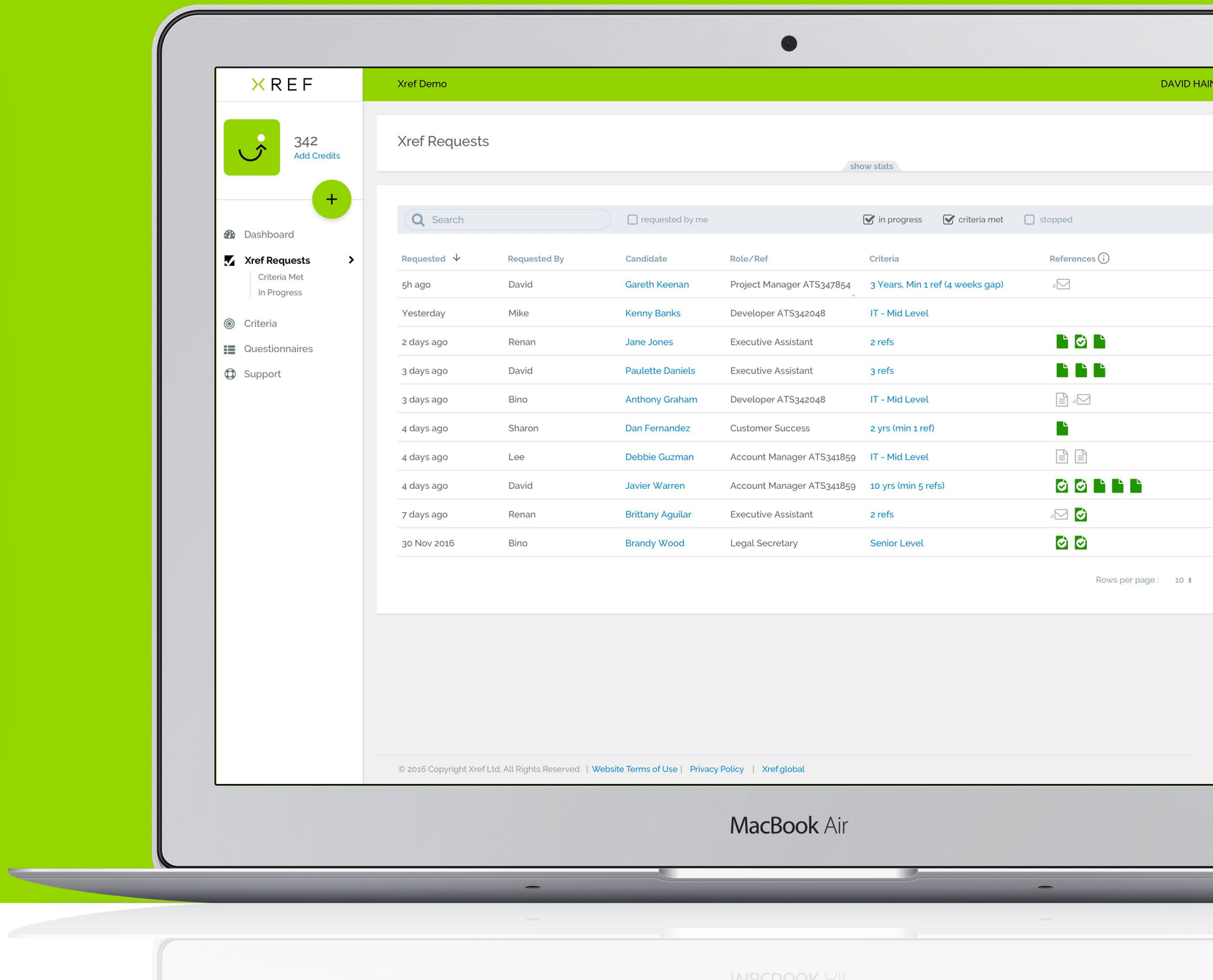
- Fraud
- Privacy
- Discrimination
- Global ID Verification

Data Collection

- 60% more data
- 5 times faster
- Leading data analytics

Enterprise technology

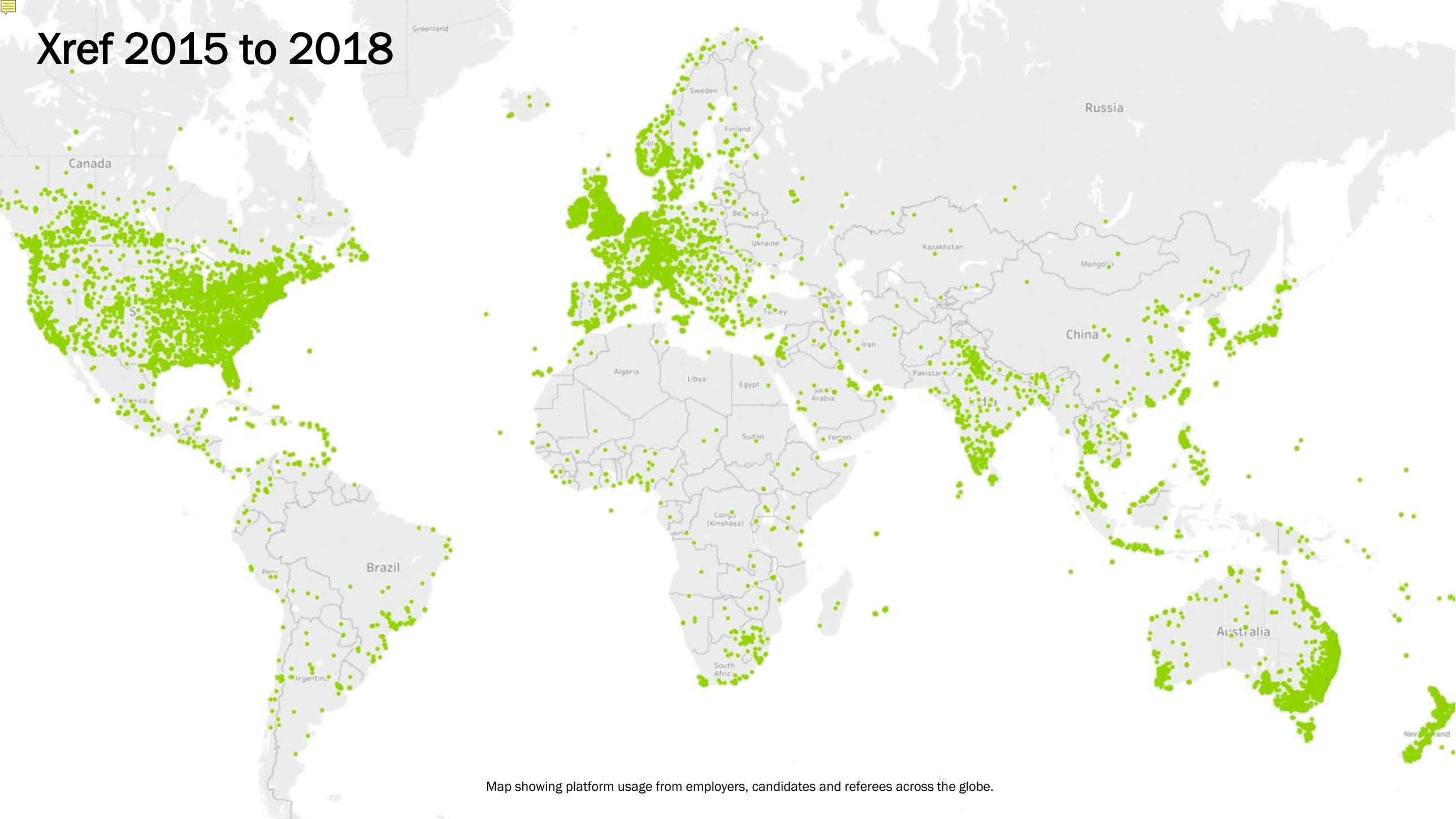
- Multi region
- Multi language
- ISO27001 certified
- 24/7 Global Support



Today, 6500 employers in 7 countries

make better hiring decisions because of Xref

Xref 2015 to 2018



Map showing platform usage from employers, candidates and referees across the globe.

Our business model

1. When Xref's clients purchase credits **(Credit Sales)** to use the Xref platform, the value of their purchases is recognised as unearned income **(Unearned Income)**.
2. When they pay for the credits, the cash is recognised as cash receipts **(Cash Receipts)**.
3. Once the credits are used by the client **(Usage)**, Xref recognises the value of the credits used as revenue **(Recognised Revenue)**.

Xref Global Platform Growth

Client Acquisition

1200

Average Revenue Per Account

$12,500

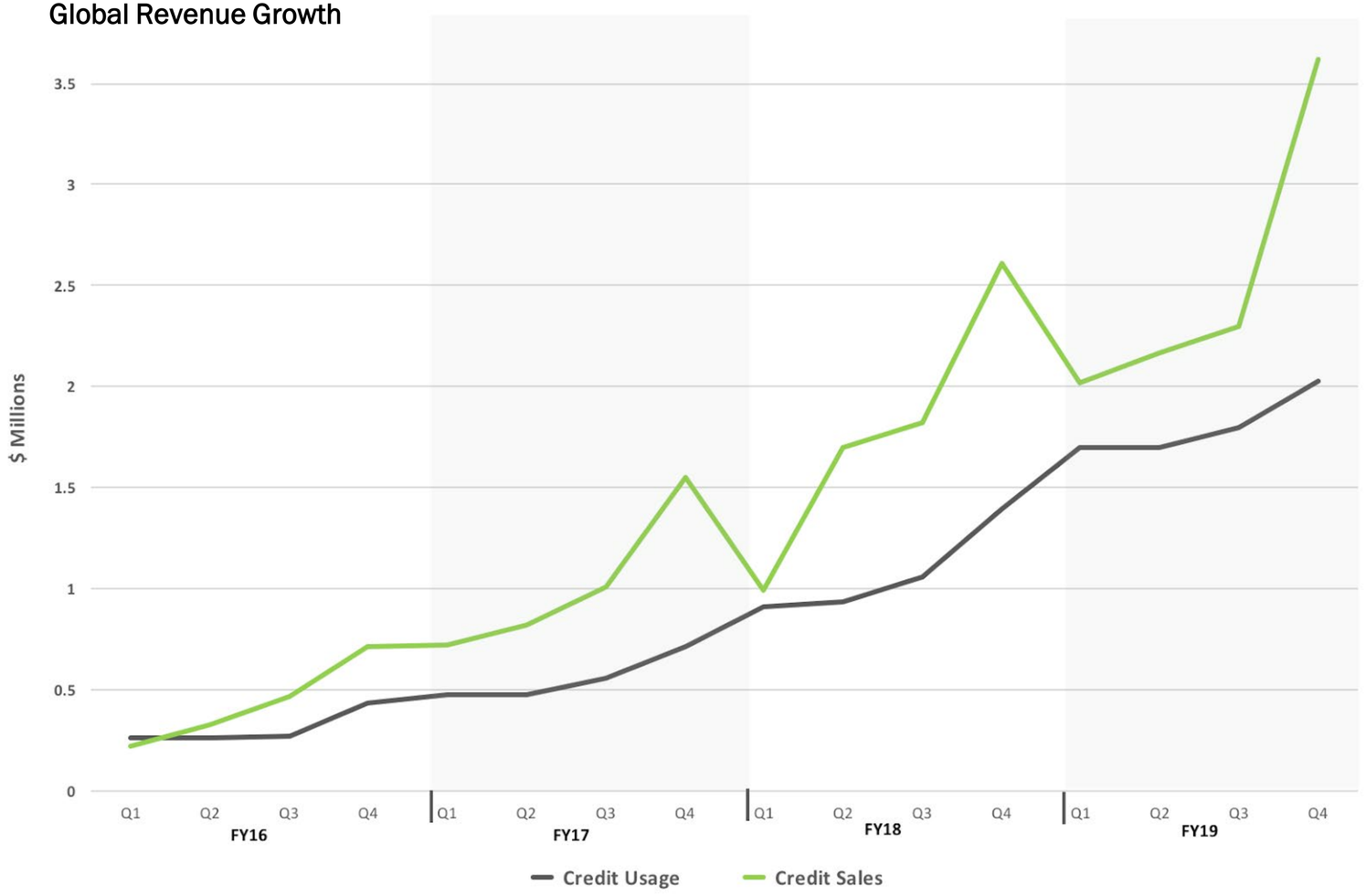
Client Retention

94%

Countries Platform Used

195

Global Revenue Growth



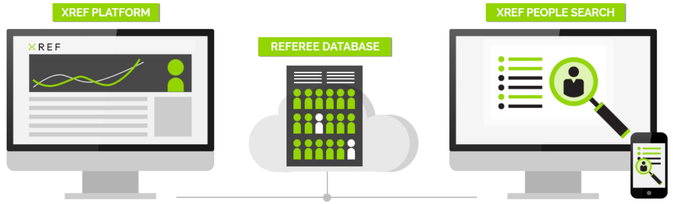
Innovative new services increasing ARPA and margins

We integrate with the best

One of Xref's key growth strategies is to enter into joint marketing activities with partners. These partner companies currently employ more than 10,000 support staff and support more than 50,000 organisations. Sales from integrated clients represented 24% of revenue in FY18.

We build data-driven products

Xref People Search is a standalone analytics platform that will help users search and filter the referee data that is already held in their Xref account. Xref People Search is the latest in a line of solutions to improve the value Xref offers users and increase Average Revenue Per Account (ARPA).



We offer additional checks

Xref's platform offers additional checking services, including credit, criminal, driver and identity checks through Checkr in the US and Canada, and Equifax/Fit2Work in Australia.

YouTube
VIEW XREF CASE STUDIES
Fletcher Building
CASE STUDY
XREF
La Fosse Associates
CASE STUDY
XREF
"A phenomenal turnaround time."
"The first time that we used Xref was on a Friday...when we came in on the Monday morning the references had been done."
Westpac
SKYCITY
CASE STUDY
XREF
CASE STUDY
XREF
michael hill
CASE STUDY
"Referees give us more content and they're more candid with their
Sue Ryder
CASE STUDY
MacBook Air

Xref business success

Xref Global Staff

92

Global Offices

5

Physical Locations

13

ASX Listed

2016

XREF

We are now capable of verifying a candidate's journey, performance and identity on a global scale.

xref.com

@xf1

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