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ASX Announcement/Press Release : 15th October 2021
Xref Limited (ASX:XF1)

Thomas Stianos appointed Xref Chair

Human resources technology company Xref Limited **(ASX: XF1)**, ('Xref' or 'the Company'), today announces the appointment of Thomas Stianos as an Independent Non-Executive Director. He was appointed to the Board on 14 October 2021 and at yesterday's Board meeting he was elected Chairman of the Board.



Mr Stianos is widely recognised as one of the most successful and experienced leaders in the IT industry. Mr Stianos is currently the Chairman of Empired Limited (ASX: EPD) and a non-executive director of Gale Pacific Limited. (ASX: GAP) and Chairman of Escient. Mr Stianos was also previously a non-executive director of Inabox Group Limited and the Managing Director of SMS Management & Technology Limited.

Mr Stianos has also previously held senior positions with the Department of Premier and Cabinet, Department of Justice, and Department of Treasury & Finance. Mr Stianos holds a Bachelor of Applied Science from the University of Melbourne and is a Fellow of the Australian Institute of Company Directors.

Attached is Thomas Stianos' Appendix 3X.

At the November 2021 AGM, shareholders will be asked to approve the issue of 1,800,000 options to Thomas, with an exercise price of $0.54 (30-Day VWAP) and an expiry date of 17 November 2024. The options will vest progressively over three years, with vesting and other details to be set out in the Notice of AGM.

Executive director / CEO Lee-Martin Seymour said: "Further developing our subscription base and international revenues will be critical in the next phase of Xref's growth and Tom's experience in growing technology companies will no doubt prove invaluable."

For Further information:

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Authorised by the Board: Xref Limited (ASX : XF1)

About Xref

Xref is a reference checking and identity verification platform that empowers organisations worldwide to make great people decisions.

Xref's fully automated online reference checking platform allows employers to request one or multiple references in minutes and receive fast, honest feedback within 24 hours. Xref also enables employers to know who a candidate really is with RapidID, Xref's biometric identity verification solution.

Xref is the reference checking platform of choice globally. The company understands the talent and human resources markets and is currently working with some of the largest organisations in the world to develop new products that will provide unique employment insights.

In the future, Xref plans to extend its platform across the full hire to retire journey, dramatically increasing its addressable market and allowing organisations to reap the benefits of Xref across their businesses.

To learn more, please visit:

Website: xref.com
Investor Centre and Presentation: xf1.com
Twitter: @xf1
Email: investors@xf1.com
Xref Limited, Suite 13, 13 Hickson Road, Dawes Point, Sydney NSW 2000 Australia

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Rule 3.19A.1

Appendix 3X

Initial Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/9/2001.

Name of entity	**Xref Limited (ASX:XF1)**
ABN	**34 122 404 666**

We (the entity) give ASX the following information under listing rule 3.19A.1 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Thomas Stianos
Date of appointment	14 October 2021

Part 1 - Director's relevant interests in securities of which the director is the registered holder

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Number & class of securities
None

Part 2 – Director's relevant interests in securities of which the director is not the registered holder

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Name of holder & nature of interest Note: Provide details of the circumstances giving rise to the relevant interest.	**Number & class of Securities**
	Nil

Part 3 – Director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	Not applicable
Nature of interest	
Name of registered holder (if issued securities)	
No. and class of securities to which interest relates	

+ See chapter 19 for defined terms.

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