

24 November 2025

Companies Announcements Office
Australian Securities Exchange

Xref Limited 2025 Annual General Meeting Proxy and Poll Voting Results

Xref Limited advises that the Resolutions put to the Company's 2025 Annual General Meeting, which commenced at 3:30pm today, were conducted on a poll. All Resolutions were passed, except for Resolution 6 (To Approve A 10% Placement Facility), which was a Special Resolution requiring approval of at least 75% of the votes cast.

Details of the proxy voting and poll results are shown on the attached report.

Xref Limited

Robert J Waring
Company Secretary

This announcement was authorised by the Company Secretary of Xref Limited.

Xref Limited (ASX:XF1)

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Disclosure of Proxy Votes

Xref Limited

Annual General Meeting

Monday, 24 November 2025



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In accordance with section 251AA of the Corporations Act 2001, the following information is provided in relation to resolutions put to members at the meeting.

Resolution	Decided by Show of Hands (S) or Poll (P)	Total Number of Proxy Votes exercisable by proxies validly appointed	Proxy Votes				Poll Results (if applicable)			Results
			FOR	AGAINST	ABSTAIN	PROXY'S DISCRETION	FOR	AGAINST	ABSTAIN	OUTCOME
1 TO RE-ELECT A DIRECTOR – MR THOMAS STIANOS	P	148,289,348	127,915,523 86.26%	20,353,971 13.73%	0	19,854 0.01%	128,306,527 86.31%	20,353,971 13.69%	0	Carried
2 TO ELECT A DIRECTOR – MR ANDREW JONATHAN GEORGE NEWBERY	P	148,289,348	128,198,023 86.45%	20,071,471 13.54%	0	19,854 0.01%	128,589,027 86.50%	20,071,471 13.50%	0	Carried
3 TO ELECT A DIRECTOR – MR JAKE PHILLPOT	P	148,289,348	148,203,023 99.94%	66,471 0.04%	0	19,854 0.01%	148,594,027 99.96%	66,471 0.04%	0	Carried
4 TO APPROVE THE REMUNERATION REPORT	P	85,645,887	65,230,555 76.16%	20,395,478 23.81%	32,268,511	19,854 0.02%	65,252,959 75.86%	20,764,078 24.14%	32,268,511	-
5 TO RATIFY THE PREVIOUS PLACEMENT OF SHARES	P	117,921,898	117,537,573 99.67%	364,471 0.31%	2,500	19,854 0.02%	117,928,577 99.69%	364,471 0.31%	2,500	Carried
6 TO APPROVE A 10% PLACEMENT FACILITY	P	148,285,927	110,090,176 74.24%	38,175,897 25.74%	3,421	19,854 0.01%	110,112,580 74.07%	38,544,497 25.93%	3,421	Not Carried
7 TO APPROVE THE INCENTIVE PLAN	P	85,645,887	47,405,208 55.35%	38,220,825 44.63%	338,403	19,854 0.02%	47,427,612 55.14%	38,589,425 44.86%	338,403	Carried
8.1 TO APPROVE THE ISSUE OF OPTIONS UNDER THE EMPLOYEE INCENTIVE PLAN - Mr Thomas Stianos	P	85,952,187	47,709,008 55.51%	38,232,969 44.48%	32,103	10,210 0.01%	47,721,768 55.28%	38,601,569 44.72%	32,103	Carried



Resolution	Decided by Show of Hands (S) or Poll (P)	Total Number of Proxy Votes exercisable by proxies validly appointed	Proxy Votes				Poll Results (if applicable)			Results
			FOR	AGAINST	ABSTAIN	PROXY'S DISCRETION	FOR	AGAINST	ABSTAIN	OUTCOME
8.2 TO APPROVE THE ISSUE OF OPTIONS UNDER THE EMPLOYEE INCENTIVE PLAN - Mr Nigel Heap	P	85,672,187	47,709,008 55.69%	37,952,969 44.30%	312,103	10,210 0.01%	47,721,768 55.46%	38,321,569 44.54%	312,103	Carried
8.3 TO APPROVE THE ISSUE OF OPTIONS UNDER THE EMPLOYEE INCENTIVE PLAN - Mr Jon Newbery	P	85,952,187	47,989,008 55.83%	37,952,969 44.16%	32,103	10,210 0.01%	48,001,768 55.61%	38,321,569 44.39%	32,103	Carried
8.4 TO APPROVE THE ISSUE OF OPTIONS UNDER THE EMPLOYEE INCENTIVE PLAN - Mr Jake Phillpot	P	85,952,187	67,989,008 79.10%	17,952,969 20.89%	32,103	10,210 0.01%	68,001,768 78.78%	18,321,569 21.22%	32,103	Carried

