



Announcement Summary

Entity name

XERO LIMITED

Date of this announcement

Tuesday June 02, 2026

The +securities the subject of this notification are:

Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
XRO	ORDINARY FULLY PAID	9,190	15/05/2026
XRO	ORDINARY FULLY PAID	367,838	29/05/2026

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

XERO LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ARBN

Registration number

160661183

1.3 ASX issuer code

XRO

1.4 The announcement is

New announcement

1.5 Date of this announcement

2/6/2026



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

2.2b The +securities being issued, transferred or re-classified as a result of the options being exercised or other +convertible securities being converted are:

securities that have already been quoted on ASX ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:

A transfer of existing +securities

The underlying securities being received by the holder are:

Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)

ASX +Security code and description

XROAK : RESTRICTED STOCK UNIT

TO (Existing Class)

ASX +Security code and description

XRO : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted

9,190

The first date the options were exercised or other +convertible securities were converted

The last date the options were exercised or other +convertible securities were converted

15/5/2026

Is this all of the options or other +convertible securities on issue of that type?

No

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?

Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?

No

Date the +securities the subject of this notification were issued/transferred

15/5/2026

Any other information the entity wishes to provide about the +securities the subject of this notification

Shares transferred on conversion of restricted stock units granted under an employee incentive scheme (for terms of the scheme see Xero's FY26 Annual Report accessible at Xero's website).

Issue details

Number of +securities

9,190

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:

A transfer of existing +securities

The underlying securities being received by the holder are:

Already quoted by ASX

**Existing +securities converting into an existing class****FROM (Existing Class)****ASX +Security code and description**

XROAK : RESTRICTED STOCK UNIT

TO (Existing Class)**ASX +Security code and description**

XRO : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted

367,838

The first date the options were exercised or other +convertible securities were converted

The last date the options were exercised or other +convertible securities were converted

29/5/2026

Is this all of the options or other +convertible securities on issue of that type?

No

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?

Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates who are exercising options or converting +convertible securities.

Name of KMP	Name of registered holder	Number of +securities
Sukhinder Singh Cassidy	Sukhinder Singh Cassidy	65,299
Claire Fullard (nee Bramley)	Claire Fullard	7,081

Date the +securities the subject of this notification were issued/transferred

29/5/2026

Any other information the entity wishes to provide about the +securities the subject of this notification

Shares issued on conversion of restricted stock units granted under an employee incentive scheme (for terms of the scheme see Xero's FY26 Annual Report accessible at Xero's website).

Issue details

Number of +securities

367,838

Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
XRO : ORDINARY FULLY PAID	170,599,259

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
XROAK : RESTRICTED STOCK UNIT	2,815,155
XROAI : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	1,072,702