

## Change of CEO's Interest Notice

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| <b>Name of entity</b> Xero Limited (XRO) |
| <b>ABN</b> 81 160 661 183                |

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| <b>Name</b>                 | Sukhinder Singh Cassidy  |
| <b>Date of last notices</b> | Please refer to previous disclosure in the Appendix 3G dated 5 August 2025 and the Appendix 2As dated 4 December 2025 and 2 June 2026. |

### Part 1 - Change of CEO's relevant interests in securities

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| <b>Direct or indirect interest</b>  | Direct   |
| <b>Nature of indirect interest (including registered holder)</b><br><small>Note: Provide details of the circumstances giving rise to the relevant interest.</small> | N/A  |
| <b>Date of change</b>   | 26 May 2026, 29 May 2026 and 2 June 2026   |
| <b>No. of securities held prior to change</b>   | <ul style="list-style-type: none"> <li>• 35,046 Ordinary Shares</li> <li>• 236,680 RSUs</li> <li>• 1,038,308 Unlisted Options</li> </ul>   |
| <b>Class</b>  | Ordinary Shares and RSUs   |
| <b>Number acquired</b>  | 65,299 RSUs vested to shares   |
| <b>Number disposed</b>  | 70,737 shares  |
| <b>Value/Consideration</b><br><small>Note: If consideration is non-cash, provide details and estimated valuation</small>  | <ul style="list-style-type: none"> <li>• Sale for managing personal tax obligations: \$3,123,610 (32,296 at \$76.08 per share and 7,750 at \$86.00 per share)</li> <li>• "sell to cover" mandatory tax withholding obligations upon RSUs vesting: \$2,293,538 (\$74.73 per share)</li> </ul> |
| <b>No. of securities held after change</b>  | <ul style="list-style-type: none"> <li>• 29,608 Ordinary Shares</li> <li>• 171,381 RSUs</li> <li>• 1,038,308 Unlisted Options</li> </ul>   |

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| <p><b>Nature of change</b><br/> Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p> | <p>Sale of 40,046 shares on-market.<br/> Vesting of 65,299 RSUs:</p> <ul style="list-style-type: none"> <li>• 30,691 shares sold upon vesting in a “sell to cover” transactions to satisfy mandatory tax withholding obligations</li> <li>• 34,608 shares held</li> </ul> |
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### Part 3 – Closed period

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| <p><b>Were the interests in the securities or contracts detailed above traded during a closed period where prior written clearance was required?</b></p> | <p>No</p>  |
| <p><b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b></p>  | <p>N/A</p> |
| <p><b>If prior written clearance was provided, on what date was this provided?</b></p>   | <p>N/A</p> |