2026 Annual Meeting Addresses

Lower Hutt, New Zealand - 24 September 2026

Chair's Address

FY26 was a defining year for PaySauce. After two years of focused investment, we deployed our Global Payroll Platform into Australia - what we believe will be the world-leading payroll product for small businesses. This significant milestone has been made possible by the strength of our New Zealand business, the commitment of our people, and the continued support of our customers, our partners and especially our shareholders.

FY26 Highlights

Customer numbers grew to approximately 8,600, up 5% on FY25. The strategic decision to cease offering our lowest-value product to direct customers delivered increased processing fee revenue which is the key driver of value creation in the business. This grew 13% to $7.2 million, from $6.3 million in FY25. Operating revenue for the year was approximately $9.2 million, compared with $9.0 million in FY25.

In January 2026 we completed a $5 million capital raise, which was 25% oversubscribed. That raise, together with strong operating cash flow of $2.0 million generated by our New Zealand business, enabled the investment in sales, marketing, customer support and product development required for our market entry into Australia. We ended the year with net cash, excluding funds held on behalf of customers, of $4.5 million.

Governance and Leadership

I want to take a moment to recognise Asantha's leadership. Asantha's vision for what PaySauce can become, and his commitment to seeing that vision through, have been evident at every stage of our Australian expansion - including his decision to relocate to Melbourne during this market entry phase, to embed the PaySauce culture into our new team from the ground up. That is a significant personal commitment, and on behalf of the Board and our shareholders, I want to thank Asantha for the leadership he continues to bring to this business. I also want to thank you, our shareholders, for your trust and continued support.

Shelley Ruha
Independent Director, Chair

CEO’s Address

At the start of FY26 our priorities were clear: continue to grow and strengthen the New Zealand business, complete the key milestones required to bring our next generation Global Payroll Platform to Australia, and prepare the company for its next stage of growth.

I am proud to say that we’ve achieved those priorities. For Australia’s 694,000 micro-businesses, we are building a payroll platform that is unmatched in the market, delivering an intuitive, easy-to-use mobile interface that also offers the peace of mind that comes with compliance. We are focused on turning the opportunity we’ve given ourselves, into accelerated customer acquisition.

Australia is live

The pilot of our Australian payroll product, launched in September 2025, validated the platform in a live environment. In February we began onboarding our first commercial customers, confident that our product could handle real payroll complexity and deliver peace-of-mind compliance. New payroll rules came into effect on 1 July 2026 requiring Australian businesses to make superannuation payments at the same time as they run their pays — we expect this to act as a catalyst for growth over the next 12-18 months, as businesses reassess legacy solutions that do not deliver that functionality.

Outlook

For FY27, the focus remains on disciplined execution - building momentum, learning quickly, and investing carefully as we scale. Two key priorities will shape the remainder of FY27. First, sustaining the New Zealand business as we introduce the Global Payroll Platform to our domestic market. Second, executing on the Australian opportunity .

We remain realistic about the pace of customer acquisition growth, having tested marketing channels in Australia. Management and the Board’s focus will remain on disciplined execution, careful allocation of capital, and maintaining the balance between growth and profitability - though we acknowledge the impact of upfront costs required to enter a new market, ahead of revenue in the short term.

I want to recognise the commitment and collaboration shown by our Australian team this year. PaySauce continues to strengthen the team with experts in their fields, and it is their dedication that has turned platform readiness into our initial cohort of paying customers, as we continue to build out the sales engine for future success. I also want to acknowledge the hard work put in by our New Zealand team, in both supporting the

Australian team in delivering outcomes for our new Australian customers, as well as continuing to grow and support our existing New Zealand customer base. My sincere thanks also go to my fellow directors for their guidance and support, and to you, our shareholders, for your continued trust and investment in our vision.

I look forward to sharing our progress over the coming months.

Asantha Wijeyeratne
CEO and Co-Founder

ENDS

PaySauce is a SaaS fintech platform delivering digital payroll solutions across 14 jurisdictions in Asia-Pacific. The technology enables small employers to digitally onboard, pay and manage employees from any device. The platform includes rosters, mobile timesheets, payroll calculations, banking integration, automated payments, PAYE filing, labour costing, and automated general ledger entries. The PayNow feature enables customers' employees to access the pay they've earned before payday, providing a free alternative to payday lenders.

www.paysauce.com

CONTACT
Jaime Monaghan
CFO PaySauce
+64 22 5246366
Please direct any investment queries to investor@paysauce.com