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16 October 2026

US leadership transition

Zip Co Limited (ASX: ZIP) ("**Zip**", or the "**Company**") today announces that Joe Heck has resigned as CEO of Zip US. Rory Herriman, currently Zip's US Chief Technology and Operations Officer has been appointed President and interim CEO of Zip US, effective immediately.

Mr Herriman has been a key member of the Zip US leadership team for almost three years, driving the development of the US product, technology and operations. He brings 30 years' experience in financial services and fintech including consumer lending and payments.

US-based Zip Group CEO and Managing Director, Cynthia Scott, will work closely with the US leadership team to ensure a smooth transition and Mr Heck will be available to advise Zip until early next year to support an orderly transition.

Zip Group CEO and Managing Director, Cynthia Scott said:

> *"On behalf of everyone at Zip, I thank Joe for his contribution to Zip and to the growth of our US business over the past two years. He has played an important role in our success, and we wish him all the best for the future.*
>
> *Rory is a key member of our leadership team with deep knowledge of our business, our customers, and our product and AI strategy. His appointment ensures continuity as we continue to deliver on our significant growth opportunity."*

Zip is focused on executing its strategy and delivering for its customers, merchants, team members and shareholders. The Company's 1Q FY27 results will be announced to the market on 23 October 2026.

Release approved by the Group CEO and Managing Director on behalf of the Board.

– ENDS -

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About Zip

Zip Co Limited (ACN 139 546 428) (ASX: ZIP) is a digital financial services company, offering innovative and people-centred products. Operating in Australia and the United States, Zip offers access to point-of-sale credit and digital payment services, connecting millions of customers with its global network of tens of thousands of merchants.

Founded in Australia in 2013, Zip provides fair, flexible and transparent payment options, helping customers to take control of their financial future and helping merchants to grow their businesses.

For more information, visit: www.zip.co

For any shareholding and registry service enquiries, please contact Computershare. Phone: 1300 850 505 (within Australia) or +61 3 9415 4000 (outside Australia). Shareholders who would like to receive email communications from Computershare for all future correspondence, visit https://www.investorcentre.com/au.

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