

Chris Ridd to lead PaySauce's growth in Australia

Lower Hutt, New Zealand – 5 November 2025

Software-as-a-Service fintech PaySauce (NZX: PYS) is delighted to announce it has recruited highly regarded tech executive Chris Ridd as an Executive Director of its fledgling Australian operation.

Chris is a former Managing Director for Xero Australia and is known for leading the company's expansion in the Australian market from a small startup to become the country's largest online cloud accounting software company. Over his five-year leadership of Xero Australia he grew the company from seven staff and 4,500 customers, to nearly 300 staff and 320,000 customers.

Chris will join PaySauce to focus initially on it becoming the leading payroll provider for the 4,000 plus dairy farms in Australia, repeating the company's strong market position with dairy farmers in New Zealand. In the long term, the company expects to broaden its focus to over 700,000 Australian micro-businesses, who can benefit from using PaySauce as the compliant, stress-free way to handle their payroll needs.

Chris has 30 years' experience in the IT industry including five years at Xero Australia and 15 years at Microsoft in various senior executive roles. In 2015 he was awarded The CEO Magazine's Financial Services Executive of the Year & Runner Up in Managing Director of the Year.

He has also served as a Non-Executive Director, Advisor and Investor and Executive in various fast-growth, Australian companies including EventsAir, Board Pro, Compass Education, and MyProsperity, among others.

Chris is currently an Operating Partner with Macquarie Asset Management, providing strategic guidance and expertise to enhance the performance of their key digital portfolio companies and will continue in that role while supporting PaySauce.

PaySauce CEO and Co-founder Asantha Wijeyeratne said: "We are delighted Chris has agreed to join PaySauce. He brings to the company a passion for helping fast growing companies to achieve their potential, a record of success — and a deep understanding of what is required — to take a New Zealand company from a start up to being a trans-Tasman leader. We are looking forward to working with him."



Chris Ridd said: "I am excited to join PaySauce as it takes this important next step into Australia. The team has built a strong, trusted business in New Zealand, and the new Gen 2 payroll engine gives us a great platform for growth.

"There's real opportunity here — Australian micro-businesses are underserved by existing payroll providers, and face multiple and complex, time-consuming payroll systems and complex awards to complete their pay runs.

"PaySauce is well placed to change that with a simpler, smarter solution designed for small employers. Success in Australia will not only mean supporting these businesses but also accelerating PaySauce's next phase of growth, and I am looking forward to helping the company realise that potential."

Chris Ridd takes up his new role at PaySauce immediately. Chris has agreed to be remunerated in PaySauce equity via an issue of Restricted Share Units which vest over a two-year period. A capital change notice detailing this allotment accompanies this announcement.

Released for and on behalf of PaySauce by PaySauce CFO Jaime Monaghan

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ABOUT PAYSAUCE

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

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