

2025 Annual Shareholders' Meeting

PaySauce charts Australian launch; reiterates guidance

Lower Hutt, New Zealand - 26 September 2025

At its annual meeting today, Software-as-a-Service fintech PaySauce (NZX: PYS) will announce that it has established a beachhead in the Australian market, with dairy farmers in Victoria now using the company's payroll solution in a pilot ahead of a formal launch in 2026.

The company will also detail how — in a first for Australia's 700,000 micro-businesses — the first of eight dairy farmers participating in the pilot have used the PaySauce solution to calculate and pay their employees from a single app — bypassing as many as five separate systems they relied upon to achieve a compliant pay run.

The first pilot participant has cut the time spent paying their employees from an hour and a half to mere minutes. The pilot, which makes use of the advanced rules-based architecture of PaySauce's Gen 2.0 payroll engine, is expected to expand to ten participants in the coming months. Its goals are to refine the PaySauce system ahead of the commercial launch next year.

At the meeting PaySauce will also reiterate its target of achieving annual recurring revenues (ARR) of \$10 million in FY26, supported by an expected turnaround in business confidence and by leveraging its product investments to drive growth in its core New Zealand market.

PaySauce Chair Shelley Ruha said: "The first pay runs for the pilot participants in Australia are a significant achievement for the PaySauce team and a significant step towards achieving the next phase of our growth plans.

"Our next target of \$10m in ARR is in sight as we leverage the investments made into our product to start delivering accelerated growth both in New Zealand and over time in Australia as we prove the product via the pilot and then launch commercially."

CEO PaySauce Asantha Wijeyeratne said: "We are delighted to have initiated this pilot, which marks the first step toward rolling our solution out to the Australian dairy sector — and, in time, to the broader Australian micro-business market.

"Right now, there is no single solution for managing employment and payroll for micro-businesses in Australia; that's the gap we are filling, and it is one that we are targeting to drive an acceleration in PaySauce's growth.

"The PaySauce solution delivers end-to-end payroll significantly reducing the time they spend on payroll and delivering the peace of mind that comes from knowing



that payments are compliant with the complex awards and the raft of other payroll regulations.”

PaySauce sees considerable potential in Australia where there are more than 700,000 micro-businesses who all share similar pain points when it comes to payroll including a steady rise in the compliance burden.

“In the last year alone, inspectors visited 360 farms, investigated 521 businesses during crop seasons, and issued more than \$760,000 in fines to employers who failed to meet their payslip and record-keeping obligations,” Mr Wijeyeratne said.

“We are beginning with Victoria’s 2,500 dairy farmers, who face some of the highest compliance pressures. Over time, we intend to extend this solution beyond dairy to other sectors facing the same challenges.”

The PaySauce Annual Shareholders Meeting is being held online. It will commence at 3:00pm and is accessible to shareholders and other interested parties via the following link: <https://meetings.mpms.mufig.com/pys25>.

The annual meeting addresses and presentations will be released to the NZX ahead of the meeting commencing this afternoon.

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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.

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