



Diversity, Inclusion, and Belonging @ Xero

A man with curly hair and glasses, wearing a blue denim shirt, is smiling and watering plants in a garden. He is holding a large silver watering can. The background is filled with green foliage and a blurred building.

Xero's purpose and vision

Our purpose:

Make life better for people in small business, their advisors and communities around the world

Our vision:

To be the most insightful and trusted small business platform

Diversity + Inclusion = Belonging

Our complexity &
composition

A practice

An experience

Principle 1:

Xero believes in respecting people's personal identities

“I belong at Xero”

Principle 2:

Xero invites all to share their perspectives up until they begin to devalue or dehumanize a person or community

“I have a voice
at Xero”

Principle 3:

Xero believes that inclusion is a daily practice

“I practice inclusion at Xero”

These principles come together to form our vision:



At Xero, we believe that belonging is not only beautiful, but critical for all to thrive and drive the best outcomes for our diverse community of accountants, small businesses, and customers across the world.

Due to the intersectionality of identity, we recognize that every person has a unique perspective and experience. We strive to build a global community, through habits, behaviors, systems and programming, that honor and encourage all voices to be heard.

Inclusion is a shared responsibility - one we strive to champion at Xero every day.



Xero's Publicly Disclosed Goals

Xero currently has two commitments regarding representation that we disclose through our annual report focused on gender and racial/ethnic identity.

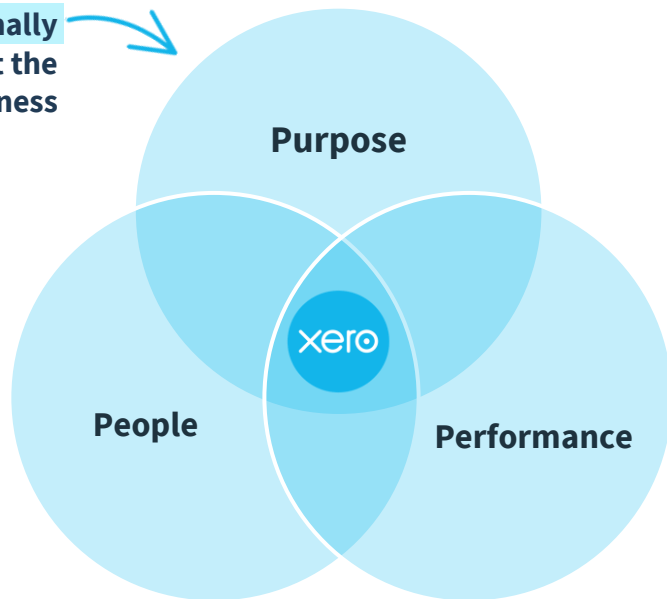
By the end of FY25 we aim to achieve (and maintain) 45% representation of women among senior leaders, people leaders, and all employees

By the end of FY27 we aim to have 10% of our workforce globally comprised of identified underrepresented racial groups

The success of these goals is balanced through the diversity of our talent selection, retention, and culture of inclusion. Xero's Diversity, Inclusion, and Belonging principles, vision, and strategic pillars are all components of driving our efforts to achieve these goals.

DIB within Xero's EVP

We extend the influence and impact of DIB in Xero by **integrating functionally specific outcomes** throughout the business



We provide structure and programs to enable Xeros to **collectively build a sustained culture of belonging**

We enable Xeros to practice inclusive habits every day, **building their capability through learning offerings**

Employee Resource Groups (ERGs)

Voluntary, employee-led groups that foster a diverse, inclusive, and equitable workplace aligned with Xero's mission, values, goals, business practices, and objectives



ERGs @ Xero

24

ERGs @
Xero

+1,400

Members
Globally

1

in 3
Xeros

ERGs @ Xero

Collaborating in policy and benefit development

Fostering a pipeline for talent

Guiding priorities in organizational culture

Influencing DIB Strategic Priorities & Outcomes through....

Enabling targeted insight and outreach

Leading external events & partnerships

Building cultural awareness and capability

It's beautiful to
belong @ Xero

Thank you!



Beautiful business