



1 February 2021

ZIP APPOINTS NEW CHAIR

Zip Co Limited (ASX: Z1P) ("**Zip**" or the "**Company**") has today announced the appointment of Ms Diane Smith-Gander AO as Zip's next Chair. The move comes as the business continues its mission to become the number one payment choice, everywhere and every day. Current Chair, Mr Philip Crutchfield, will step down after more than five years with the Company.

Ms Smith-Gander is a seasoned professional non-executive director with chair experience and is ideally placed to lead Zip as it forges ahead as with its global expansion. Importantly, Ms Smith-Gander will bring her extensive governance and international experience to Zip, with the ambition of guiding the business in the coming years, as well as bringing to millions of new customers a fairer and more transparent way of managing their money.

Larry Diamond, Zip's Co-Founder and Chief Executive Officer, said:

"I would like to thank Philip Crutchfield for his incredible service at Zip. When he joined us in December 2015, Zip had less than 30 staff and worked out of a tiny office with a ping pong table. From then to now, he has steered us with a steady hand on our journey to the place we are in today. Personally, he has been a wise mentor and a good friend. On behalf of Zip, I would like to thank Philip and wish him all the best for the future.

"I would also like to welcome Diane Smith-Gander to Zip. Diane is an experienced leader with a diverse background across finance, technology and banking. She will be an important part of Zip's future as we strive to become the first payment choice everywhere and every day."

Outgoing Chair Mr Philip Crutchfield said:

"The past five years or so with Zip have been remarkable. Watching Larry and Pete grow the business from humble beginnings into a global company employing more than 600 people, has given me a lot of pleasure. I have thoroughly enjoyed working with them, my colleagues on the board past and present, as well as all of the Zip employees I have had the pleasure to get to know. Zip is an Australian success story, and I am proud to have been a small part of it. We are delighted



Diane has agreed to join the board, and I am confident she has the skills necessary to take Zip to the next level. I wish her luck and success in the role."

Ms. Smith-Gander will commence as Chair on 1 February 2021. Mr Crutchfield will remain on the board until 31 March 2021 to support an orderly transition.

Ms. Diane Smith-Gander said:

"Zip is an excellent example of Australian innovation and the team have created a fair, modern payments system which will help consumers and merchants both at home and abroad. Zip is well on its way with its global journey and I am very much looking forward to contributing to that mission."

Ms Smith-Gander works across a range of companies and government agencies including as a non-executive director of AGL Energy Limited (ASX: AGL) and HBF Health Limited. She was a director of Wesfarmers Limited (ASX: WES) for 11 years and is now Chair of the Committee for Economic Development of Australia (CEDA) and Safe Work Australia. Ms. Smith-Gander is a strong advocate for gender equality in business and is a past president of Chief Executive Women.

Before her board work, Ms Smith-Gander had a long career in banking, technology, and strategic and management consulting with time at Westpac Banking Corporation as a Group Executive and McKinsey & Company as a US-based partner. She has a Master of Business Administration (University of Sydney) and a Bachelor of Economics (University of Western Australia).

Release approved by the Chief Executive Officer on behalf of the Board.

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About Zip

ASX-listed Zip Co Limited (Z1P: ASX) is a leading player in the digital retail finance and payments industry. The company offers point-of-sale credit and digital payment services to the retail, home, health, automotive and travel industries. Zip has operations across Australia, New Zealand, South Africa, the United Kingdom and the USA. Zip also owns Pocketbook, a leading personal financial management tool. The company is focused on offering transparent, responsible and fairly priced consumer and SME products. Zip's platform is entirely digital and leverages big data in its proprietary fraud and credit-decisioning technology to deliver real-time responses. Zip is managed by a team with over 100 years' experience in retail finance and payments and is a licensed and regulated credit provider.

For more information, visit: www.zip.co