

Appendix 3B

New issue announcement, application for quotation of additional securities and agreement

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 01/07/96 Origin: Appendix 5 Amended 01/07/98, 01/09/99, 01/07/00, 30/09/01, 11/03/02, 01/01/03, 24/10/05, 01/08/12, 04/03/13

Name of entity

Xero Limited

ABN

160 661 183 (ARBN)

We (the entity) give ASX the following information.

Part 1 - All issues

You must complete the relevant sections (attach sheets if there is not enough space).

- | | | |
|---|---|---|
| 1 | +Class of +securities issued or to be issued | (a) Ordinary Shares

(b) Conditional Agreement to issue Ordinary Shares in Xero Limited (Restricted Stock Units or RSUs)

(c) Options to subscribe for Ordinary Shares in Xero Limited (Options) |
| 2 | Number of +securities issued or to be issued (if known) or maximum number which may be issued | (a) 28,554 Ordinary Shares

(b) 7,907 RSUs relating to the future issue of up to 7,907 Ordinary Shares

(c) 125,000 Options |

<p>3 Principal terms of the +securities (e.g. if options, exercise price and expiry date; if partly paid +securities, the amount outstanding and due dates for payment; if +convertible securities, the conversion price and dates for conversion)</p>	<p>(a) 8,395 fully paid Ordinary Shares were issued in accordance with the Rules of the Xero Limited Employee Restricted Share Plan as part of the remuneration package of employees based in New Zealand, Australia and the United Kingdom; and 1,000 fully paid Ordinary Shares were issued in accordance with the Rules of the Xero Limited Employee Restricted Share Plan as part of the remuneration package of one key employee based in New Zealand. Participating employees will become entitled to the Ordinary Shares in equal percentages on 31 March 2016, 2017 and 2018, as applicable, subject to the terms of the Xero Limited Employee Restricted Share Plan, including the continued employment of the relevant participating employee with the Xero Limited Group on each vesting date</p> <p>19,159 fully paid Ordinary Shares were issued in accordance with the Rules of the Xero Limited Employee Restricted Share Plan as part of the remuneration package of one key employee based in New Zealand and one key employee based in Australia. Participating employees will become entitled to the Ordinary Shares in equal percentages on 31 March 2017, 2018 and 2019, as applicable, subject to the terms of the Xero Limited Employee Restricted Share Plan, including the continued employment of the relevant participating employee with the Xero Limited Group on each vesting date</p> <p>(b) 5,407 RSUs have been granted pursuant to the Xero Limited (USA) Equity Incentive Scheme as part of the remuneration package of employees based in the United States. The number of RSUs granted was calculated based on the total dollar entitlement of all eligible employees divided by NZ\$17.14, being the 20 day volume weighted average market price of Xero Limited's Ordinary Shares on the NZX Main Board through to 29 January 2016. The RSUs will vest (meaning an equivalent number of Ordinary Shares in Xero Limited will be issued) in equal percentages on 31 March 2016, 2017 and 2018, subject to the terms of the Xero Limited (USA) Equity Incentive Scheme, including the continued employment of the relevant participating employee with the Xero Limited Group on each vesting date</p> <p>2,500 RSUs have been granted pursuant to the Xero Limited (USA) Equity Incentive Scheme as</p>
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+ See chapter 19 for defined terms.

part of the remuneration package of certain key employees based in the United States. The RSUs will vest (meaning an equivalent number of Ordinary Shares in Xero Limited will be issued) in equal percentages on 31 March 2016, 2017 and 2018, subject to the terms of the Xero Limited (USA) Equity Incentive Scheme, including the continued employment of the relevant participating employee with the Xero Limited Group on each vesting date

(c) 125,000 Options have been granted under the Xero Limited Restricted Stock Unit Plan (AU) (**AU Plan**) as part of the remuneration package of a key employee based in Australia. The Options will vest (and therefore become exercisable subject to any final expiration date) in equal percentages on 31 March 2017, 2018 and 2019, subject to the terms of the AU Plan, including that employee's continued employment with the Xero Limited Group on each vesting date

<p>4 Do the +securities rank equally in all respects from the +issue date with an existing +class of quoted +securities?</p> <p>If the additional +securities do not rank equally, please state:</p> <ul style="list-style-type: none"> • the date from which they do • the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment • the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment 	<p>(a) Yes</p> <p>(b) N/A</p> <p>(c) N/A</p>
<p>5 Issue price or consideration</p>	<p>(a) NZ\$17.14 per Ordinary Share, being the 20 day volume weighted average market price of Xero Limited's Ordinary Shares on the NZX Main Board through to 29 January 2016</p> <p>(b) RSUs were granted at a value of NZ\$17.14 each, being the 20 day volume weighted average market price of Xero Limited's Ordinary Shares on the NZX Main Board through to 29 January 2016. No cash consideration is required to be paid for the RSUs to vest (i.e., for an equivalent number of Ordinary Shares in Xero Limited to be issued)</p> <p>(c) N/A. The Options have an exercise price of NZ\$17.14 per Option, being the 20 day volume weighted average market price of Xero Limited's Ordinary Shares on the NZX Main Board through to 29 January 2016</p>
<p>Purpose of the issue (If issued as consideration for the acquisition of assets, clearly identify those assets)</p>	<p>(a) Issue of 28,554 Ordinary Shares under the Xero Limited Employee Restricted Share Plan as part of the remuneration package of employees based in New Zealand, Australia and the United Kingdom</p> <p>(b) Grant of 7,907 RSUs pursuant to the Xero Limited (USA) Equity Incentive Scheme as part of the remuneration package of certain employees based in the United States</p> <p>(c) Grant of 125,000 Options under the AU Plan as part of the remuneration package of a key employee based in Australia</p>

+ See chapter 19 for defined terms.

6a	<p>Is the entity an +eligible entity that has obtained security holder approval under rule 7.1A?</p> <p>If Yes, complete sections 6b – 6h in relation to the +securities the subject of this Appendix 3B, and comply with section 6i</p>	N/A
6b	The date the security holder resolution under rule 7.1A was passed	N/A
6c	Number of +securities issued without security holder approval under rule 7.1	N/A
6d	Number of +securities issued with security holder approval under rule 7.1A	N/A
6e	Number of +securities issued with security holder approval under rule 7.3, or another specific security holder approval (specify date of meeting)	N/A
6f	Number of +securities issued under an exception in rule 7.2	N/A
6g	If +securities issued under rule 7.1A, was issue price at least 75% of 15 day VWAP as calculated under rule 7.1A.3? Include the +issue date and both values. Include the source of the VWAP calculation.	N/A
6h	If +securities were issued under rule 7.1A for non-cash consideration, state date on which valuation of consideration was released to ASX Market Announcements	N/A
6i	Calculate the entity's remaining issue capacity under rule 7.1 and rule 7.1A – complete Annexure 1 and release to ASX Market Announcements	N/A

7 ***Issue dates**

Note: The issue date may be prescribed by ASX (refer to the definition of issue date in rule 19.12). For example, the issue date for a pro rata entitlement issue must comply with the applicable timetable in Appendix 7A.

Cross reference: item 33 of Appendix 3B.

	(a) 1 February 2016
	(b) 1 February 2016 (grant date)
	(c) 1 February 2016 (grant date)

8 Number and *class of all *securities quoted on ASX (including the *securities in section 2 if applicable)	Number	*Class
	136,689,348	Ordinary

9 Number and *class of all *securities not quoted on ASX (including the *securities in section 2 if applicable)	Number	*Class
	769,611 RSUs	RSUs (a conditional contractual right to be issued up to 769,611 Ordinary Shares) – taking into account all forfeited RSUs to date
	816,688 Options	Unlisted Options (convertible into Ordinary Shares on a 1:1 basis).

10 Dividend policy (in the case of a trust, distribution policy) on the increased capital (interests)

	(a) As for all Ordinary Shares
	(b) N/A
	(c) N/A

Part 2 - Pro rata issue

11 Is security holder approval required?

	N/A
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12 Is the issue renounceable or non-renounceable?

	N/A
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13 Ratio in which the *securities will be offered

	N/A
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+ See chapter 19 for defined terms.

14	+Class of +securities to which the offer relates	N/A
15	+Record date to determine entitlements	N/A
16	Will holdings on different registers (or subregisters) be aggregated for calculating entitlements?	N/A
17	Policy for deciding entitlements in relation to fractions	N/A
18	Names of countries in which the entity has security holders who will not be sent new offer documents Note: Security holders must be told how their entitlements are to be dealt with. Cross reference: rule 7.7.	N/A
19	Closing date for receipt of acceptances or renunciations	N/A
20	Names of any underwriters	N/A
21	Amount of any underwriting fee or commission	N/A
22	Names of any brokers to the issue	N/A
23	Fee or commission payable to the broker to the issue	N/A
24	Amount of any handling fee payable to brokers who lodge acceptances or renunciations on behalf of security holders	N/A
25	If the issue is contingent on security holders' approval, the date of the meeting	N/A
26	Date entitlement and acceptance form and offer documents will be sent to persons entitled	N/A

27	If the entity has issued options, and the terms entitle option holders to participate on exercise, the date on which notices will be sent to option holders	N/A
28	Date rights trading will begin (if applicable)	N/A
29	Date rights trading will end (if applicable)	N/A
30	How do security holders sell their entitlements in full through a broker?	N/A
31	How do security holders sell part of their entitlements through a broker and accept for the balance?	N/A
32	How do security holders dispose of their entitlements (except by sale through a broker)?	N/A
33	*Issue date	N/A

Part 3 - Quotation of securities

You need only complete this section if you are applying for quotation of securities

- 34 Type of *securities (tick one)
- (a) (in respect of the "Ordinary Shares" described in Part 1 only, i.e. referenced throughout in paragraph "(a)")
- (b) All other *securities
- Example: restricted securities at the end of the escrowed period, partly paid securities that become fully paid, employee incentive share securities when restriction ends, securities issued on expiry or conversion of convertible securities

Entities that have ticked box 34(a)

Additional securities forming a new class of securities

+ See chapter 19 for defined terms.

Tick to indicate you are providing the information or documents

- 35 If the +securities are +equity securities, the names of the 20 largest holders of the additional +securities, and the number and percentage of additional +securities held by those holders
- 36 If the +securities are +equity securities, a distribution schedule of the additional +securities setting out the number of holders in the categories
1 - 1,000
1,001 - 5,000
5,001 - 10,000
10,001 - 100,000
100,001 and over
- 37 A copy of any trust deed for the additional +securities

Entities that have ticked box 34(b)

- 38 Number of +securities for which +quotation is sought
- 39 +Class of +securities for which quotation is sought
- 40 Do the +securities rank equally in all respects from the +issue date with an existing +class of quoted +securities?
- If the additional +securities do not rank equally, please state:
- the date from which they do
 - the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment
 - the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment
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41 Reason for request for quotation now

Example: In the case of restricted securities, end of restriction period

(if issued upon conversion of another +security, clearly identify that other +security)

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42 Number and +class of all +securities quoted on ASX (including the +securities in clause 38)

Number	+Class

+ See chapter 19 for defined terms.

Quotation agreement

1 +Quotation of our additional +securities is in ASX’s absolute discretion. ASX may quote the +securities on any conditions it decides.

2 We warrant the following to ASX.

- The issue of the +securities to be quoted complies with the law and is not for an illegal purpose.
- There is no reason why those +securities should not be granted +quotation.
- An offer of the +securities for sale within 12 months after their issue will not require disclosure under section 707(3) or section 1012C(6) of the Corporations Act.

Note: An entity may need to obtain appropriate warranties from subscribers for the securities in order to be able to give this warranty

- Section 724 or section 1016E of the Corporations Act does not apply to any applications received by us in relation to any +securities to be quoted and that no-one has any right to return any +securities to be quoted under sections 737, 738 or 1016F of the Corporations Act at the time that we request that the +securities be quoted.
- If we are a trust, we warrant that no person has the right to return the +securities to be quoted under section 1019B of the Corporations Act at the time that we request that the +securities be quoted.

3 We will indemnify ASX to the fullest extent permitted by law in respect of any claim, action or expense arising from or connected with any breach of the warranties in this agreement.

4 We give ASX the information and documents required by this form. If any information or document is not available now, we will give it to ASX before +quotation of the +securities begins. We acknowledge that ASX is relying on the information and documents. We warrant that they are (will be) true and complete.



Sign here: Date: 2 February 2016
(~~Director~~/Company secretary)

Print name: Matt Vaughan

+ See chapter 19 for defined terms.

Appendix 3B – Annexure 1

Calculation of placement capacity under rule 7.1 and rule 7.1A for eligible entities

Introduced 01/08/12 Amended 04/03/13

Part 1

Rule 7.1 – Issues exceeding 15% of capital	
Step 1: Calculate “A”, the base figure from which the placement capacity is calculated	
Insert number of fully paid +ordinary securities on issue 12 months before the +issue date or date of agreement to issue	
<p>Add the following:</p> <ul style="list-style-type: none"> • Number of fully paid +ordinary securities issued in that 12 month period under an exception in rule 7.2 • Number of fully paid +ordinary securities issued in that 12 month period with shareholder approval • Number of partly paid +ordinary securities that became fully paid in that 12 month period <p>Note:</p> <ul style="list-style-type: none"> • Include only ordinary securities here – other classes of equity securities cannot be added • Include here (if applicable) the securities the subject of the Appendix 3B to which this form is annexed • It may be useful to set out issues of securities on different dates as separate line items 	
Subtract the number of fully paid +ordinary securities cancelled during that 12 month period	
“A”	

+ See chapter 19 for defined terms.

Step 2: Calculate 15% of “A”	
“B”	0.15 [Note: this value cannot be changed]
Multiply “A” by 0.15	
Step 3: Calculate “C”, the amount of placement capacity under rule 7.1 that has already been used	
<p>Insert number of +equity securities issued or agreed to be issued in that 12 month period not counting those issued:</p> <ul style="list-style-type: none"> • Under an exception in rule 7.2 • Under rule 7.1A • With security holder approval under rule 7.1 or rule 7.4 <p>Note:</p> <ul style="list-style-type: none"> • This applies to equity securities, unless specifically excluded – not just ordinary securities • Include here (if applicable) the securities the subject of the Appendix 3B to which this form is annexed • It may be useful to set out issues of securities on different dates as separate line items 	
“C”	
Step 4: Subtract “C” from [“A” x “B”] to calculate remaining placement capacity under rule 7.1	
<p>“A” x 0.15</p> <p>Note: number must be same as shown in Step 2</p>	
<p>Subtract “C”</p> <p>Note: number must be same as shown in Step 3</p>	
<p>Total [“A” x 0.15] – “C”</p>	<p>[Note: this is the remaining placement capacity under rule 7.1]</p>

+ See chapter 19 for defined terms.

Part 2

Rule 7.1A – Additional placement capacity for eligible entities	
Step 1: Calculate “A”, the base figure from which the placement capacity is calculated	
“A” Note: number must be same as shown in Step 1 of Part 1	
Step 2: Calculate 10% of “A”	
“D”	0.10 Note: this value cannot be changed
Multiply “A” by 0.10	
Step 3: Calculate “E”, the amount of placement capacity under rule 7.1A that has already been used	
Insert number of +equity securities issued or agreed to be issued in that 12 month period under rule 7.1A Notes: <ul style="list-style-type: none"> • This applies to equity securities – not just ordinary securities • Include here – if applicable – the securities the subject of the Appendix 3B to which this form is annexed • Do not include equity securities issued under rule 7.1 (they must be dealt with in Part 1), or for which specific security holder approval has been obtained • It may be useful to set out issues of securities on different dates as separate line items 	
“E”	

+ See chapter 19 for defined terms.

Step 4: Subtract “E” from [“A” x “D”] to calculate remaining placement capacity under rule 7.1A	
<p>“A” x 0.10</p> <p>Note: number must be same as shown in Step 2</p>	
<p>Subtract “E”</p> <p>Note: number must be same as shown in Step 3</p>	
<p>Total [“A” x 0.10] – “E”</p>	<p>Note: this is the remaining placement capacity under rule 7.1A</p>

+ See chapter 19 for defined terms.