



Market Announcement

9 December 2022, Vista Group International Ltd, Auckland, New Zealand

Vista Group announces Chief Executive Officer succession, Stuart Dickinson appointed

Vista Group International Limited (NZX & ASX:VGL) is pleased to announce the appointment of Stuart Dickinson as Vista Group's new Chief Executive Officer with effect from 11 April 2023. Stuart Dickinson will take over from Kimbal Riley who, after five years as Chief Executive Officer, is retiring from the role.

Stuart is an experienced global technology executive, with more than 25 years of technology leadership experience, most recently as New Zealand Country Manager of NYSE listed DXC Technology (NYSE:DXC). Stuart has led significant transformation programmes in systems integration both in New Zealand and internationally.

Susan Peterson, Vista Group's Chair, said: "As Vista Group continues to focus on accelerating our platform strategy, we're delighted to appoint someone of Stuart's calibre to lead Vista Group through this next phase. Stuart's appointment follows a rigorous global recruitment process where we considered a number of exceptional candidates."

Stuart will work closely with Kimbal to manage the CEO transition. Kimbal will retire from the Group CEO role with effect from 11 April 2023, but he will continue in an advisory capacity through to December 2023.

Ms Peterson continued "Stuart is a purpose driven and human centred leader who has a proven history of growing great teams. Supporting our clients to be more successful and nurturing Vista Group's unique and special culture with his experience and passion will be invaluable as we continue to accelerate our vision."

Stuart Dickinson commented: "I am excited to assume the role as Vista Group's CEO and the opportunity to lead a talented global team. Vista Group is an extraordinary New Zealand business that has made its mark on the global stage. I look forward to being part of the next phase of growth as we continue to deliver on our purpose of creating the platform that connects the industry and powers the moviegoer experience."

The Board also expresses its gratitude to Kimbal Riley for the significant contribution he has made to Vista Group over his tenure as the company's Chief Executive.

Susan Peterson said: "We want to acknowledge Kimbal's contribution to Vista Group particularly his response to the challenges that the pandemic presented the film industry, and in driving Vista Group's strategically important platform future. Kimbal will be greatly missed by the whole team, and we wish him all the very best in his retirement."

Kimbal Riley said: "It has been a privilege, and the highlight of my career, to lead Vista Group for the last five years and to work with so many talented people across our businesses globally. I'd like to

acknowledge the support of the Board over the last five years, and in particular Murray Holdaway and Kirk Senior for the faith they placed in me as I took the Group CEO role in 2018. I'm confident that I leave the company in great heart, with a strong team and a terrific future in Stuart's capable hands. I am very much looking forward to working with Stuart, introducing him to Vista Group's incredible team and clients, and ensuring a smooth leadership transition."

Kimbal will receive his remuneration for the period through to December 2023, including all statutory benefits. Kimbal's short-term and long-term incentives will be assessed in accordance with the Scheme terms through to June 2023.

Stuart Dickinson's business experience

Stuart is currently the New Zealand Country Manager for NYSE listed DXC Technology, leading the New Zealand team of 600 and General Manager with responsibility for key business application practices across the APAC region with global technology businesses including SAP, Microsoft, ServiceNow and Salesforce. DXC Technology is NYSE listed with a US\$6.8B market capitalisation and assists global companies to run their information technology systems and operations, optimise their IT suites and data architectures, and ensure security and scalability utilising various cloud offerings.

Stuart has over 25 years' experience in the systems and solutions integration area, initially with Sky City for the design and implementation of Sky Tower's application and interactive technology, then with Carter Holt Harvey's incorporation of Oxygen, an SAP integrations as a service business, in 2001 before it was acquired by ASX listed, UXC, in 2006. Stuart joined UXC and progressed through several leadership positions across Australia and New Zealand, including in the areas of marketing and communications, people and brands, and consulting solutions. UXC was acquired by DXC Technology (formerly CSC) in 2015. Stuart holds a Master of Business Administration, from the University of Auckland.

A summary of the key terms of Stuart employment agreement are set out in the schedule to this announcement.

Authorised for release by Vista Group's Board of Directors.

For further information please contact:

Susan Peterson | Chair
Vista Group International Limited
Contact: +64 9 984 4570

Kelvin Preston | General Counsel & Company Secretary
Vista Group International Limited
Contact: +64 9 984 4570

Summary of key terms of Stuart Dickinson's Employment Agreement

Commencement Date	11 April 2023
Term	Ongoing until terminated by either party in accordance with the terms of the employment agreement.
Remuneration	<p>Base salary of \$625,000, to be reviewed annually.</p> <p>Short term incentive of up to 48% of base salary assuming achievement of performance targets that are yet to be determined by the Board.</p> <p>Long term incentive comprising of performance rights and share rights granted annually equivalent to 48% of base salary. The targets and measures for each annual grant of performance rights and share rights to be determined by the Board.</p> <p>CEO Retention Scheme on commencement of employment, Stuart will be granted 200,000 share rights, 50% of which will vest in each of 2024 and 2025 based on continued tenure.</p> <p>On commencement of employment, Stuart will receive a commencement bonus payment of \$200,000.</p>
Termination provisions	6 months' notice.