

19 March 2025

## Notice of issue of performance rights to employees of NZX Limited (NZX)

This notice is given under NZX Listing Rule 3.13.1 and relates to the issue of performance rights to members of NZX's executive and management teams pursuant to NZX's Long Term Incentive Plan.

Section 1: Issuer information	
Name of issuer	NZX Limited
NZX ticker code	NZX
Class of financial product	Performance rights which give the holder options to acquire NZX Limited Ordinary Shares
ISIN (If unknown, check on NZX website)	N/A
Currency	NZD
Section 2: Capital change details	
Number issued	1,446,091 performance rights
Nominal value (if any)	N/A
Issue/acquisition/redemption price per security	No consideration is payable for the issue of the performance rights
Nature of the payment (for example, cash or other consideration)	N/A
Amount paid up (if not in full)	N/A
Percentage of total class of Financial Products issued/acquired/redeemed/ (calculated on the number of Financial Products of the Class, excluding any Treasury Stock, in existence) <sup>1</sup>	47.2634% (as a percentage of performance rights in existence immediately prior to this issue, but after the cancellation of the performance rights issued in 2020, 2022 and 2023, including the 643,500 which lapsed due to failure to satisfy vesting conditions, to four decimal places)
For an issue of Convertible Financial Products or Options, the principal terms of Conversion (for example the Conversion price and Conversion date and the ranking of the Financial Product in relation to other Classes of Financial Product) or the Option (for example, the exercise price and exercise date)	Issue of performance rights pursuant to NZX's Long Term Incentive Plan. The performance rights give the holder options to acquire NZX Limited Ordinary Shares, which may be exercised if the performance rights vest. An executive team member's performance rights will vest if NZX meets performance hurdles in respect of its total return to shareholders and/or any other specific hurdles for the

<sup>1</sup> The percentage is to be calculated immediately before the issue, acquisition, redemption or Conversion.

	team member, and on the executive team member remaining an employee of the NZX Group for the duration of the one, two or three year vesting period. A management team member's performance rights will vest on the management team member remaining an employee of the NZX Group for the duration of the one, two or three year vesting period.
Reason for issue/acquisition/redemption and specific authority for issue/acquisition/redemption/ (the reason for change must be identified here)	Issue of performance rights pursuant to NZX's Long Term Incentive Plan, as authorised by resolutions of directors dated 21 February 2024 and 19 February 2025.
Total number of Financial Products of the Class after the issue (excluding Treasury Stock) and the total number of Financial Products of the Class held as Treasury Stock after the issue/acquisition/redemption.	4,505,734 performance rights  No Treasury Stock held
In the case of an acquisition of shares, whether those shares are to be held as treasury stock	No
Specific authority for the issue, acquisition, or redemption, including a reference to the rule pursuant to which the issue, acquisition, or redemption is made	Resolutions of directors dated 21 February 2024 and 19 February 2025
Terms or details of the issue, acquisition, or redemption (for example: restrictions, escrow arrangements)	See "The principal terms of Conversion or the Option" above.
Date of issue/acquisition/redemption <sup>2</sup>	19 March 2025
<b>Section 4: Authority for this announcement and contact person</b>	
Name of person authorised to make this announcement	Simon Beattie GM Corporate Affairs & Sustainability
Contact person for this announcement	Simon Beattie GM Corporate Affairs & Sustainability
Contact phone number	Mobile: + 64 21 702 694
Contact email address	<a href="mailto:Simon.beattie@nzx.com">Simon.beattie@nzx.com</a>
Date of release through MAP	19 March 2025

<sup>2</sup> Continuous issuers using this form in reliance on Rule 3.13.2, please indicate the period during which the relevant issue/acquisition/redemptions were made (for example, 1 January 2019 to 31 January 2019).