

30 March 2026

Issue of ordinary shares and performance rights to employees of NZX Limited (NZX)

NZX advises that it has issued \$1,000 of ordinary shares (gross of tax) in NZX to each of its first time permanent employees as at 10 February 2026 who have joined or become permanent employees of NZX since 7 February 2025.

NZX advises that it has issued performance rights to the members of its executive and management teams pursuant to NZX's Long Term Incentive Plan (LTI). The performance rights give the holder options to acquire ordinary shares in NZX, which may be exercised if the performance rights vest. The vesting period for these performance rights is three years from 1 January 2026. NZX operates two LTI programmes that each vest over three years, one based on retention for middle to senior managers, and one based on total shareholder returns (TSR) and/or any other specific hurdles for senior executives. Further information on the LTI programmes is available in NZX's annual report.

NZX also advises that a portion of the performance rights issued to the members of its executive and management teams in 2023 and 2025 have vested. These vested performance rights give the holder the options to acquire ordinary shares in NZX. NZX has issued ordinary shares to each holder that has exercised the options. NZX also confirms that 699,813 of performance rights relating to TSR-based LTI and other performance hurdles lapsed on 31 December 2025.

The total number of ordinary shares on issue is now 329,241,123.

The total number of performance rights on issue is now 4,346,762.

The attached information is supplied pursuant to NZX Listing Rule 3.13.1.

For further information, please contact:

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