

**30 March 2026**

**Notice of issue of ordinary shares to employees of NZX Limited (NZX)**

This notice is given under NZX Listing Rule 3.13.1 and relates to the issue of \$1,000 of ordinary shares (gross of tax) in NZX to every first time permanent employee of NZX (full-time and part time) as at 10 February 2026 who has joined or become a permanent employee of NZX since NZX's previous issue of \$1,000 of ordinary shares to employees as at 7 February 2025 (**Specified Employees**).

| <b>Section 1: Issuer information</b>   |   |
|--|---|
| Name of issuer   | NZX Limited   |
| NZX ticker code  | NZX   |
| Class of financial product   | NZX Limited Ordinary Shares   |
| ISIN (If unknown, check on NZX website)  | NZNZXE0001S7  |
| Currency   | NZD   |
| <b>Section 2: Capital change details</b>   |   |
| Number issued  | 30,134  |
| Nominal value (if any)   | N/A   |
| Issue/acquisition/redemption price per security  | No consideration is payable for the issue of the NZX Limited Ordinary Shares  |
| Nature of the payment (for example, cash or other consideration)   | N/A   |
| Amount paid up (if not in full)  | Fully paid  |
| 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>   | 0.0092% (as a percentage of NZX Limited Ordinary Shares in existence immediately prior to this issue and the issue of 675,541 NZX Ordinary Shares to participants in the NZX Limited Employee Share Plan, 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) | N/A   |
| Reason for issue/acquisition/redemption and specific authority for issue/acquisition/redemption/ (the reason for change must be identified here)   | The issue of the shares will: (1) increase the engagement of Specified Employees; (2) encourage cultural change in order to deliver on NZX's strategy; and (3) align  |

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

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|   | the interests of Specified Employees with that of NZX's shareholders, by encouraging them to think like shareholders.  |
| Total number of Financial Products of the Class after the issue/acquisition/redemption/Conversion (excluding Treasury Stock) and the total number of Financial Products of the Class held as Treasury Stock after the issue/acquisition/redemption. | 329,241,123 NZX Limited Ordinary Shares (includes the issue of 675,541 NZX Limited Ordinary Shares to participants in the NZX Limited Employee Share Plan).<br><br>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   | Resolution of directors dated 12 March 2026  |
| Terms or details of the issue, acquisition, or redemption (for example: restrictions, escrow arrangements)  | The terms of the issue of shares are: (1) Specified Employees will be issued \$1,000 (gross of tax) of the NZX Limited Ordinary Shares in a one-off grant; (2) Specified Employees will not be able to decline the grant of shares; (3) the number of shares a Specified Employee receives will be determined by reference to the volume weighted average price of the NZX Limited Ordinary Shares on the NZX Main Board during the five business day period ending two days prior to the issue date; (4) there will be no performance, tenure or other requirement placed on any Specified Employee in order to receive the shares other than the requirement to still be employed by the Company as at the date of issue; (5) Specified Employees will not pay any consideration, whether in cash in otherwise, for the shares; and (6) there will be no restrictions on the shares once they have been transferred to a Specified Employee. |
| Date of issue/acquisition/redemption <sup>2</sup>   | 30 March 2026  |
| <b>Section 4: Authority for this announcement and contact person</b>  |  |
| Name of person authorised to make this announcement   | Simon Beattie<br>GM Corporate Affairs & Sustainability   |
| Contact person for this announcement  | Simon Beattie<br>GM Corporate Affairs & Sustainability   |
| Contact phone number  | Mobile: + 64 21 702 694  |

<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).



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| Contact email address       | <a href="mailto:Simon.beattie@nzx.com">Simon.beattie@nzx.com</a> |
| Date of release through MAP | 30 March 2026  |