



MARKET RELEASE

27 October 2025

Interim CEO Appointment

Sydney, Australia – Nuix ('the Company', ASX: NXL) is pleased to confirm the appointment of John Ruthven as the Interim Chief Executive Officer of Nuix with effect from 3 November 2025.

This appointment is pursuant to today's announcement in which we advised that Jonathan Rubinsztein will be stepping down as CEO of Nuix with effect from 31 October this year.

Mr Ruthven's most recent role was Chief Executive Officer and Managing Director, Integrated Research Limited (ASX: IRI) from July 2019 - October 2024. Prior to that role, John's career has entailed senior leadership roles across the Australian and Global software and IT Services industries including with Technology One (2017-2019); SAP (2014-2017); Zuora Inc (2012 - 2013); and CA Technologies and its precedent firms (1996 - 2011).

Mr Ruthven's appointment is for a period of up to 12 months whilst the company undertakes a full global search for a new permanent Chief Executive Officer. Key details of his contract are set out in the attachment to this announcement.

Robert Mactier, Nuix Chair, said, "We look forward to welcoming John to Nuix and having him working alongside our outstanding senior leadership team".

This announcement has been authorised by the Board of Nuix.

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Investor Contact

Brett Dimon
Head of Investor Relations and Sustainability
+61 (0)410 671 357
brett.dimon@nuix.com

Media Contact

Max Hewett
Patterson Advisory
+61 (0)432 332 215
mhewett@pattersonadvisory.com.au

About Nuix

Nuix is a leading provider of investigative analytics and intelligence software, that empowers customers to be a force for good by finding truth in the digital world. We help customers collect, process and review large amounts of structured and unstructured data, making it searchable and actionable at scale and speed, with forensic accuracy.

For further information, please visit <https://www.nuix.com/investors>

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Attachment

Summary of Key Terms of Employment

Position	Interim Chief Executive Officer.
Commencement Date	3 November 2025.
Fixed Remuneration	\$900,000 base per annum plus superannuation.
Performance Incentive	In the Board's discretion, Mr. Ruthven may be invited to participate in an incentive scheme at any time in the future.
Reporting	The Board of Nuix. On a day-to-day basis and in relation to leave, the Chairman of the Board of Directors.
Term & Cessation of Employment	Maximum term of 12 months following the Commencement Date. Mr. Ruthven's employment may be terminated by either party, at any time, by providing three months' notice.
Post Employment Restraints	A 12 month non-compete and non-solicitation provision applies.
Other Benefits	All ordinary statutory entitlements, including leave.

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