



MARKET RELEASE

4 May 2026

CEO & Managing Director Appointment

Sydney, Australia – Nuix ('the Company', ASX: NXL) is pleased to confirm the appointment of John Ruthven as the Chief Executive Officer of Nuix with effect from 4 May 2026.

On 27 October 2025, Nuix announced the appointment of Mr Ruthven as Interim CEO for a period of up to 12 months, with effect from 3 November 2025. Since that date, the Board has worked closely with Mr Ruthven while undertaking a comprehensive global search to identify potential candidates for the permanent CEO role. Having now completed that search process, the Board has determined that Mr Ruthven's performance, skill set, application and knowledge of the Company make him the preferred candidate to lead Nuix as Chief Executive Officer and Managing Director.

Chair of Nuix, Robert Mactier said: "The Board has been impressed with the strategic, diligent and considered way John has embraced the role of Interim CEO and how he has resonated with our people and customers. The Board is unanimous in selecting John as our Chief Executive Officer and Managing Director, and we look forward to supporting him in driving the next phase of growth at Nuix."

Mr Ruthven said: "The past six months have only strengthened my conviction in Nuix — in our purpose as a force for good in the digital world, in the depth and differentiation of our technology, and in the calibre of our people. These are the foundations of a growth story, and I'm looking forward to driving it forward with the Board, our team, our customers and our shareholders."

Key details of Mr Ruthven's contract, together with his employment background, are set out in the attachment to this announcement.

This announcement has been authorised by the Board of Nuix.

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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

Term	Detail
Position	Chief Executive Officer & Managing Director
Commencement	4 May 2026
Employment basis	Ongoing employment (no fixed term)
Notice period	6 months (mutual)
Fixed Compensation	\$900,000 p.a. (exclusive of superannuation, capped at the maximum superannuation contribution base)
Short-Term Incentive (STIP)	Effective 1 July 2026. Target opportunity 60% of Fixed Compensation, with up to 1.25× target for outperformance.
Long-Term Incentive (LTIP)	Effective 1 July 2026. Target opportunity 100% of Fixed Compensation, granted as performance rights.
Discretionary bonus (Interim period)	The Board, in its absolute discretion, may award a discretionary bonus in respect of the Interim CEO period (3 November 2025 - 4 May 2026 and the balance of the 2026 financial year).
Living Away From Home arrangements	Mr Ruthven is based in Brisbane. NuiX will provide accommodation and reimbursement of travel between Brisbane and Sydney consistent with FBT rules and ATO reasonable amounts.
Termination	The Board may terminate at any time on 6 months' notice (or payment in lieu). Mr Ruthven may resign on 6 months' notice. Termination benefits are subject to the cap in section 200B of the Corporations Act.
Restraint	12-month cascading restraint (12/6/3 months) covering jurisdictions in which NuiX operates.

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Mr Ruthven's Background

Mr Ruthven's most recent role prior to commencing with Nuix as Interim CEO was Chief Executive Officer and Managing Director of Integrated Research Limited (ASX: IRI) from July 2019 to October 2024. Prior to that, John's career has entailed senior leadership roles across the Australian and global software and IT services industries including Technology One (2017–2019), SAP (2014–2017), Zuora Inc (2012–2013), and CA Technologies and its predecessor firms (1996–2011).

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