

## MARKET RELEASE

22 October 2021

### Nuix Announces CEO and CFO Appointments

**Sydney, Australia** – Global software company Nuix Limited ('Nuix' or 'the Company'; ASX: NXL) is pleased to announce the appointment of Mr Jonathan Rubinsztein as Chief Executive Officer and Executive Director, and Mr Chad Barton as permanent Chief Financial Officer after serving in that role on an interim basis.

Mr Rubinsztein is a seasoned technology executive with a track record of leading dynamic organisations in international environments and driving strategic transformations to create shareholder value. He has recently announced he will be stepping down as the CEO of Infomedia, an ASX listed company providing SaaS solutions to the global automotive industry.

His appointment follows the decision announced in June of Nuix CEO, Mr Rod Vawdrey, to retire from that role once the Company was able to complete a proper search and effect an orderly leadership transition.

Nuix Chair, Hon Jeff Bleich, said, "This is an important moment in Nuix's history, and Jonathan possesses an ideal set of qualities to lead the organisation into its next chapter. He brings a deep understanding of our requirements and opportunities, and a successful record of steering an ASX-listed entity through a period of transformation and growth.

"The Board was especially impressed with Jonathan's strategic thinking, global viewpoint, tremendous energy and commitment to culture and staying true to Nuix's organisational mission. He displays a devotion to achieving standards that delight customers, and an acute awareness of the powerful role of the Nuix engine and the opportunities that come from this unique and world leading technology."

Mr Vawdrey welcomed Jonathan as his successor. He will remain focused on continuing Nuix's progress and overseeing a successful handover. Mr Rubinsztein will commence officially in the role in late January 2022 and prior to this time will be available to consult to Nuix as part of the transition.

Mr Rubinsztein said, "There are few Australian-born technology companies that have achieved the kind of global leadership that Nuix has in its target markets. Certainly, it has faced some challenges in its early life as a listed entity, yet the potential and promise of the business remains enormous."

"It is clear that the people of Nuix are world class and passionate about what they do. I'm committed to strengthening what they have built and providing them the space to thrive as professionals and help fulfil our mission to deliver truth in a digital world."

The Board of Nuix has agreed to permit Mr Rubinsztein to take up an intended non-executive director role for a smaller company in the technology services sector should its planned IPO occur later this year. Mr Rubinsztein has undertaken that the obligations of this role will not compromise his ability to perform his duties as CEO.

Mr Chad Barton, currently interim Chief Financial Officer, has also accepted his position on a permanent basis. An accomplished and highly experienced listed company executive, Mr Barton has played a pivotal role since joining Nuix.

Mr Bleich added, "Chad has been an outstanding addition to the Nuix team, and we are delighted to have him join in this permanent role. The Board could not be more grateful for Chad's leadership and tireless efforts since he joined us, and we look forward to continuing to work closely with him."

These executive appointments follow the recent additions to the Board of Ms Jackie Korhonen and Mr Rob Mactier as independent directors. Mr Bleich commented, “these seasoned business leaders have already demonstrated their wisdom and reach, and better position Nuix to capture the significant opportunities that exist for its world class products.”

### **Jonathan Rubinsztein Biography**

Jonathan is a seasoned CEO with a track record of building world class global technology companies and leading high-performance teams in the technology sector. Previously, Jonathon was Managing Director and CEO of Infomedia, Ltd, an ASX-listed SaaS company. Prior to that role, Jonathon was CEO and founding shareholder at UXC Red Rock Consulting, where he was instrumental in growing the business from a start-up to over 700 people across 13 offices in Australia, New Zealand, India, and Singapore. Jonathan was also a Founder and Director of RockSolid SQL, a company that built monitoring and automated data management software for over 18,000 databases globally.

### **Chad Barton Biography**

Chad is a highly regarded Chief Financial Officer with significant experience in transformations and turnarounds and global technology companies. He was most recently the CFO of The Star Entertainment Group, a position he held for more than five years. Prior to that role, Chad was CFO of Salmat Limited and CFO of the Australian and New Zealand business of Electronic Data Systems (EDS). Chad is also Non-Executive Director of SkyCity Entertainment Group, a member of the Institute of Company Directors, and a member of the Institute of Chartered Accountants.

This announcement is authorised by the Board of Nuix.

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### **About Nuix**

Nuix Limited is a leading provider of investigative analytics and intelligence software, with the vision of “finding truth in a digital world”. Nuix helps customers to process, normalise, index, enrich and analyse data from a multitude of different sources, solving many of their complex data challenges. The Nuix platform supports a range of use cases, including criminal investigations, financial crime, litigation support, employee and insider investigations, legal eDiscovery, data protection and privacy, and data governance and regulatory compliance. Headquartered in Sydney, Australia, Nuix licenses its software to more than 1,000 customers across 79 countries in North America, Asia Pacific and EMEA.

For further information, please visit [investors.nuix.com](http://investors.nuix.com)

## ATTACHMENT

### SUMMARY OF KEY TERMS OF EMPLOYMENT

|                                 |   |
|---------------------------------|---|
| Start Date:                     | 31 January 2022   |
| Term:                           | No fixed term, ongoing until terminated by either party   |
| Fixed Remuneration:             | \$700,000 per annum exclusive of statutory superannuation   |
| Variable Remuneration:          | <p>Short-term Incentive target opportunity at 60% up to a maximum opportunity of 75% of Fixed Remuneration or \$525,000, subject to the achievement of performance hurdles and other terms</p> <p>Subject to shareholder approval, long-term Incentive target opportunity at 60% up to a maximum opportunity of 125% of Fixed Remuneration or \$875,000 issued as performance rights and subject to the achievement of performance hurdles and other terms</p> <p>The operation of the above plans, terms of participation, maximum opportunity levels and performance hurdles in future years will be at the absolute discretion of the Board</p> <p>For FY22, both short-term and long-term incentives will be pro-rata for start date.</p> |
| Total Remuneration:             | Up to \$2,100,000 excluding superannuation  |
| Sign-on grant:                  | <p>Subject to receipt of shareholder approval, in order to provide long term retention, align incentives to shareholder interests for long-term growth and in recognition of incentives foregone with current employer, a one-off sign-on grant at a face value of \$2,000,000 will be made. The number of shares issued will be based on the 5-day VWAP prior to the date of this announcement</p> <p>Issued as performance rights, the grant will vest in five equal tranches in the first available trading window following the first and subsequent anniversary of the start date subject to continued employment at the respective vesting dates</p>  |
| Termination:                    | 6 months' notice is required by either party in writing. However, the Company may terminate the employment agreement for cause (e.g. serious misconduct)  |
| Restraint:                      | 12 months' restraint applies, where enforceable   |
| Interim Consulting Arrangement: | 2 days per week for 12 weeks commencing 1 November, compensated on a daily rate calculated from future base salary  |