

<p>PROTECTION OF INFORMATION (PRIVACY) AND INTELLECTUAL PROPERTY</p>	<p>All employees must maintain the privacy of business information and protect it from any disclosure.</p> <p>Personal and Sensitive information relating to customers, suppliers and employees is to be respected and remain private (See Company's Privacy Policy).</p> <p>All intellectual property that you generate in relation to the Company and its activities is the property of the Company. You are responsible for protecting the Company's intellectual property rights.</p> <p>On leaving or retiring from the Company, you must hand over to your manager any Company assets and items containing business information. Even after leaving the Company, you have a continuing obligation to maintain the confidentiality of such information which includes intellectual property created while working at the Company.</p>
<p>WORK ENVIRONMENT</p>	<p>The Company is committed to provide its employees with a working environment which is healthy, safe, and productive. Besides physical factors, our work environment should also be challenging, stimulating and rewarding for us all.</p> <p>For a productive and safe workplace, the following are not acceptable or permitted:</p> <ul style="list-style-type: none"> • Smoking in Company buildings. • Using, possessing, or trafficking firearms or illegal drugs. • Consuming alcohol that might affect anyone's safety. For the avoidance of doubt, any consumption of alcohol in the work environment must be approved by the Region CEO. • Using offensive language and/or unwarranted or violent physical behavior.
<p>MATERIAL PRICE SENSITIVE INFORMATION</p>	<p>As soon as an employee or Director becomes aware of material price sensitive information which has not been previously released by the Company, he or she should immediately inform their Disclosure Officer as described in the Company's Continuous Disclosure Policy, or the Company Secretary if they are unsure who their Disclosure Officer is or if that person is unavailable.</p> <p>If you become aware that there may have been inadvertent disclosure of material price sensitive information (which has not been disclosed to the ASX) during any communication with external parties, or that confidential Company information may have been leaked (whatever its source), you should immediately notify the CEO or Company Secretary in accordance with the Company's Continuous Disclosure Policy</p>



MATTERS OF CONCERN OR INTEREST TO INVESTORS

Nuix will maintain an investor relations programs to seek to understand matters of concern or interest to professional and retail investors. If employees or Directors receive significant comments or concerns from investors or their representatives, they should convey those comments to the Company Secretary who will consider that information and if appropriate inform the Board and senior executives.

Conduct not Prohibited by the Code

This Code is not intended to restrict communications or actions protected or required by local, State or Federal law.

Reporting Procedure

If you become aware of any actual or potential violation of the Code, potential conflict of interest or ethical concern regarding your employment or another employee, you must promptly speak to, write or otherwise contact the Legal Department at the following address: conduct@nuix.com.

You may also choose to inform the Company's auditors. Details of any concerns and the identity of any persons making the report will be treated confidentially to the extent possible. A register of complaints or actions will be maintained. Any matter reported will be handled promptly and in a manner that ensures the individual is not disadvantaged for reporting their concerns. For full details, please see the Company's Whistleblowers Policy.

Employees will receive appropriate training on how to comply with their obligations under the Code.

No Retaliation

Company prohibits any form of discipline, reprisal, intimidation or retaliation for the good faith reporting of a potential violation of this Code, conflict of interest, or other ethical concern, or cooperating in related investigations.

Consequences for breaching the code

All suspected breaches of the Code will be investigated by the Company. If these investigations reveal breaches of the Code, appropriate and proportionate disciplinary and remedial action will be taken, depending on the nature of the breach. This will range from providing the director, senior manager or employee with training, coaching and counselling through to formal warnings and/or to termination. Directors and senior executives in particular are expected to reinforce the code by taking appropriate and proportionate disciplinary action in relation to any breaches identified.

The Company reserves the right to inform the appropriate authorities where it is considered that there has been criminal activity or an apparent breach of the law

Administration of this Code

The Legal Department is responsible for the administration, monitoring, and enforcement of this Code. If you have any questions regarding this Code, please contact the Legal Department. The Company may change this Code in its sole discretion, however amendments may only be made with the approval of the Board.

The Board will review this Code of Conduct periodically to ensure effective operation and assess whether any changes are necessary. The General Counsel or Company Secretary will communicate any amendments to employees as appropriate.