
Communications Policy

1. OVERVIEW

This policy sets out how Nuix Limited ACN 117 140 235, (Company) proposes to engage with its clients, customers, shareholders market participants, employees and the wider community (**Stakeholders**).

The Company is committed to clear, accurate, and honest communication regarding its activities and performance with its Stakeholders.

1.1 Purpose

This Communications Policy contains the Company's approach and commitment to communication. The Policy, in combination with the Company's Continuous Disclosure Policy, is designed to ensure that the Company:

- (a) provides timely and accurate information to all shareholders and market participants regarding the Company and its governance;
- (b) communicating openly and honestly with shareholders;
- (c) adopts channels for disseminating information that are fair, timely and cost efficient; and
- (d) encourages and facilitates shareholder participation in meetings of shareholders.

1.2 Investor relations program

The Company has an investor relations program that facilitates effective two-way communication with investors. The Company's investor relations programs will both focus on professional investors (and financial market participants who service them), and engage with retail investors (and the organisations that represent them), to understand the matters of concern or interest to those investors. Significant comments or concerns raised by investors or their representatives will be conveyed to the Board or senior management as appropriate.

2. CONFIDENTIALITY

Information that the Company considers private and that is not generally available outside the Company (Confidential Information) and information that the Company owns, develops, pays to have developed or to which it has an exclusive right (Proprietary Information) must be treated by the Company and all employees as follows:

- (a) the Company and all employees must ensure that they do not disclose any Confidential Information or Proprietary Information to any third party or other employee who does not have a valid business reason for receiving that information;
- (b) if Confidential Information or Proprietary Information is required to be provided to third parties or other employees for valid business purposes, the

Company and its employees must:

- i. take adequate precautions to ensure that information is only used for those purposes for which it is provided and is not misused or disseminated to the Company's detriment; and
- ii. ensure that the information is returned or destroyed when the purpose is complete.

Such precautions may include obtaining a confidentiality agreement or other undertaking. Advice about these measures can be obtained from the Company Secretary.

Any information concerning the Company which is not generally available and which may have a material effect on the price or value of the Company securities may need to be disclosed in order for the Company to comply with its continuous disclosure obligations referred to in its Continuous Disclosure Policy and in section 3 of this Communications Policy.

3. COMMUNICATIONS WITH SHAREHOLDERS, EMPLOYEES AND THE MARKET

3.1 Company Website

The Company's website is an important communication tool for the Company's employees and investors and other external stakeholders, such as customers, suppliers and financiers.

Details of key resources available from the Company's website are included in the Schedule.

3.2 Continuous and periodic disclosure

As a public company listed on the ASX, the Company is subject to continuous disclosure requirements under the *Corporations Act 2001* (Cth) and the ASX Listing Rules, in addition to periodic and specific disclosure requirements.

For further information on how the Company complies with its continuous disclosure obligations, please refer to the Company's Continuous Disclosure policy found on our website.

In addition to meeting its continuous disclosure obligations, the Company will make periodic disclosures as required by law.

3.3 Communications with the ASX

All communication with the ASX will be in accordance with the ASX Listing Rules. The Company Secretary (or in their absence any one or more of the Head of Compliance members of the Board, the CEO, the CFO or any delegate of the Board, the Company Secretary, CEO or CFO) is responsible for communications with the ASX.

For further information refer to the Company's Continuous Disclosure Policy.

3.4 Company meetings

The meetings of shareholders of the Company represent an excellent opportunity for the Company to provide information to its shareholders. The Company encourages attendance at, and participation in, general meetings.

A notice of a meeting will be sent to shareholders prior to meetings, including details of the time and place of the meeting, the resolutions to be considered and proxy voting procedures.

The Company recognises that some shareholders will not be able to attend its meetings of shareholders. To allow for the participation of any such shareholders, the Company encourages shareholders to forward their questions and comments to the Company Secretary prior to the meeting. Where appropriate, these questions and comments will be read out and answered at the meeting, or, if this is not practicable, the question or comment and written response will be recorded in the transcript of the meeting.

The Company will regularly review its policies and procedures that it has in place to facilitate and encourage participation in shareholder meetings where practicable, including in relation to providing shareholders with dial-in details or providing a link to a live webcast, or by making available on its website a recording or transcript of the meeting as soon as it reasonably can, and providing direct voting facilities to allow shareholders to vote ahead of the meeting without having to attend or appoint a proxy.

3.5 Briefings

The Company recognises the importance of the relationship between the Company and its institutional investors, brokers and analysts. The Company may from time to time conduct briefings to these groups. In these cases, the following protocols will apply:

- (a) material information which is required to be disclosed under the Continuous Disclosure Policy will not be disclosed at these briefings unless it has been previously, released to the market;
- (b) if material information which has not been disclosed is inadvertently released, the Company will immediately release it to the market via the ASX and place it on the Company's website;
- (c) questions at briefings that deal with material information that has not previously been disclosed will not be answered; and
- (d) the Company will place a copy of new and substantive investor or analyst presentation materials on the Company's website ahead of the presentation.

3.6 Communication with employees

The Company recognises that its employees are central to the Company's success. In order to enable staff to fulfil their role to the high standards required and to promote employee satisfaction, the Company aims to ensure effective communication with employees. Effective communication with employees starts with their direct manager and with accessibility to senior management.

3.7 Employee briefings

The Company will from time-to-time conduct employee briefings so that all staff are aware of activities within the Company. These briefings may be conducted by the CEO

or an appropriate manager.

3.8 Electronic communication

The Company recognises that it is efficient to communicate electronically and accordingly:

- (a) shareholders will be encouraged to receive communications from, and send communications to, the Company and its share registry electronically; and
- (b) the Company's email system allows staff and stakeholders to communicate simply and easily with management and staff of the Company.

The Company uses email to ensure a continued flow of information and to communicate effectively with staff. Staff should feel free to communicate with any member of management by email.

4. OTHER COMMUNICATIONS

4.1 Communications with the media

All communication with the media will be through the Chair, the Managing Director/CEO or the Company Secretary, or persons authorised by the Board.

4.2 Communications with other stakeholders

The Company is committed to ensuring that all stakeholders regularly receive information about the Company and its activities. While individual briefings may be held with key stakeholders, such as financiers, the principal means of ensuring that stakeholders have access to information will be through the Company's website.

4.3 Social Media

Staff must consult the Company's Social Media Guidelines for guidance on appropriate usage of social media in relation to the Company.

5. OTHER MATTERS

5.1 Shareholder Queries

Shareholders with queries about procedures at shareholder meetings, matters being considered at meetings or other issues relating to communications between the Company and its shareholders, are encouraged to contact the Company Secretary at company.secretary@nuix.com.

5.2 Review

The Board will review this policy to check that it is operating effectively and to consider whether any changes are required.

The Company Secretary will communicate any amendments to employees as appropriate.

Adopted by the Board on 27 June 2025

Schedule

1. COMPANY WEBSITE

The Company's website is an important communication tool for the Company's employees and investors and other external stakeholders, such as customers, suppliers and financiers.

1.1 Corporate Governance

The Company has a "Corporate Governance" landing page on its website (<https://www.nuix.com/investors/corporate-governance>). Here you will find links to:

- (a) The Company's constitution, its Board Charter and the charters of each of its Board Committees; and
- (b) The corporate governance policies and other corporate governance materials referred to in the Corporate Governance Principles and Recommendations (4th Edition) February 2019 published by ASX Corporate Governance Council.

1.2 Reports and Announcements

The Company's website also contains links to:

- (a) copies of its annual directors' reports, financial statements and other corporate reports;
- (b) copies of its announcements to ASX;
- (c) copies of notices of meetings of shareholders and any accompanying documents;
- (d) copies of any documents tabled or otherwise made available at meetings of shareholders and, if kept, a recording or transcript of the meetings; and
- (e) copies of any materials distributed at investor or analyst presentations and, if kept, a recording or transcript of the presentations.

1.3 Other Information

The Company's website also contains, or will contain the following information:

- (a) the Company's Values "TRUTH";
- (b) the names, photographs of each of its directors and a link to each of their LinkedIn profiles;
- (c) an overview of the Company's current business;
- (d) a description of how the Company is structured;
- (e) a summary of Company's history;

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- (f) a key events page showing the expected dates in the forthcoming year for:
 - iii. results presentations and other significant events for investors and analysts;
 - iv. the AGM;
 - v. books closing dates for determining entitlements to dividends or distributions; and – ex-dividend and payment dates for dividends or distributions;
 - vi. once they are known, the time, venue and other relevant details for results presentations and the AGM;
 - vii. if the Company has different classes of securities on issue, a brief description of those different classes and the rights attaching to them;
 - viii. historical information about the market prices of the Company's securities;
 - (g) copies of media releases the Company makes;
 - (h) contact details for enquiries from shareholders, analysts or the media; and
 - (i) contact details for its securities registry.