



DIVERSITY AND INCLUSION POLICY

19 February 2025

1. Introduction

- 1.1 This policy provides a framework to embed and support a diverse workforce and inclusive workplace environment at the NZX Group (**NZX**).
- 1.2 This policy sets out how NZX will achieve its policy commitments, assess its progress, and provide accountability for results. This policy complements other NZX policies such as our Code of Conduct.

2. Policy Commitments

- 2.1 As New Zealand's exchange NZX wants to reflect the customers and stakeholders we serve. NZX recognizes that a **diverse workforce** is a strength that enables businesses, including ours, to better understand and serve customers, attract the best talent available, and innovate successfully.
- 2.2 NZX is committed to an **inclusive workplace** where each employee is respected and valued for the unique skills, backgrounds and qualities they bring to their work – so that every employee can fully contribute to NZX's success.
- 2.3 For NZX, diversity includes, but is **not limited** to, characteristics such as cultural background and ethnicity, gender, gender identity, sexual orientation, age, religious beliefs, differences in physical abilities, languages and education.
- 2.4 NZX's commitment to diversity and inclusion **applies to all aspects of its business**, including:
 - (a) appointment of directors;
 - (b) appointment, promotion and retention of employees;
 - (c) performance management;
 - (d) remuneration practices;
 - (e) flexible workplace practices;
 - (f) leadership development; and
 - (g) people management and succession planning.
- 2.5 NZX will provide **equal employment opportunities** so that all people have the same access to join NZX and contribute to the company free from discrimination or bias. NZX will ensure that all policies, opportunities and employee benefits are offered equally to people of diverse sexualities, sexes and gender identities.
- 2.6 NZX recognises it has an important role in both setting corporate governance requirements and is committed to **leading by example** within the New Zealand listed markets.
- 2.7 NZX recognises that providing **transparency** with respect to our diversity and inclusion performance contributes towards investors, customers and employees being able to make informed decisions about where they invest, spend and work.



3. Application

This policy applies to all directors (including members of Board committees) and all employees (including any secondee, contractor or consultant engaged by NZX) of NZX.

4. Measurement and reporting

- 4.1 NZX will maintain a written diversity policy and make this publicly available.
- 4.2 NZX will set measurable objectives each year that contribute towards achieving the commitments in this policy.
- 4.3 NZX will report in its annual report to shareholders each year on performance towards the measurable objectives. Disclosure will meet, at a minimum, the requirements of the NZX Corporate Governance Code.

Roles and responsibilities

- 4.4 On behalf of NZX Limited's Board, the Human Resources & Remuneration Committee approves NZX's measurable objectives for achieving diversity and inclusion each year; monitors the company's progress towards achieving the measurable objectives; and ensures appropriate disclosures are made in NZX's annual reports.
- 4.5 The Chief Executive Officer is responsible for the strategies for achieving NZX's objectives with respect to this policy, and providing leadership for diversity and inclusion at NZX.
- 4.6 The Head of People and Culture develops and implements the strategies required to achieve NZX's objectives with respect to this policy; provides appropriate disclosures and reporting to the HR & Remuneration Committee; provides leadership for diversity and inclusion at NZX; and maintains best practice in NZX's approach.
- 4.7 All NZX employees, including people managers and directors, are responsible for contributing positively toward an inclusive workplace in accordance with this policy; the NZX Code of Conduct; and NZX policies relating to bullying, harassment and discrimination.
- 4.8 NZX will encourage employee participation and will provide mechanisms for employees to provide feedback about employees' experience and contribute to NZX's progress.

Approver:	NZX Human Resources & Remuneration Committee
Document owner:	Head of People & Culture
Review:	Two-yearly
Last reviewed:	19 February 2025