



The Manager
Company Announcements Office
Australian Stock Exchange
Exchange Centre
20 Bridge Street
SYDNEY NSW 2000

3 September 2021

Dear Sir or Madam

RE: APPENDIX 3Y – ANDREW WALSH – CEO & MANAGING DIRECTOR

Please find attached an Appendix 3Y announcement relating to the vesting of 67,768 performance rights awarded in 2017 to Andrew Walsh, CEO & Managing Director.

Yours sincerely

A handwritten signature in blue ink, appearing to be "PF" followed by a long horizontal flourish.

Peter Ferguson
Chief Legal Officer & Company Secretary

Appendix 3Y

Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity	Iress Limited
ABN	47 060 313 359

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Andrew Walsh
Date of last notice	24 May 2021

Part 1 - Change of director's relevant interests in securities

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Direct
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	
Date of change	31 August 2021
No. of securities held prior to change	<u>Ordinary Shares</u> Direct: 408,687 Indirect: <u>136,791</u> 545,478 <u>Unvested Share/Rights Grants Overview:</u> Deferred Share Rights all Series: 42,736 Performance Rights pre-2019 Series: 200,688 <u>Unvested Rights/Grants under revised 2019 executive remuneration framework:</u>

+ See chapter 19 for defined terms.

	Equity Rights: 173,463 Performance Rights: 263,799 Unvested Share/Rights Grants Details: 2017 Series Performance Rights 2017: • 4 year term, 3 year measurement period commencing 1 Jan 2018: - 54,739 • 4 year term, 4 year measurement period commencing 1 Jan 2017: - 54,739 2018 Series Performance Rights 2018: • 4 year term, granted 10 May 2018, 3 year measurement period commencing 1 Jan 2019: - 45,605 • 4 year term, granted 10 May 2018, 4 year measurement period commencing 1 Jan 2018: - 45,605 2019 Series Deferred Shares Rights 2019: • 3 year term, granted 9 May 2019: - 42,736 <u>2019 Series – New Framework</u> Performance Rights 2019: • 3 year term, granted 9 May 2019: – 80,020 <u>2020 Series – New Framework</u> Equity Rights 2020: • 2 year term, granted 21 May 2020, 2 year measurement period commencing 28 Feb 2020 – 28 Feb 2022, (shares provided on exercise of any vested Equity Rights are subject to a mandatory 2 year holding lock (28 Feb 2022 – 28 Feb 2024): – 76,374 Performance Rights 2020: • 3 year term, granted 21 May 2020, 3 year measurement period commencing 1 Jan 2020 – 31 Dec 2022: – 80,916 <u>2021 Series - New Framework</u> Equity Rights 2021: • 2 year term, granted in May 2021, 2 year measurement period commencing 28 Feb 2021 - 28 Feb 2023. Shares provided on exercise of any vested Equity Rights are subject to a mandatory 2 year holding lock (28 Feb 2023 - 28 Feb 2025) - 97,089 Performance Rights 2021: • 3 year term, granted in May 2021, 3 year measurement period commencing 1 Jan 2021 - 31 Dec 2024: - 102,863
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Class	Ordinary
Number acquired	<u>Ordinary Shares</u> Direct: 67,768 Indirect: Nil
Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	Average price per share \$14.87
No. of securities held after change	<u>Ordinary Shares</u> Direct: 476,455 Indirect: <u>136,791</u> 613,246
	<u>Unvested Share/Rights Grants Overview:</u> Deferred Share Rights all Series: 42,736 Performance Rights pre-2019 Series: 91,210 <u>Unvested Rights/Grants under revised 2019 executive remuneration framework:</u> Equity Rights: 173,463 Performance Rights: 263,799 Unvested Share/Rights Grants Details: 2018 Series Performance Rights 2018: 4 year term, granted 10 May 2018, 3 year measurement period commencing 1 Jan 2019: - 45,605 4 year term, granted 10 May 2018, 4 year measurement period commencing 1 Jan 2018: - 45,605 2019 Series Deferred Shares Rights 2019: 3 year term, granted 9 May 2019: - 42,736 <u>2019 Series – New Framework</u> Performance Rights 2019: 3 year term, granted 9 May 2019: – 80,020 <u>2020 Series – New Framework</u> Equity Rights 2020:

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Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Partial vesting and partial lapsing of 2017 Performance Rights after retest. 4.5 year measurement period commencing 1 Jan 2017: - 29,560 vested and 25,179 lapsed. 3.5 year measurement period commencing 1 Jan 2018: - 38,208 vested and 16,531 lapsed.

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of “notifiable interest of a director” should be disclosed in this part.

Detail of contract	N/A
Nature of interest	N/A
Name of registered holder (if issued securities)	N/A
Date of change	N/A
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	N/A

+ See chapter 19 for defined terms.

Interest acquired	N/A
Interest disposed	N/A
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	N/A
Interest after change	N/A

Part 3 – ⁺Closed period

Were the interests in the securities or contracts detailed above traded during a ⁺closed period where prior written clearance was required?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	N/A
If prior written clearance was provided, on what date was this provided?	N/A

⁺ See chapter 19 for defined terms.