



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

2 December 2019

Dear Sir or Madam

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

Please find attached an Appendix 3Y announcement relating to the results of recent retesting of performance rights awarded in 2015 to Andrew Walsh, CEO & Managing Director.

Yours sincerely

A handwritten signature in blue ink, appearing to be "P. Ferguson", with a long horizontal line extending to the right.

Peter Ferguson
Group General Counsel & 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	13 June 2019

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	25 November 2019

+ See chapter 19 for defined terms.

Appendix 3Y
Change of Director's Interest Notice

<p>No. of securities held prior to change</p>	<p><u>Ordinary Shares</u></p> <table> <tr> <td>Direct:</td> <td style="text-align: right;">361,805</td> </tr> <tr> <td>Indirect:</td> <td style="text-align: right;"><u>44,909</u></td> </tr> <tr> <td></td> <td style="text-align: right;">406,714</td> </tr> </table> <p><u>Unvested Share/Rights Grants Overview:</u></p> <table> <tr> <td>Deferred Share Rights all Series:</td> <td style="text-align: right;">142,018</td> </tr> <tr> <td>Performance Rights pre-2019 Series:</td> <td style="text-align: right;">350,928</td> </tr> </table> <p><u>Unvested Rights Grants under revised 2019 executive remuneration framework:</u></p> <table> <tr> <td>Equity Rights:</td> <td style="text-align: right;">80,020</td> </tr> <tr> <td>Performance Rights:</td> <td style="text-align: right;">80,020</td> </tr> </table> <p><u>Unvested Share/Rights Grants Details:</u></p> <p>2015 Series – Retested in November 2019 Performance Rights 2015:</p> <ul style="list-style-type: none"> • 4 year term, granted 7 May 2015, 3 year measurement period commencing 7 May 2016: - 19,800 • 4 year term, granted 7 May 2015, 4 year measurement period commencing 7 May 2015: - 10,440 <p>2016 Series Performance Rights 2016:</p> <ul style="list-style-type: none"> • 4 year term, granted 7 May 2016, 3 year measurement period commencing 1 Jan 2017: - 60,000 • 4 year term, granted 7 May 2016, 4 year measurement period commencing 1 Jan 2016: - 60,000 <p>2017 Series Deferred Shares Rights 2017:</p> <ul style="list-style-type: none"> • 3 year term: - 47,575 <p>Performance Rights 2017:</p> <ul style="list-style-type: none"> • 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 <p>2018 Series Deferred Shares Rights 2018:</p> <ul style="list-style-type: none"> • 3 year term, granted 10 May 2018: - 51,707 <p>Performance Rights 2018:</p> <ul style="list-style-type: none"> • 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 	Direct:	361,805	Indirect:	<u>44,909</u>		406,714	Deferred Share Rights all Series:	142,018	Performance Rights pre-2019 Series:	350,928	Equity Rights:	80,020	Performance Rights:	80,020
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	<p>2019 Series Deferred Shares Rights 2019:</p> <ul style="list-style-type: none"> • 3 year term, granted 9 May 2019: - 42,736 <p>2019 Series – New Framework Equity Rights 2019:</p> <ul style="list-style-type: none"> • 2 year term, granted 9 May 2019: - 80,020 <p>Performance Rights 2019:</p> <ul style="list-style-type: none"> • 3 year term, granted 9 May 2019 - 80,020 														
Class	Ordinary														
Number acquired	Nil														
Number disposed	Nil														
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	N/A														
No. of securities held after change	<p><u>Ordinary Shares</u></p> <table style="width: 100%;"> <tr> <td style="width: 60%;">Direct:</td> <td style="text-align: right;">361,805</td> </tr> <tr> <td>Indirect:</td> <td style="text-align: right;"><u>44,909</u></td> </tr> <tr> <td></td> <td style="text-align: right;">406,714</td> </tr> </table> <p><u>Unvested Share/Rights Grants Overview:</u></p> <table style="width: 100%;"> <tr> <td style="width: 60%;">Deferred Share Rights all Series:</td> <td style="text-align: right;">142,018</td> </tr> <tr> <td>Performance Rights pre-2019 Series:</td> <td style="text-align: right;">320,688</td> </tr> </table> <p><u>Unvested Rights Grants under revised 2019 executive remuneration framework:</u></p> <table style="width: 100%;"> <tr> <td style="width: 60%;">Equity Rights:</td> <td style="text-align: right;">80,020</td> </tr> <tr> <td>Performance Rights:</td> <td style="text-align: right;">80,020</td> </tr> </table> <p><u>Unvested Share/Rights Grants Details:</u></p> <p>2016 Series Performance Rights 2016:</p> <ul style="list-style-type: none"> • 4 year term, granted 7 May 2016, 3 year measurement period commencing 1 Jan 2017: - 60,000 • 4 year term, granted 7 May 2016, 4 year measurement period commencing 1 Jan 2016: - 60,000 <p>2017 Series Deferred Shares Rights 2017:</p> <ul style="list-style-type: none"> • 3 year term: - 47,575 <p>Performance Rights 2017:</p> <ul style="list-style-type: none"> • 4 year term, 3 year measurement period commencing 1 Jan 2018: - 54,739 	Direct:	361,805	Indirect:	<u>44,909</u>		406,714	Deferred Share Rights all Series:	142,018	Performance Rights pre-2019 Series:	320,688	Equity Rights:	80,020	Performance Rights:	80,020
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<p>Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p>	<p>Lapsing of Performance Rights 2015:</p> <ul style="list-style-type: none"> • 4 year term, granted 7 May 2015, 3 year measurement period commencing 7 May 2016: - 19,800 • 4 year term, granted 7 May 2015, 4 year measurement period commencing 7 May 2015: - 10,440

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
Interest acquired	N/A
Interest disposed	N/A

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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

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