

1 July 2026

One NZ announces leadership change

One New Zealand has today announced that CFO Nick Judd will succeed Jason Paris as CEO of the company. The transition follows Mr Paris' eight years in the role.

A copy of the One New Zealand announcement is attached.

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One New Zealand CEO Jason Paris to step down; Nick Judd to take over

Auckland – Wednesday 1 July 2026 – After almost eight years as CEO of One New Zealand, Jason Paris has advised the Board of his decision to step down.

Under Jason's leadership, One New Zealand has transformed into a company recognised for innovation, customer focus and long-term value creation. During this period, the company delivered strong shareholder returns alongside increased cash generation.

Jason successfully guided the company through separation from Vodafone Group ownership and helped create One New Zealand, a proud Kiwi brand with a clear sense of purpose. He championed innovation, overseeing the launch of the world's first nationwide satellite-to-mobile service and positioning One New Zealand to become one of the world's most AI-enabled telecommunications companies.

Jason leaves One New Zealand at a time when the company has strong momentum and an exceptional team to lead it into its next chapter. The Board is therefore pleased to announce Nick Judd, currently Chief Financial Officer, will succeed Jason as Chief Executive Officer.

Nick is a well-rounded executive with extensive experience across strategy, operations, sales, commercial and finance. He brings a strong enterprise leadership capability that is underpinned by commercial acumen. Nick has a deep understanding of the business and industry, and the Board is confident that he has the qualities needed to guide the company through its next phase of growth.

Prior to joining One NZ, Nick was the Chief Financial Officer of Tourism Holdings. Nick also spent more than 15 years at Air New Zealand, in New Zealand and internationally, across strategy, sales and growth roles.

In commenting on his departure, Jason said: *“Leading One New Zealand has been the privilege of my career. The people here are simply extraordinary, and I'll miss working alongside them every day. There's never a perfect time to hand over the reins, but after nearly eight years, with the business performing strongly and our strategy firmly in place, this feels like the right time.*

“I'm absolutely delighted the Board has appointed Nick. He's an outstanding leader, and I know he'll do a fantastic job leading One New Zealand into its next chapter. As for me, I'm looking forward to a break before taking on my next challenge. I don't know exactly what that'll be yet, but I know it'll be exciting.”

As part of the transition, the Board looks forward to celebrating Jason's significant contribution and supporting Nick in his new role.

Phillippa Harford
Chairperson,
One New Zealand