



Announcement Summary

Entity name

MERCURY NZ LIMITED

Date of this announcement

Monday September 25, 2023

The +securities the subject of this notification are:

☒ +Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
MCYAB	PERFORMANCE SHARE RIGHTS	234,976	25/09/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

MERCURY NZ LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ARBN

Registration number

162804668

1.3 ASX issuer code

MCY

1.4 The announcement is

☒ New announcement

1.5 Date of this announcement

25/9/2023



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

☒ +Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

☒ has an existing ASX security code ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

MCYAB : PERFORMANCE SHARE RIGHTS

Date the +securities the subject of this notification were issued

25/9/2023

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class☒ Yes**Were any of the +securities issued to +key management personnel (KMP) or an +associate?**☒ Yes**Provide details of the KMP or +associates being issued +securities.**

Name of KMP	Name of registered holder	Number of +securities
Vincent James Hawksworth	Vincent James Hawksworth	83,178
William Thomas Meek	William Thomas Meek	30,040
Philip John Gibson	Philip John Gibson	20,224
Stewart Hamilton	Stewart Hamilton	19,570
Craig Neustroski	Craig Neustroski	18,992
Marlene Joy Strawson	Marlene Joy Strawson	15,005
Lucy Drummond (also known as Lucie)	Lucy Drummond	14,947
Fiona Smith	Fiona Smith	15,216

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

The notification relates to the issue of unquoted performance share rights to executives under the 2019 Executive Long Term Incentive Plan.

Any other information the entity wishes to provide about the +securities the subject of this notification

The PSRs become exercisable on certain performance hurdles being met over an initial 3-year performance period and in certain other exceptional circumstances. On becoming exercisable, each PSR entitles the holder to one fully paid ordinary



Mercury NZ Limited share, ranking equally with all other Mercury NZ Limited ordinary shares. PSRs do not entitle the holder to receive dividends or other distributions, or vote in respect of Mercury NZ Limited ordinary shares, although under the terms of the plan an additional number of shares will be issued on conversion of fully vested PSRs to reflect dividends paid to Mercury NZ Limited shares prior to exercise. Holders of PSRs cannot transfer or grant security interests over them.

Issue details

Number of +securities

234,976

Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)

4.1 Quoted +Securities (Total number of each +class of +securities quoted)

ASX +security code and description	Total number of +securities on issue
MCY : ORDINARY FULLY PAID FOREIGN EXEMPT NZX	1,387,168,182

4.2 Unquoted +Securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
MCYAA : TREASURY STOCK	12,844,335
MCYAB : PERFORMANCE SHARE RIGHTS	839,229