



STOCK EXCHANGE LISTINGS: NZX (MCY) / ASX (MCY)

ANNOUNCEMENT

Employee Share Scheme – Financial Assistance Notice

13 October 2026 – In accordance with section 80 of the Companies Act 1993, Mercury NZ Limited (**Mercury**) is required to make the following disclosure in respect of financial assistance provided by Mercury for the recent offer of ordinary shares in Mercury to eligible employees under Mercury's Employee Share Scheme (**Scheme**).

The Scheme is designed to recognise employees as long-term partners in Mercury and provide an opportunity for employees to receive shares in Mercury.

Pursuant to the terms of the Scheme, \$1,000 worth of Mercury shares have been offered to each eligible employee in FY27. The purchase of the shares and the operation of the Scheme will be funded by Mercury, with the participating employee contribution being nil.

A trust has been established under the Scheme, with Sharesies Trustee Limited (**Sharesies Trustee**) acting as trustee. The ordinary shares have been acquired for participating employees by Sharesies Trustee (or its nominee) on-market on NZX at the prevailing market price. The acquired shares will be held by Sharesies Trustee or its nominee on behalf of eligible employees participating in the Scheme for the period of restriction noted below. The Sharesies Trustee also holds unallocated shares from time to time.

The details of the financial assistance provided by Mercury are as follows:

Shares in respect of which financial assistance was provided	175,424.61021996 ordinary shares in Mercury (the Shares)
Consideration paid or payable for the Shares	\$6.83 average price per Share
Recipients of the financial assistance	Sharesies Trustee received the financial assistance noted below to acquire the Shares. Sharesies Trustee (itself or through its nominee) holds the Shares for the benefit of employees participating in the Scheme in FY27 until they are able to be accessed by the participants following a restricted period of 3 years from the allocation date, unless released earlier in certain limited circumstances (e.g. death, sickness etc). Any unallocated Shares will be held by Sharesies Trustee for the benefit of eligible employees generally and for use in the Scheme.



Nature and amount of the financial assistance

The financial assistance was provided by way of a transfer of funds by Mercury to the Sharesies Trustee of the amount required to fund each participating employee's acquisition of Shares, and by way of Mercury's costs of operating the Scheme including Sharesies Trustee's brokerage fee. The aggregate amount of the financial assistance was \$1,199,797.00.

ENDS

Howard Thomas

General Counsel and Company Secretary
Mercury NZ Limited

For investor relations queries, please contact:

Paul Ruediger
Head of Business Performance & Investor Relations
027 517 3470
investor@mercury.co.nz

For media inquiries, please contact:

Catherine Morab
Communications
09 282 1158
mercurycommunications@mercury.co.nz

ABOUT MERCURY NZ LIMITED

Mercury's generation assets produce electricity from 100% renewable sources: hydro, geothermal and wind. We're also a retailer of electricity, gas, broadband and mobile services. We're listed on the New Zealand Stock Exchange and the Australian Stock Exchange with the ticker symbol 'MCY', with foreign exempt listed status. The New Zealand Government holds a legislated minimum 51% shareholding of Mercury.

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