

Release

Stock Exchange Listings NZX (MEL) ASX (MEZ)

Share Rights Vested

9 October 2025

In accordance with Listing Rule 3.15.1, the Meridian Board advises that the share rights (**Share Rights**) held by certain employees (**Participants**) under its Executive Long Term Incentive Scheme, implemented by Meridian on 23 August 2019 (**Scheme**), vested on 3 October 2025 and are now convertible into ordinary shares of Meridian (**Shares**). Participants will have until 17 October 2025 to exercise their respective rights to have transferred to them their entitled Shares which are held by Meridian as treasury stock.

For each Share Right exercised a Participant is entitled to one Share in the Company, plus an additional number of Shares equal to the value of gross cash dividends per Share which would have been paid to a New Zealand tax resident who held a Share for the period between (but excluding) the Issue Date to (and including) the Allocation Date, calculated using the volume weighted average price over the 10 business days up to and including 3 October 2025.

Meridian expects to transfer Shares to Participants the business day following the end of the Exercise Period on 20 October 2025.

ENDS

Authorised for release by:

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