



Ongoing Disclosure Notice

Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

To NZX Limited; and
Name of listed issuer:
Date this disclosure made:
Date of last disclosure:

NZME Limited (NZX: NZM)
1-Jul-26
Not applicable as this is the Senior Manager's first disclosure

Director or senior manager giving disclosure

Full name(s):
Name of listed issuer:
Name of related body corporate (if applicable):
Position held in listed issuer:

Johanna Leath Hempstead
NZME Limited
Not applicable
Chief Financial Officer

Summary of acquisition or disposal of relevant interest (excluding specified derivatives)

Class of affected quoted financial products:
Nature of the affected relevant interest(s):
For that relevant interest-
Number held in class before acquisition or disposal:
Number held in class after acquisition or disposal:
Current registered holder(s):
Registered holder(s) once transfers are registered:

Ordinary shares in NZME Limited (NZX: NZM)
Grant of performance share rights to receive ordinary shares in NZME Limited subject to a deferral period in accordance with the terms of the NZME 2026 Total Incentive Plan - LTI
Not applicable as the performance share rights do not constitute a class of financial products.
Not applicable (as above).
Not applicable as a new issue.
Not applicable as a new issue.

Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)

Type of affected derivative:
Class of underlying financial products:

Not applicable
Not applicable

Details of affected derivative-

The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):
A statement as to whether the derivative is cash settled or physically settled:
Maturity date of the derivative (if any):
Expiry date of the derivative(if any):
The price specified in the terms of the derivative (if any):
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:

Not applicable
Not applicable
Not applicable
Not applicable
Not applicable
Not applicable

For that derivative,-

Parties to the derivative:

Not applicable

If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:

Not applicable

Details of transactions giving rise to acquisition or disposal

Total number of transactions to which notice relates:

One

Details of transactions requiring disclosure:

Date of transaction:

30-Jun-26

Nature of transaction:

Grant of 45,908 performance share rights to receive ordinary shares in NZME Limited under the NZME 2026 Total Incentive Plan - LTI.

Name of any other party or parties to the transaction (if known):

NZME Limited

The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily converted into a cash value, describe the consideration:

Nil

Number of financial products to which the transaction related:

45,908 performance share rights, which may convert on a one-for-one basis to ordinary shares in NZME Limited if they vest at the expiry of the deferral period.

If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—

Whether relevant interests were acquired or disposed of during a closed period:

Yes

Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period:

Not applicable as neither the issue or cancellation of the performance share rights is subject to closed period restrictions.

Date of the prior written clearance (if any):

Not applicable

Summary of other relevant interests after acquisition or disposal:

Class of quoted financial products:

Ordinary shares in NZME Limited (NZX: NZM)

Nature of relevant interest:

Beneficial interest in performance share rights to receive ordinary shares in NZME Limited pursuant to the NZME 2026 Total Incentive Plan - LTI

For that relevant interest,-

Number held in class:

45,908

Current registered holder(s):

Johanna Leath Hempstead

For a derivative relevant interest,-

Type of derivative:

Not applicable

Details of derivative:

The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):
A statement as to whether the derivative is cash settled or physically settled:
Maturity date of the derivative (if any):
Expiry date of the derivative (if any):
The price's specified terms (if any):
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:
<i>For that derivative relevant interest,-</i>
Parties to the derivative:
If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:


Not applicable
Not applicable
Not applicable
Not applicable
Not applicable
Not applicable
Not applicable
Not applicable

Certification

I certify that, to the best of my knowledge and belief, the information contained in this disclosure is correct and that I am duly authorised to make this disclosure by all persons for whom it is made.
Signature of director or officer:
Date of signature:

or

Signature of person authorised to sign on behalf of director or officer:
Date of signature:
Name and title of authorised person:


1-Jul-26
Genevieve O'Halloran, General Counsel and Company Secretary