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

ANNOUNCEMENT

Long-Term Incentive Plan – Financial Assistance Notice

27 August 2026 – Mercury NZ Limited (*Mercury*) has a Long-Term Incentive Plan (the *Plan*) for executive employees (the *Participants*). The Plan is designed to support the retention of key employees and align the interests of Participants with those of Mercury's shareholders.

Pursuant to the terms of the Plan, 255,843 share rights (the *Share Rights*) were issued to Participants in FY24 (the *FY24-FY26 Grant*). Each Share Right gives a Participant the right to acquire one ordinary share in Mercury subject to the applicable performance hurdles being met. No consideration is payable on exercise of a Share Right.

59,567 Share Rights, granted under the FY24-FY26 Grant have vested and been validly exercised by Participants. Mercury has instructed Sharesies Nominee Limited (the *Sharesies Nominee*) to acquire ordinary shares in Mercury at the current market value on behalf of the Participants that have validly exercised their Share Rights.

Mercury has given financial assistance to Participants for the purchase of shares in Mercury on their behalf by the Sharesies Nominee. The financial assistance has been provided pursuant to section 80 of the Companies Act 1993.

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

Shares in respect of which financial assistance was provided	58,344 ordinary shares in Mercury (the *Shares*)
Consideration paid or payable for the Shares	$6.97 per Share
Recipients of the financial assistance	Stewart Hamilton; Matt Tolcher; Tim Thompson; Craig Neustroski; Lucie Drummond; Fiona Smith; William Meek; Phil Gibson; Marlene Strawson; Matt Kedian; Emily Collis; Braam Conradie; Moa Haar-Simmonds; Angelique McCall; Paul Bacon; Tim Aynsley
Nature and amount of the financial assistance	The financial assistance was provided by way of a transfer of funds by Mercury to the Sharesies Nominee of the amount required to fund each Participant's acquisition of Shares. The aggregate amount of the funds transferred was $407,413.08.

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ENDS

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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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