

Announcement Summary

Entity name

MERCURY NZ LIMITED

Date of this announcement

Friday September 16, 2022

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	328,927	16/09/2022

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

Registration number

ARBN

162804668

1.3 ASX issuer code

MCY

1.4 The announcement is

☑ New announcement

1.5 Date of this announcement

16/9/2022



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

16/9/2022

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?

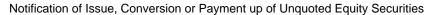
✓ Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
William Thomas Meek	William Thomas Meek	31,856
Philip John Gibson	Philip John Gibson	21,584
Julia Evelyn Jack	Julia Evelyn Jack	17,727
Marlene Joy Strawson	Marlene Joy Strawson	16,275
Lucy Drummond (also known as Lucie)	Lucy Drummond	16,166
Stewart Hamilton	Stewart Hamilton	21,194
Craig Neustroski	Craig Neustroski	20,544
Fiona Smith	Fiona Smith	16,470
Vincent James Hawksworth	Vincent James Hawksworth	167,111

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

This 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.

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Number of +securities

328,927



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

1,382,058,420

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

17,954,097

MCYAB: PERFORMANCE SHARE RIGHTS

968,076