

Tourism Holdings Limited
The Beach House
Level 1, 83 Beach Road
Auckland City
PO Box 4293, Shortland Street
Auckland 1140, New Zealand

Tel: +64 9 336 4299
Fax: +64 9 309 9269
www.thlonline.com



10 November 2023

NZX | ASX | MEDIA RELEASE
TOURISM HOLDINGS LIMITED (thl)

NOTICE OF FINANCIAL ASSISTANCE – EMPLOYEE SHARE BONUS

As previously advised, **thl** recently paid a one-off global bonus of NZ\$1,000 (net of tax and certain payroll deductions) to all eligible permanent employees in recognition of their contributions to **thl** and **thl's** return to profitability. Eligible employees in New Zealand and Australia received this bonus through the issuance of new fully paid ordinary shares in **thl**. Eligible employees in other countries received this bonus in cash.

In accordance with section 80 of the Companies Act 1993, **thl** is required to make the following disclosure in respect of financial assistance provided by **thl** in connection with the recent issuance of fully paid ordinary shares (**thl Shares**) to eligible New Zealand and Australian employees (**Eligible Employees**) of **thl** and its subsidiaries (**the Offer**).

Under the Offer:

- each Eligible Employee was offered 296 **thl** Shares;
- the **thl** Shares were issued to Eligible Employees for no consideration (whether by way of cash, ongoing employment or otherwise); and
- the issue of **thl** Shares gave rise to liabilities relating to tax and certain payroll deductions for each Eligible Employee (**Liabilities**). The Liabilities were paid by **thl** or the relevant group company on behalf of each Eligible Employee. The payment of the Liabilities constitutes “financial assistance” (**Financial Assistance**).

The details of the Financial Assistance provided by **thl** are as follows:

Shares in respect of which the Financial Assistance was provided	383,024 fully paid ordinary shares in thl (in aggregate)
Consideration paid for the Shares	Nil
Recipients of the Financial Assistance	Eligible permanent employees in New Zealand and Australia



Nature and amount of Financial Assistance

The aggregate amount of the Financial Assistance was NZ\$660,736

ENDS

Authorised by:

Grant Webster
Chief Executive Officer, Tourism Holdings Limited

Direct Dial: +64 9 336 4255

Mobile: +64 21 449 210

About **thl** (www.thlonline.com)

thl is a global tourism operator listed on the NZX and ASX (code: THL) and is the largest commercial RV rental operator in the world. In November 2022, thl merged with Apollo Tourism & Leisure, creating a multi-national, vertically integrated RV manufacturing, rental, and retail business spanning motorhomes, campervans and caravans. thl also operates tourism adventure, travel technology, and commercial vehicle manufacturing businesses.

In New Zealand/Australia, thl operates rental brands (Maui, Britz, Apollo, Mighty, Hippie, Cheapa Campa), manufacturing (Action Manufacturing, Apollo), retail brands (Talvor, Kea, Winnebago, Adria, Coromal, Windsor), retail dealerships (RV Super Centre, Apollo RV Sales, Kratzmann, George Day, Sydney RV, E-Camperco), travel technology (TripTech) and tourism attractions (Kiwi Experience and the Discover Waitomo Group, which includes Waitomo Glowworm Caves, Ruakuri Cave, Aranui Cave and The Legendary Black Water Rafting Co.). In North America, thl operates the Road Bear RV, El Monte RV, CanaDream, Britz and Mighty rental brands. In UK and Europe, thl operates the Just go, Apollo and Bunk Campers rental brands.