



Announcement Summary

Entity name

MERCURY NZ LIMITED

Date of this announcement

Tuesday October 22, 2024

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	207,091	22/10/2024

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**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**

ARBN

**Registration number**

162804668

**1.3 ASX issuer code**

MCY

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

22/10/2024



## Part 2 - Issue details

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### **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**

22/10/2024

**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
Stewart Hamilton	Stewart Hamilton	69,730
William Meek	William Meek	29,628
Philip Gibson	Philip Gibson	20,157
Lucy Drummond (also known as Lucie)	Lucy Drummond	15,574
Craig Neustroski	Craig Neustroski	19,374
Fiona Smith	Fiona Smith	17,325

**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**

The 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 (or pro-rated performance period, as applicable) 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.



Issue details

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**Number of +securities**

207,091

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Part 4 - +Securities on issue

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**Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:**

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

**4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
MCY : ORDINARY FULLY PAID FOREIGN EXEMPT NZX	1,399,474,367

**4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
MCYAA : TREASURY STOCK	5,889,992
MCYAB : PERFORMANCE SHARE RIGHTS	811,035