

NOTICE OF PROVISION OF FINANCIAL ASSISTANCE

TO: NZX Limited

Introduction

Under section 80(1)(b) of the Companies Act 1993, Port of Tauranga Limited (the “**Company**”) is required to provide NZX Limited with the following notice in respect of the financial assistance provided to certain eligible employees (the “**Participating Employees**”) in connection with the Employee Share Purchase Scheme of Port of Tauranga Limited (the “**Scheme**”). This document is provided for information only and no action is required.

Employee Share Purchase Scheme

The Company established the Scheme pursuant to (i) the scheme deed originally dated 21 September 1989, as amended and restated on 26 January 2022 and otherwise as amended, restated and/or supplemented from time to time (the “**Scheme Deed**”); and (ii) the rules which are applicable to the Scheme. The Scheme was established to enable eligible employees to acquire fully paid ordinary shares in the Company (the “**Shares**”).

The Scheme involves the Company making loans to certain Participating Employees to fund the acquisition of the Shares by Port of Tauranga Trustee Company Limited in its capacity as trustee (the “**Trustee**”) under the Scheme Deed for and on behalf of such Participating Employees. Those loans are provided on an interest-free basis and are for a term of a minimum of three years and up to a maximum of five years. The loans will be repaid by the Participating Employees in regular instalments over the term of the loan by way of deduction from each after tax payment from their salary or wages.

Disclosure

The following financial assistance was provided by the Company in connection with the Scheme on 31 March 2022.

- 1 Financial assistance was provided in respect of a total of 169,289 number of shares (“**Relevant Shares**”).
- 2 A total of \$1,030,463 was paid by the Trustee as consideration for the issue of the Relevant Shares. These shares were then allocated to employees at a 10% discount.
- 3 The financial assistance was provided for the benefit of the persons listed in the appendix appended to this notice.
- 4 The nature of the financial assistance was interest-free loans of \$927,417 with a minimum term of three years. The loans will be repaid by the Participating Employees in regular instalments over the term of the loan by way of deduction from each after tax payment from their salary or wages.
- 5 The Scheme was open to eligible members of the Company and its subsidiary company Quality Marshalling (Mount Maunganui) Limited.

For further information please contact:

Simon Kebbell
Chief Financial Officer
Phone: 027 482 7510

Dated: 1 April 2022



APPENDIX A

Set out below is the name of each Participating Employee to which financial assistance is provided by the Company.

First Name	Surname
Emily	Adamson
Daniel	Ah Sam
Carol	Althuizen
Louise	Aprea
Nathan	Arlidge
Steve	Arnold
Vinie	Azevedo
George	Barnard
Jess	Barnes
Jarrold	Barnett
Pat	Barrow
Minette	Barton
Peter	Beckett
Fenna	Beets
Daryl	Bell
Craig	Bennett
Matt	Birdsall
Peter	Blair
Simon	Boyle
Ray	Bradley
Jack	Braithwaite
Tane	Braithwaite
Chris	Brake
Dave	Brambley
Kate	Bristow
Tony	Brown
Glen	Brown
David	Brown
Allan	Brown
Luke	Budd
Paul	Bullen
Jackie	Burgess
Dale	Bush
Moise	Butler
Alexis	Campbell
Greg	Campbell
Moss	Carlin
Rhys	Casley
Andrew	Chadwick
Eleanor	Clements
Chris	Clevenot
Brent	Clinton

Ashlee	Clotworthy
Michele	Cohu
Simon	Coles
Gavin	Collinson
Duane	Cooper
Steve	Cowdrey
Neil	Crabb
Duncan	Craig
Quentin	Cribb
John	Crimmins
Brad	Cross
Roger	Croton
Brett	Cubbin
Joe	Culling
Lawrence	Dalley
Luke	De Koster
William	Demaree
Jeff	Down
Angela	Drew
Martin	Edwards
Joe	Edwards
Tristan	Ellis
Glen	Farr
Ben	Felton
Skip	Fisher
Les	Fleming
Darren	Foulston
James	Fox
Revana	Fraser
Eden	Fraser
Pete	Frewin
Jason	Garrett
David	Gerry
Peter	Goddard
Lyn	Golding
Sharon	Goodwin
Kurt	Griffin
Blair	Hamill
Blair	Hammond
Simon	Hardy
Robert	Henare
Toni	Henderson
Jackie	Henry
Mike	Hobbs
Alan	Holland
Tania	Holmes
David	Hone

Sheree	Horsburgh
Dan	Howland
Murray	Humphries
Mark	Huxtable
Bob	James
Shayne	Jenkins
Dean	Jennings
Laurie	Johnson
Timo	Johnson
Rowan	Johnstone
Kel	Jones
Phil	Julian
Jason	Karauria
Simon	Karl
Simon	Kebbell
Gavin	Kennedy
Steve	Kerr
Steve	Kiddell
Keri	King
Pat	Kirk
Alan	Kirkpatrick
Dan	Kneebone
Wade	Knight
Massey	Laing
Kane	Lalich
Mike	Lambert
Dave	Lance
Charles	Latu
Nadia	Lee
Ben	Leslie
Vaughan	Lewis
Donyin	Lin
Matt	Lister
Dan	Litterick
Rochelle	Lockley
Stefan	Looij
Dennis	Lynds
Sam	Mannix
Jon	Mapp
Jasmin	McCaffery
Martyn	McColgan
Joey	McKenzie
Peter	McKinnon
Wayne	Melville
Rowan	Meredith
Cassie	Miles
Tim	Millar

Larry	Mitchell
Darrin	Mitchell
Glen	Mouat
Kevin	Muir
Will	Munro
Hema	Murphy
Kyle	Murray
Kunal	Narsey
Simon	Naylor
Gary	Needler
Jamie	Neill
Aisha	Neketai
Deon	Ngahau
Triny	Ngu
Deryk	Nielsen
Rachael	Nunn
Rod	O'Brien
Ian	Oakley
James	Oldehaver
Patrice	Ordish-Benner
Dennis	Osborne
Graham	Petch
Mark	Pettit
Kerry	Preston
Paul	Probert
James	Regan
Nathan	Rei
Tony	Reynish
Ricki	Ross
John	Rua
Ross	Ruddell
Liv	Rutherford
Leonard	Sampson
Aaron	Samuel
Brendon	Scrivener
Steele	Sellars
Mark	Shergold
Harry	Sidhu
Karan	Singh
Jamie	Smith
Mike	Sowerby
Damon	Spain
Eddie	Stephens
Dave	Sutherland
Wok	Sweetman
Karina	Tabak
John	Tagatoa-Howell

Troy	Tane
Gemma	Thomas
Anthony	Thompson
Tamati	Thompson
Randal	Thomson
Mike	Waddicor
Dale	Waddingham
Tom	Wansbone
Mike	Ward
Karl	Warren
Thomas	Weeds
Neil	Wharry
David	White
Carl	Whitehead
Mark	Whitworth
Aubrey	Wilkinson
Nif	Williams
Anna	Willoughby
Grant	Wilson
Andrew	Wilson
Angela	Wong
Lance	Wood
Ali	Young
Anna	Young
Paul	Zeeders