

Announcement Summary

Entity name

MERCURY NZ LIMITED

Date of this announcement

Thursday September 17, 2026

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	382,295	16/09/2026

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

ARBN

Registration number

162804668

1.3 ASX issuer code

MCY

1.4 The announcement is

New announcement

1.5 Date of this announcement

17/9/2026

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

16/9/2026

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	Sharesies Nominee Limited	118,056
Richard Hopkins	Sharesies Nominee Limited	41,625

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 Mercury NZ Limited - Share Rights Plan Rules in connection with the Long Term Incentive Plan.

Any other information the entity wishes to provide about the +securities the subject of this notification

Conversion of PSRs is subject to certain performance hurdles being met over an initial 3-year performance period (or pro-rated performance period, as applicable) and satisfaction of any other applicable conditions under the plan. 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
Number of +securities

382,295

Part 4 - +Securities on issue

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)

ASX +security code and description	Total number of +securities on issue
MCY : ORDINARY FULLY PAID FOREIGN EXEMPT NZX	1,425,040,949

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
MCYAB : PERFORMANCE SHARE RIGHTS	640,350