



Announcement Summary

Entity name

FISHER & PAYKEL HEALTHCARE CORPORATION LIMITED

Date of this announcement

Friday September 05, 2025

The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
New class - code to be confirmed	PERFORMANCE SHARE RIGHTS EXPIRING 05-OCT-2028	227,411	04/09/2025

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**

FISHER & PAYKEL HEALTHCARE CORPORATION 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**

098026281

**1.3 ASX issuer code**

FPH

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

5/9/2025



## Part 2 - Issue details

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### **2.1 The +securities the subject of this notification are:**

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

### **2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:**

does not have an existing ASX security code ("new class")



Part 3C - number and type of +securities the subject of this notification (new class)

**New +securities issued under an +employee incentive scheme**

**ASX +security code**

New class - code to be confirmed

**+Security description**

PERFORMANCE SHARE RIGHTS EXPIRING  
05-OCT-2028

**+Security type**

Other

**ISIN code**

**Date the +securities the subject of this notification were issued**

4/9/2025

**Will all the +securities issued in this class rank equally in all respects from their issue date?**

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
Andrew Niccol	Andrew Niccol	10,772
Andrew Somervell	Andrew Somervell	20,465
Justin Callahan	Justin Callahan	32,431
Lewis Gradon	Lewis Gradon	64,214
Lyndal York	Lyndal York	33,021

**Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.**

<https://www.fphcare.com/nz/corporate/sustainability/governance/long-term-variable-remuneration-plans/>

**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**

<https://www.fphcare.com/nz/corporate/sustainability/governance/long-term-variable-remuneration-plans/>

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



Issue details

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**Number of +securities**

227,411

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## 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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
FPH : ORDINARY FULLY PAID FOREIGN EXEMPT NZX	587,241,171

**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>
FPHAY : EMPLOYEE SHARE RIGHTS	148,355
FPAAO : PERFORMANCE SHARE RIGHTS EXPIRING 13-OCT-2027	254,517
FPAAAM : EMPLOYEE SHARE RIGHTS EXPIRING 20-SEP-2027	125,910
FPAAAN : OPTION EXPIRING 26-JAN-2028 NZD 37.39	689,420
FPAAAH : OPTION EXPIRING 16-JAN-2026 EX NZD 19.63	877,537
FPAAAI : PERFORMANCE SHARE RIGHTS EXPIRING 03-OCT-2025	386,778
FPAAAC : PERFORMANCE SHARE RIGHTS EXPIRING 04-SEP-2025	123,694
FPAAAB : OPTION EXPIRING 04-SEP-2025 EX NZD 36.54	389,859
FPAAAJ : EMPLOYEE SHARE RIGHTS EXPIRING 12-SEP-2026	163,177
FPAAAK : PERFORMANCE SHARE RIGHTS EXPIRING 12-OCT-2026	390,882
FPAAAL : OPTION EXPIRING 25-JAN-2027 NZD 21.96	898,100
FPAAAF : OPTION EXPIRING 08-JAN-2027 EX NZD32.69	432,776
New class - code to be confirmed : PERFORMANCE SHARE RIGHTS EXPIRING 05-OCT-2028	227,411

