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16 September 2024

To: NZX

## Notice of provision of financial assistance

### 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**").



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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 17 September 2024.

- 1 Financial assistance was provided in respect of a total of 47,860 number of shares (“**Relevant Shares**”).
- 2 A total of \$267,915 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 \$241,123 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’s subsidiary, Quality Marshalling (Mount Maunganui) Limited.

For further information please contact:

Simon Kebbell  
Chief Financial Officer  
Phone 027 482 7510

Attachment

Appendix 1: List of participating employees from Quality Marshalling in POTL’s ESOP (effective 17 September 2024)

## **APPENDIX 1**

### **List of participating employees from Quality Marshalling in POTL's ESOP (effective 17 September 2024)**

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

Addison Jack Melville  
Aisha Michaela Perry  
Alan Mackay Darroch  
Amrinder Singh  
Andrew Mark Moselen  
Bernard James Elliott  
Bronwyn Vidette Bowen  
Bruce James Aitken  
Cullen Nigel Riley  
Curtis Shane Epapara  
Daniel Craig Morgan  
Darren Ruka Epapara  
David John Taylor  
David Stuart Wilson  
Eden Maree Fraser  
Gavin Walter Morgan  
Gillian Yvonne Fitchat  
Graham Clyde Allison  
Harpal Singh  
Jakob Riley Millar  
Jay Arthur Pine Kinvig  
John David Childs  
Joshua Richard Meyer  
Kevin Barry Corlett  
Lachlan Joseph McDonald  
Lee Francis Mortimer  
Liam Ray Wylie  
Luke Peter Nagle  
Max Campbell Gormlie  
Max James-Struan Munro  
Michael John Francis Salamonsen  
Murray Graham Hume  
Murray Gregory Bell  
Naylor William Young  
Nicholas Lennard Lambton Carter  
Paul Anthony Bowen  
Peter Charles Bashall  
Ramanpreet Singh



Richard Jack Hall  
Robert Shane Hatton  
Ross Ellis Bazylewicz  
Russell Peter Ronald  
Russell Terence Flynn  
Sandra Ann Finn  
Sanny Jeerh  
Sarah Michelle O Connell  
Shayne Robert Wyllie  
Te Kehuorongotama Rangikaherea Poi  
Teresa Eileen Killian  
Terry Alan Butcher  
Thomas Joseph Schischka  
Travis Roger Watkins  
Trent Michael Rumney  
Vikas Tiwari  
Wayne Barrie Clarke  
Zach Richard Morgan



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