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18 September 2025

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 18 September 2025.

- 1 Financial assistance was provided in respect of a total of 152,137 number of shares (“**Relevant Shares**”).
- 2 A total of \$1,131,589 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 \$1,018,430 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

Attachment

- Appendix 1: List of participating employees from Port of Tauranga Limited and its subsidiary company Quality Marshalling (Mount Maunganui) Limited, in POTL’s ESOP (effective 17 September 2025)

APPENDIX 1

List of participating employees from Port of Tauranga Limited and its subsidiary company Quality Marshalling (Mount Maunganui) Limited in POTL's ESOP (effective 17 September 2025)

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

First Name	Last Name
Dan	Ah Sam
Carol	Althuizen
Raminder	Anand
Rachel	Anstis
Nathan	Arlidge
Steve	Arnold
Dan	August
Greg	Baillie
Julian	Barakat
Jarrold	Barnett
Pat	Barrow
Daryl	Bell
Craig	Bennett
Matt	Birdsall
Dave	Bishop
Dom	Black
Peter	Blair
Diego	Bosio
Simon	Boyle
Raymond	Bradley
Tane	Braithwaite
Chris	Brake
David	Gerry
Karl	Brambley
Ravi	Brar
Chris	Brazendale
Shaun	O'Brien
Tony	Brown
Dave	Brown
Allan	Brown
Luke	Budd
Paul	Bullen
Dale	Bush
Moise	Butler
Greg	Campbell

Moss	Carlin
Rhys	Casley
Chris	Clevenot
Brent	Clinton
Chris	Cocksedge
Michele	Cohu
Gavin	Collinson
Duane	Cooper
Thomas	Courtman
Steve	Cowdrey
Neil	Crabb
Duncan	Craig
Quentin	Cribb
John	Crimmins
Brad	Cross
Roger	Croton
Brett	Cubbin
Joe	Culling
Jodie	Curtis
Lawrie	Dalley
Keeta	Davison
Adrian	de Souza
Jean-Paul	De Ville
William	Demaree
Debbie	Dettmer
Donna	Dodds
Jeff	Down
Angela	Drew
Joe	Edwards
Tristan	Ellis
James	Faulkner
Ben	Felton
Skip	Fisher
Taylor	Flavell
Hamish	Ford
Darren	Foulston
Chris	Fourie
James	Fox
Revana	Fraser
Pete	Frewin
Ryan	Gagnepain
Jennie	Galbreath
John	Gamba
Jason	Garrett
Peter	Goddard
Lyn	Golding
Kurt	Griffin



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Dom	Griffin
Sarah	Grive
Blair	Hamill
Simon	Hardy
Rach	Hawkins
Robert	Henare
Jackie	Henry
Pat	Hoare
Alan	Holland
Sheree	Horsburgh
Lance	Howarth
Debbie	Howarth
Dan	Howland
Murray	Humphries
Mark	Huxtable
Bob	James
Shayne	Jenkins
Dean	Jennings
Tim	Johnson
Vincent	Johnston
Rowan	Johnstone
Kelvin	Jones
Phil	Julian
Jason	Kauria
Simon	Karl
Simon	Kebbell
Gavin	Kennedy
David	Kilmister
YJ	Kim
Keri	King
Pat	Kirk
Alan	Kirkpatrick
Dan	Kneebone
Wade	Knight
Mass	Laing
Kane	Lalich
Mike	Lambert
Dave	Lance
Kurt	Lansdown
Charles	Latu
Nadia	Lee
Ben	Leslie
Vaughan	Lewis
Donyin	Lin
Matthew	Lister
	Litchfield-
Louis	Harrison



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Dan	Litterick
Rochelle	Lockley
George	Longhurst
Cam	Low
Jon	Mapp
Jordan	Mathisen
Jasmin	Alder
Trent	McCarroll
Paula	McCaskill
Martyn	McColgan
Luke	McConaghty
Kelvin	McGrath
Joey	McKenzie
Peter	McKinnon
Tom	Wood
Rowan	Meredith
Cassie	Miles
Tim	Millar
Larry	Mitchell
Darrin	Mitchell
Gareth	Mouat
Glen	Mouat
Kev	Muir
Hema	Murphy
Anne	Murray
Karen	Naude
Gary	Needler
Aisha	Neketai
Deon	Ngahau
Sherrie	Ngatai
Triny	Ngu
Deryk	Nielsen
Rachael	Nunn
Olivia	Nunn
James	Oldehaver
Kellie	Orchard
Patrice	Ordish-Benner
Milan	Patel
Eric	Paterson
Graham	Petch
Mark	Pettit
Lachlan	Philp
Kerry	Preston
AJ	Ranjeet
Nathan	Rei
Karl	Reid
Glen	Riddington



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Rocky	Rockliffe
Ricki	Ross
John	Rua
Danny	Ruddell
Ross	Ruddell
Nicole	Ruka
Leonard	Sampson
Aaron	Samuel
Rebecca	Scripps
Grant	Scrivener
Steele	Sellars
Colin	Sellars
Tony	Severinsen
Mark	Shergold
Lisa-Marie	Short
Harry	Sidhu
Guri	Singh
Raman	Singh
Jamie	Smith
Thomas	Steel
Eddy	Stephens
Ryan	Stevens
Dave	Sutherland
Karina	Tabak
John	Tagatoa-Howell
Troy	Tane
Michael	Taylor
Isley	Te Aotonga
Gemma	Thomas
Tama	Thompson
Steve	Thompson
Randal	Thomson
Brad	Tong
Karl	Trask
Mathew	Valakuzhy
Mike	Waddicor
Dale	Waddingham
Tyler	Walsh
Thomas	Wansbone
Michael	Ward
Tom	Weeds
Mel	Weir
Neil	Wharry
Dave	White
Carl	Whitehead
Mark	Whitworth
Aubrey	Wilkinson



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Damion	Williams
Anna	Willoughby
Andrew	Wilson
Lance	Wood
Andy	Wright
Jerson	Yangson
Alison	Young
Paul	Zeeder



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