Meridian Energy's provision of financial assistance in connection with its Employee Share Scheme

9 September 2025

Meridian Energy Limited (**Meridian**) has an Employee Share Scheme (**MyShare Scheme**) for its New Zealand based permanent employees. The MyShare Scheme is designed to provide Meridian's employees with an opportunity to buy shares in Meridian and receive bonus shares for continuing to be an employee and shareholder.

Under the MyShare Scheme, if participants remain employed by Meridian and retain ownership of their Meridian shares for three years then participants are eligible for a cash bonus. The cash bonus is used by Sharesies Limited (**Nominee**) to purchase shares at market price on behalf of participants.

In connection with the FY23 MyShare Scheme, Meridian has given financial assistance for the purchase of shares in Meridian in accordance with the terms of the MyShare Scheme. The financial assistance has been provided pursuant to section 80 of the Companies Act 1993.

The details of the financial assistance provided by Meridian are as follows:

Shares in respect of which the financial assistance was provided	49,099.11 ordinary shares in Meridian Energy Limited
Consideration paid for the shares	$5.69 per share
Recipients of the financial assistance	Eligible participants of Meridian Energy's FY23 MyShare Scheme
Nature and amount of the financial assistance	The financial assistance was given in the form of a cash bonus to eligible participants for the purpose of enabling the Nominee to purchase Meridian shares on behalf of the participants. The gross amount of the financial assistance was $468,288 (before Kiwisaver and PAYE deductions).

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