

Release

Stock Exchange Listings NZX (MEL) ASX (MEZ)

Meridian Energy's provision of financial assistance in connection with its Long-Term Incentive Scheme

11 November 2024

Meridian Energy Limited (**Meridian**) has a long-term incentive scheme (**LTI Scheme**) for certain senior employees of Meridian. The LTI Scheme is intended to attract and retain key employees and align the interests of participants with those of shareholders.

In connection with the FY25 LTI Plan, the Company issued rights to acquire ordinary shares in the Company (**Share Rights**) to participants who accepted the offer to participate in the LTI Scheme (**Participants**). Each Share Right entitles the holder to one ordinary share in the Company and an additional number of shares equal to the value of gross cash dividends per share which would have been paid to a New Zealand tax resident who held a share for the duration of the vesting period, calculated using a 10-day volume weighted average price.

The number of Share Rights that vest is dependent on:

- (a) Meridian's total shareholder return over a 3-year performance period (**Performance Period**) relative to Meridian's cost of equity and the growth over the Performance Period of the NZX 50 Gross Index (**Performance Hurdles**); and
- (b) if the Participant continues to be employed by Meridian during the vesting period (**Employment Condition**),
(together the **Vesting Conditions**).

Share Rights will lapse where the Vesting Conditions are not satisfied (although this is subject to the Board's discretion in relation to the Employment Condition).

Meridian will meet its obligations under the LTI Scheme by acquiring its own shares on-market, holding these shares as treasury stock for the Performance Period, and transferring these shares to the Participants if the Vesting Conditions are met and the Participants exercise their Share Rights.

In connection with the FY25 LTI Plan, Meridian has given financial assistance 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	Method of purchase for the shares	Consideration paid for the shares (excluding brokerage)
282,739 Meridian Energy Limited ordinary shares	Purchased on market	\$5.9374 per share
275,891 Meridian Energy Limited ordinary shares	Purchased on market	\$5.8974 per share
186,858 Meridian Energy Limited ordinary shares	Purchased on market	\$5.8479 per share
254,512 Meridian Energy Limited ordinary shares	Purchased on market	\$5.9261 per share

Recipients of the financial assistance

Eligible Participants of Meridian Energy's FY25 LTI Scheme.

Nature and amount of the financial assistance

The financial assistance was given in the form of Meridian acquiring its own shares on market in connection with the FY25 LTI Scheme. These shares will be held as treasury stock for the Performance Period and transferred to the Participants if the Vesting Conditions are met and the Participants exercise their Share Rights.

The aggregate value of the shares purchased was \$5,915,624.72 including brokerage.

ENDS

Jason Woolley
 General Counsel and Company Secretary
 Meridian Energy Limited

For investor relations queries, please contact:

Owen Hackston
 Investor Relations Manager
 021 246 4772

For media queries, please contact:

Philip Clark
 Head of Communications
 027 838 5710