



STOCK EXCHANGE LISTINGS: NZX (MCY) / ASX (MCY)

ANNOUNCEMENT

Mercury appoints new Chief People Officer

21 October 2025 – Mercury NZ Limited has appointed Michele Mauger as its Chief People Officer. It is intended that Michele joins Mercury in the first quarter of 2026.

Michele has 35 years' experience leading People teams, including nearly two decades' experience in executive leadership roles.

Originally from New Zealand, she is currently in Australia and will be returning home to take up the role with Mercury.

Mercury Chief Executive Stew Hamilton said he was delighted to appoint someone of Michele's calibre.

"Michele has extensive experience leading strategic People initiatives, including all aspects of the employee lifecycle, talent development, large-scale business transformation programmes and much more.

"Her leadership will be highly valuable as we focus on building a workforce of the future – one that reflects who we are today, where we want to go, and the culture that will get us there."

Michele will join Mercury from Vocus in Melbourne where she is currently Chief People Officer. Prior to that, she held Executive People leadership roles with Cleanaway, Incitec Pivot, Metro Trains Melbourne, Thiess and Worley Parsons.

As previously announced, Mercury's current Chief People Officer, Fiona Smith, is stepping down and a robust handover will occur.

ENDS

Howard Thomas

General Counsel and Company Secretary
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ABOUT MERCURY NZ LIMITED

Mercury's generation assets produce electricity from 100% renewable sources: hydro, geothermal and wind. We're also a retailer of electricity, gas, broadband and mobile services. We're listed on the New Zealand Stock Exchange and the Australian Stock Exchange with the ticker symbol 'MCY', with foreign exempt listed status. The New Zealand Government holds a legislated minimum 51% shareholding of Mercury.

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