

2 July 2018 – Provision of financial assistance in connection with Mercury NZ Limited's Ongoing Executive Long Term Incentive Plan

In 2013, Mercury established the Ongoing Executive Long Term Incentive Plan (*LTI Plan*) for its senior employees. Under the terms of the LTI Plan, participating employees are granted allocations of shares in Mercury, subject to Mercury meeting certain pre-determined performance hurdles. The LTI Plan is designed to improve the long-term performance of Mercury by incentivising and motivating participants and aligning the interests of participating senior employees with the interests of Mercury's shareholders.

Shares are acquired and held by Mercury LTI Limited (*Trustee*) on behalf of participants. The shares will vest to the participants if Mercury meets certain pre-determined performance hurdles.

The LTI Plan contemplates share grants being made to participants each year and upon new executives joining the company. Invitations for the 2018 LTI Plan share grants were made to participating employees in June 2018 and shares were issued to those employees from treasury stock on 2 July 2018.

In connection with the 2018 LTI Plan share grants, Mercury has given financial assistance for the purchase of shares in Mercury in accordance with the terms of the LTI Plan. The financial assistance has been provided pursuant to section 80 of the Companies Act 1993.

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

Shares in respect of which the financial assistance was provided	277,001 ordinary shares in Mercury (<i>Shares</i>).
Consideration paid for the Shares	\$3.354 per Share.
Recipients of the financial assistance	Employees of Mercury who applied to acquire Shares under the LTI Plan. The Shares are held by the Trustee for the participants in the LTI Plan, and will vest subject to certain performance hurdles being met.
Nature and amount of the financial assistance	The financial assistance was given in the form of interest free loans to participants in the LTI Plan for the purpose of enabling the Trustee to purchase the 2018 LTI Plan grant shares on behalf of the participants. The aggregate amount of the loans made was \$1,386,685.



For further information:

Investor Relations – Tim Thompson 0275 173 470

Media – Craig Dowling 0272 105 337

ABOUT MERCURY NZ LIMITED

Mercury's mission is energy freedom. Our purpose is to inspire New Zealanders to enjoy energy in more wonderful ways and our goal is to be New Zealand's leading energy brand. We focus on our customers, our people, our partners and our country; maintain a long term view of sustainability; and promote wonderful choices. Mercury is energy made wonderful. www.mercury.co.nz

