



Announcement Summary

Entity name

NZME LIMITED

Announcement Type

New announcement

Date of this announcement

Monday January 05, 2026

The +securities to be quoted are:

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

Total number of +securities to be quoted

ASX +security code	Security description	Number of +securities to be quoted	Issue date
NZM	ORDINARY FULLY PAID FOREIGN EXEMPT NZX	281,815	05/01/2026

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

NZME LIMITED

We (the entity named above) apply for +quotation of the following +securities and agree to the matters set out in Appendix 2A of the ASX Listing Rules.

1.2 Registered number type

ARBN

Registration number

612823864

1.3 ASX issuer code

NZM

1.4 The announcement is

New announcement

1.5 Date of this announcement

5/1/2026



Part 2 - Type of Issue

2.1 The +securities to be quoted are:

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

2.2 The +class of +securities to be quoted is:

Additional +securities in a class that is already quoted on ASX ("existing class")

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Part 3B - number and type of +securities to be quoted (existing class) where issue has not previously been notified to ASX in an Appendix 3B

Additional +securities to be quoted in an existing class issued under an +employee incentive scheme

FROM (Existing Class)

ASX +security code and description

NZMAA : PERFORMANCE RIGHTS

TO (Existing Class)

ASX +security code and description

NZM : ORDINARY FULLY PAID FOREIGN EXEMPT NZX

Please state the number of +securities issued under the +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

281,815

Please provide details of a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Further details of NZME's 2024 total incentive plan are summarised within NZME's annual report, available at <https://www.nzme.co.nz/investor-relations/financial-reports> .

Are any of these +securities being issued to +key management personnel (KMP) or an +associate

Yes

Provide details of the KMP or +associates being issued +securities

Name of KMP	Name of registered holder	Number of +securities
Michael Boggs	Michael Boggs	157,833

Issue date

5/1/2026

Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?

Yes



Issue details

Number of +securities to be quoted

281,815

Are the +securities being issued for a cash consideration?

No

Please describe the consideration being provided for the +securities

Shares have been issued pursuant to rules of the 2024 Total Incentive Plan.

Please provide an estimate (in AUD) of the value of the consideration being provided per +security for the +securities to be quoted

0.000000

Any other information the entity wishes to provide about the +securities to be quoted

After the issue pursuant to this notice, the outstanding number of unquoted performance rights at 4.2 of this form should be 2,029,265 rather than the automatically populated number noted.



Part 4 - Issued capital following quotation

Following the quotation of the +securities the subject of this application, the issued capital of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (total number of each +class of +securities quoted on ASX following the +quotation of the +securities subject of this application)

ASX +security code and description	Total number of +securities on issue
NZM : ORDINARY FULLY PAID FOREIGN EXEMPT NZX	188,181,619
4.2 Unquoted +securities (total number of each +class of +securities issued but not quoted on ASX)	
ASX +security code and description	Total number of +securities on issue
NZMAA : PERFORMANCE RIGHTS	1,642,149
NZMAB : PERFORMANCE SHARE RIGHTS	1,309,646