

## **Employee share scheme - financial assistance disclosure**

In order to meet its obligations under its employee share scheme (the Long Term Incentive Plan, or "Plan"), Harmony Corp Limited (the "Company") may be required, from time to time, to procure the transfer of fully paid ordinary shares in the Company ("Shares") to, or for the benefit of, its employees. Details of the Plan were set out in Section 6.3.3.5 of the Company's Prospectus, and the current rules of the Plan were published on 26 May 2021.

The payment by the Company of the purchase price for such Shares, in accordance with the Plan, constitutes the giving of financial assistance by the Company for the purposes of section 76 of the Companies Act 1993 (New Zealand), for which the Company must provide disclosure under section 80(1)(b).

On 1 December 2021:

1. Financial assistance was provided by the Company in respect of a total of 109,800 Shares (the "Relevant Shares").
2. A total consideration of AU\$201,917.33 was paid by the Company for the on-market purchase of the Relevant Shares.
3. The financial assistance was provided for the benefit of David Stevens and Neil Roberts, each an employee and executive director of the Company, and each entitled to receive some of the Relevant Shares in accordance with the Plan.
4. The nature of the financial assistance was the payment by the Company of the on-market purchase price for the Relevant Shares.