



FBUShare

FBUShare is Fletcher Building’s employee share plan. By investing in FBUShare you get one free share (called Award Share) for every two shares you purchased in the first year and still own at the end of 3 years.

How does FBUShare work?

The way FBUShare works is simple. If you decide to take part, all you have to do is decide how much you want to invest from your after-tax pay, complete an application to join FBUShare and we take care of the rest. Here’s how it works:

<p>Key milestone:</p> <p>1</p> <p>In March, employees are invited to join FBUShare</p>	<p>Explanation:</p> <p>During the offer period, apply to join FBUShare by completing an application form and choose an annual investment amount from NZ\$250 to NZ\$5,000 (or equivalent in local currency).</p>	<p>Example:</p> <p>Let’s say you choose to invest NZ\$2,400 a year from your ‘after tax’ pay.</p> <div style="border: 2px solid green; border-radius: 50%; width: 60px; height: 60px; display: flex; align-items: center; justify-content: center; margin: 10px auto;"> <p style="color: white; font-weight: bold; text-align: center;">INVEST NZ\$2,400</p> </div>						
<p>2</p> <p>Regular payroll deductions will start effective 1 April and share purchasing will begin</p>	<p>Shares will be purchased on-market every month using deductions made in the previous month.</p> <p>For example, if your annual investment amount is NZ\$2,400, then this amount will be divided by the number of payments you receive in the year, and the resulting amount will be deducted from each after-tax pay you receive, starting from 1 April.</p>	<div style="background-color: #2e7d32; color: white; padding: 5px; text-align: center; font-weight: bold;">ANNUAL INVESTMENT OF NZ\$2,400</div> <p style="text-align: center; font-weight: bold;">Divided by how often you are paid:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Monthly (÷12)</th> <th style="text-align: center;">Fortnightly (÷26)</th> <th style="text-align: center;">Weekly (÷52)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"> <p>= NZ\$200</p> <p><small>deducted each month</small></p> </td> <td style="text-align: center;"> <p>= NZ\$92.31</p> <p><small>deducted each fortnight</small></p> </td> <td style="text-align: center;"> <p>= NZ\$46.15</p> <p><small>deducted each week</small></p> </td> </tr> </tbody> </table>	Monthly (÷12)	Fortnightly (÷26)	Weekly (÷52)	<p>= NZ\$200</p> <p><small>deducted each month</small></p>	<p>= NZ\$92.31</p> <p><small>deducted each fortnight</small></p>	<p>= NZ\$46.15</p> <p><small>deducted each week</small></p>
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<p>3</p> <p>After 3 years you will receive Award Shares</p>	<p>After 3 years, if you remain employed within the Fletcher Building Group and still hold the shares you bought in the first year, you will receive Award Shares on a 1:2 basis.</p> <p>For example, if you purchased 400 shares during the 2025 plan year (i.e. total shares purchased using monies deducted from your after-tax pay between 1 April 2025 and 31 March 2026), you will receive 200 Award Shares at no additional cost to you.</p>	<p>SHARES</p> <div style="display: flex; flex-direction: column; align-items: center;"> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="background-color: #2e7d32; color: white; border-radius: 50%; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin-right: 5px;">400</div> <div style="margin-left: 10px;"> <p>DURING 2025 PLAN YEAR (1 APRIL 2025-31 MARCH 2026)</p> <p>If you bought 400 shares through FBUShare.</p> </div> </div> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="display: flex; align-items: center; margin-right: 5px;"> <div style="background-color: #2e7d32; color: white; border-radius: 50%; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin-right: 5px;">400</div> <div style="background-color: #ff9800; color: white; border-radius: 50%; width: 20px; height: 20px; display: flex; align-items: center; justify-content: center; margin-right: 5px;">+200</div> </div> <div style="margin-left: 10px;"> <p>31 MARCH 2028</p> <p>Remain employed within Fletcher Building Group and have retained those 400 shares.</p> </div> </div> <div style="display: flex; align-items: center;"> <div style="background-color: #2196f3; color: white; border-radius: 50%; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin-right: 5px;">=600</div> <div style="margin-left: 10px;"> <p>1 APRIL 2028</p> <p>Receive 200 Award Shares at no additional cost.</p> </div> </div> </div>						

How to apply?

- Online by selecting the link in your invitation email.
- Online by following the “apply” link on the FBUShare website, **www.fbushare.com** and using login details from your invitation letter.
- By completing a hard copy application form which is available on the FBUShare website, **www.fbushare.com** or talk to your P&P contact.

You can learn more about FBUShare before joining by visiting **fbushare.com**.

This document is intended for illustration purposes only. Please refer to the Plan Rules and Information Guide for terms and conditions of the Plan. Employees should seek independent professional advice before deciding whether or not to join FBUShare. If you are employed in Fiji, you will be invited to participate in a Phantom Plan which operates in the same way as the Share Plan, except that no actual Shares will be physically purchased, held or sold. Instead the Phantom Plan will reflect the cash equivalent of the Share Plan.

