



# Annual Shareholders' Meeting

7 August 2025

# Your Board of Directors



**Brien Cree**  
Founder & Executive Chair



**Duncan Cook**  
Executive Director



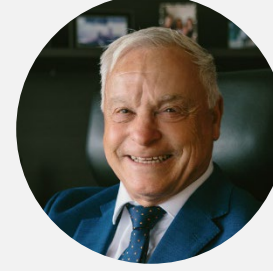
**Mary Gardiner**  
Independent Director



**Bret Jackson**  
Independent Director



**Hamish Stevens**  
Independent Director



**Tom Wilson**  
Independent Director



# Executive Leadership



## LEFT TO RIGHT

**Richard Callander**  
Chief Operations Officer

**Shereen Singh**  
General Manager, RConnect

**Antony Challinor**  
Chief Digital Officer

**Andrew Peskett**  
Chief Executive Officer

**Brien Cree**  
Founder & Executive Chair

**Trish Evers**  
General Manager, People

**Sam Carey**  
General Manager, Revenue

**Jeremy Edmonds**  
Chief Financial Officer



John from Radius Hampton Court

# 2025 ASM Agenda

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## Strategy & Growth

Brien Cree, Executive Chair and Founder

No.2

## Business Update

Andrew Peskett, Chief Executive Officer

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## Q&A Opportunity

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## Resolutions & Voting

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## General Business





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# Strategy & Growth

Brien Cree, Executive Chair and Founder

Elizabeth enjoying the newly refurbished room at Radius Taupaki Gables, Auckland.

# At a glance

Radius Care is a connected system of health services designed to support people who require extra care, whether they are in their home, or in one of our care homes.

## Aged Care Provider

Providing high-acuity care, delivered by teams who understand the complexity and dignity of ageing.



**1,898**

Care Beds



**2,000+**

Employees



**24**

Care Homes



**4**

Villages

## RConnect

Staffing solutions for Radius Care and external partners.



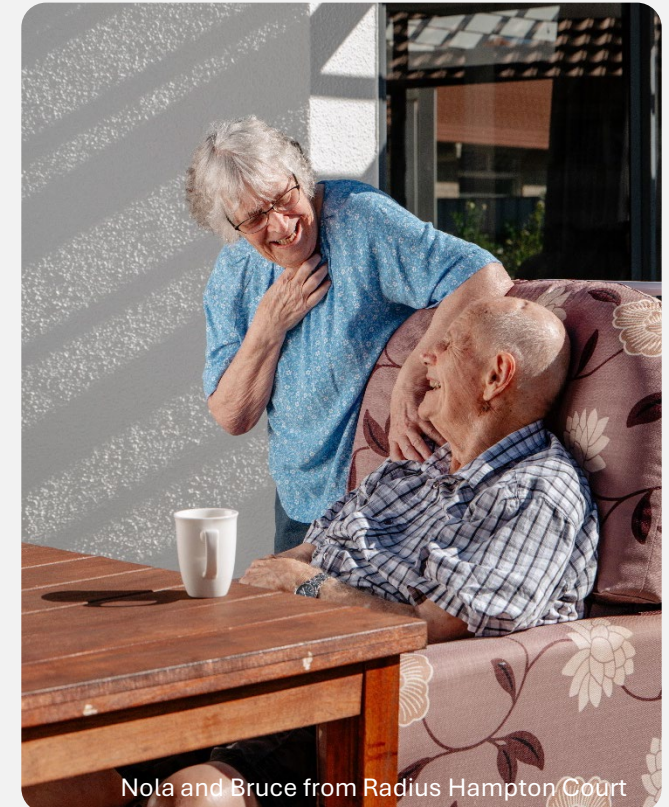
## Radius Shop

Accessibility products sold direct to online customers.



## Cibus Catering Limited

Menu planning and kitchen management services.



Nola and Bruce from Radius Hampton Court

# Built for growth and resilience

As the health needs of New Zealanders change, so does the role we play. We are broadening who we are, who we support, how we deliver care and where we can make the most impact.





# Capital-light expansion

## Acquisitions

### ST ALLISA, CHRISTCHURCH

- 109 bed care home, purchase completed May 2025.
- Property leased to Radius Care on long term lease.
- Will deliver material EBITDA growth in FY26.



## Greenfield & Brownfield Developments

### LEASED NEW-BUILD CARE HOMES

- Capital-light expansion focused on new-build 100 bed care homes funded by private investors and leased to Radius Care.
- First Heads of Agreement signed.
- Active discussions are progressing with investors to deliver sites from FY27.





# Our growth in motion



# Our system for better care

RadPro is Radius Care's unique operations model, designed to drive clinical quality, staff engagement and efficiency.

Built in-house and scalable across the sector.





# Our capital framework

## Capital Management Framework

### Maintain financial resilience and flexibility

Medium term target: Net Bank Debt to EBITDA<sup>1</sup> Ratio below 2.5x.

Owned property: 25%-50% of our total care home portfolio.

### Invest in core operations

Maintain and improve quality of care offering by investing in operating assets and technology base.

#### Distributions

Ordinary dividend pay-out ratio of 40% to 70% of AFFO (fully imputed).

Sustained dividend growth.

#### Growth

Disciplined investment in high return capacity expansion capex.

Invest in capital-light adjacent services.

## Dividend Policy

### Underlying EBITDA<sup>1</sup>

#### Bank interest and cash tax

**Depreciation** (=sustaining capex)  
Investment required to maintain quality of existing assets

= **AFFO<sup>2</sup>** (Available Funds From Operations)

**Ordinary Dividend**  
(40% to 70% of AFFO)

= **Surplus cash for allocation**

Debt repayment

Mergers, Acquisition; Growth Capex

Special Dividends or Share Buybacks

Share Buyback

**920k**  
Acquired for \$280k

Between 29 Dec 2024 and 25 Jul 2025  
Average Buyback price 30.4cps



Irene with Tony  
Radius Althorp, Tauranga

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# Business Update

Andrew Peskett, Chief Executive Officer



# Strong returns

Underlying EBITDA<sup>1</sup>

**\$23.5M**

+20% from \$19.5M<sup>2</sup>

Net Debt

**\$67.7M**

-8% from \$73.5M

Underlying EBITDAR<sup>3</sup> Per Care Bed

**\$27.9k**

+13% from \$24.7k

Total FY25 Cash Dividend

**1.45cps**

0.70cps in FY24

2.01cps gross fully imputed dividend

Bunty and Simone  
Radius Glaisdale, Hamilton



# Culture in action

“Working a shift reminded me this work takes heart. And our people have it in abundance.”

– Andrew P

17%

Company-Wide Staff Turnover

Record low.  
Decreasing 30% year-on-year.

+74

Net Promotor Score for Care Home Managers

60%

Leaders Promoted Internally

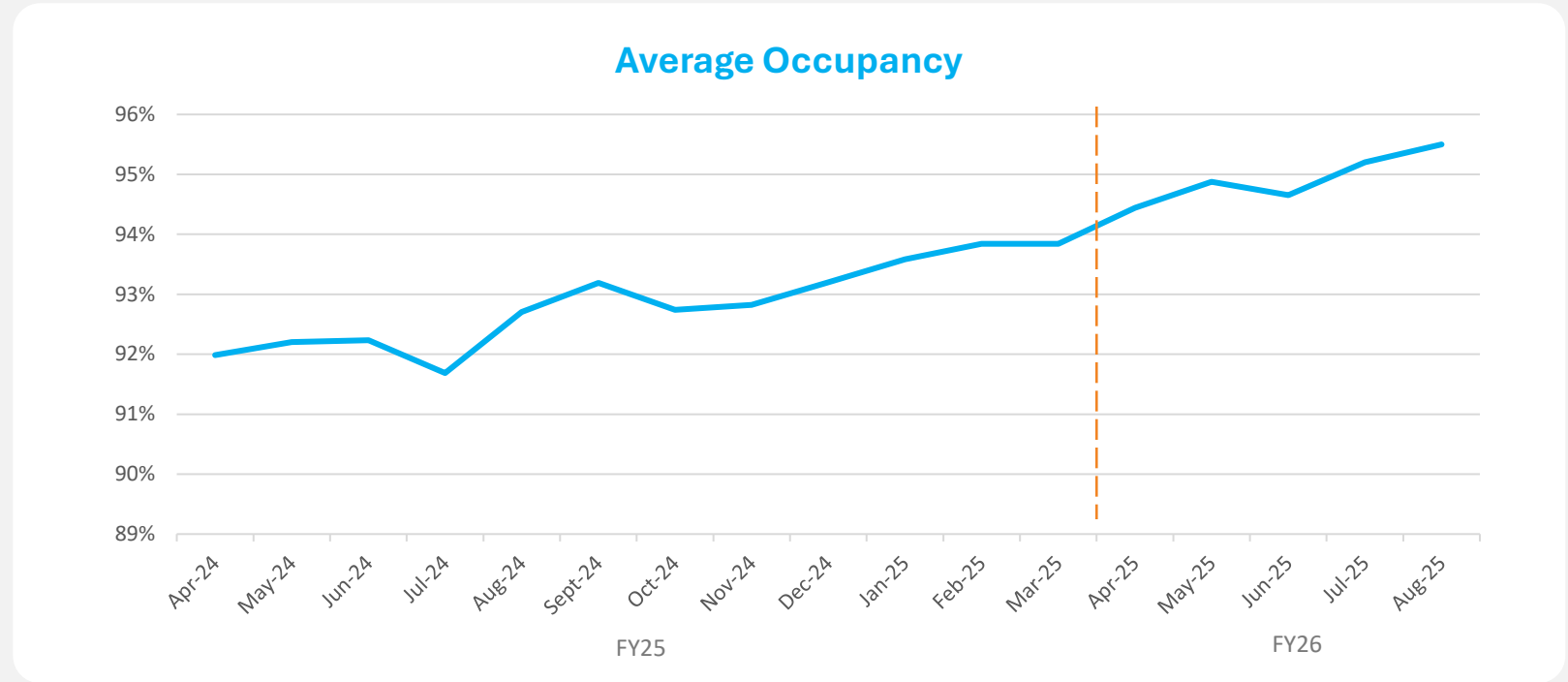
86%

Of Care Homes Audited in FY25 Received 4-Year Certification.<sup>1</sup>

Radius Windsor Court team members making breakfast at Balloons over Waikato

1. Radius Care has 16 care homes with four-year certification, with another four due for assessment in early FY26.





## Starting FY26 with strong momentum

### High Acuity & ACC

Specialised care provider with a unique exposure to hospital level and ACC patients.

### 1QFY26

Trading has been strong in 1QFY26 with all key metrics ahead of FY25.

### Interest Costs

Extension of core debt facilities increasing cost savings by \$1.0m.

### Occupancy

94.8% July year to date.

### Village Resales

Strong village resales with stock selling quickly.

### Outlook

1H26 underlying EBITDA<sup>1</sup> of \$14m to \$16m.

# We're built on care

At Radius Care, our model is designed for long-term resilience.

Strategic acquisitions, expansion into adjacent offerings and ongoing RadPro refinements continue to strengthen our business.

Our commitment to exceptional care by exceptional people drives strong shareholder returns through capital growth and fully tax-paid distributions.



Top Left Clockwise: Beyrl baking with Irene. CEO Andrew on shift with HCA Rommel, gaining frontline insight. Ladies from Radius Glaisdale enjoying a sunny afternoon.



# Q&A



Adeline with Irene  
Radius Hampton Court, Napier



# Resolutions

No.1

## Auditor's Remuneration

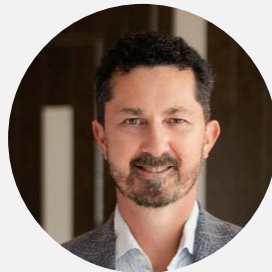
That the Directors are authorised to fix the remuneration of Baker Tilly Staples Rodway as auditor of Radius Care for the ensuing financial year.



No.2

## Re-Election of Bret Jackson

That Bret Jackson who, in accordance with NZX Listing Rule 2.7, retires and is seeking re-election, be re-elected as a Director of Radius Care.



No.3

## LTIP Scheme

The issue of share rights to employees of Radius Care, entitling the holders to acquire up to 11.364 million ordinary shares, on the terms recorded in Explanatory Note 3 of the Notice of Meeting, is approved for the purposes of NZX Listing Rule 4.2.1.

# General Business



Residents enjoying a cup of tea  
Radius Hampton Court, Napier





Elizabeth with Laurel Winwood  
Radius Taupaki Gables, Auckland

## Thank You

To our shareholders, residents, families, and the incredible people who make Radius Care what it is today, thank you.