

29 August 2025

Notice of issue of ordinary shares under Ryman's Long Term Incentive Plan

This notice is given under NZX Listing Rules 3.13.1 and 3.15.2 and relates to the vesting of performance share rights under Ryman's Long Term Incentive Plan (**LTIP**) under which fully paid ordinary shares in Ryman are issued on the vesting of those performance share rights.

Ryman now has 1,670,340 unlisted performance share rights (with varying vesting periods) on issue under the LTIP.

Section 1: Issuer information	
Name of issuer	Ryman Healthcare Limited
NZX ticker code	RYM
Class of financial product	Ordinary Shares
ISIN (If unknown, check on NZX website)	NZRYME0001S4
Currency	NZD
Section 2: Capital change details	
Number issued/acquired/redeemed	16,297 Ordinary Shares
Nominal value (if any)	N/A
Issue/acquisition/redemption price per security	Nil
Nature of the payment (for example, cash or other consideration)	<p>16,297 of the performance share rights granted to senior executives under the LTIP vest on 29 August 2025, and convert into 16,297 Ordinary Shares at such time, for no cash consideration.</p> <p>These share rights were granted as part of the transition from the previous leadership share scheme, with time-based vesting conditions only. Further details of the LTIP and such performance share rights are provided in RYM's annual report and in its NZX announcement of 23 September 2024.</p>
Amount paid up (if not in full)	Fully Paid
Percentage of total class of Financial Products issued/acquired/redeemed/ (calculated on the number of Financial Products of the Class, excluding any Treasury Stock, in existence) ¹	0.001604%
For an issue of Convertible Financial Products or Options, the principal terms of Conversion (for example the Conversion price and Conversion date and the ranking of the Financial Product in relation	N/A

¹ The percentage is to be calculated immediately before the issue, acquisition, redemption or Conversion.

to other Classes of Financial Product) or the Option (for example, the exercise price and exercise date)	
Reason for issue/acquisition/redemption and specific authority for issue/acquisition/redemption/ (the reason for change must be identified here)	Vesting and exercise of 16,297 of the performance share rights under the LTIP (see details above) authorised by a board resolution dated 29 July 2025.
Total number of Financial Products of the Class after the issue/acquisition/redemption/Conversion (excluding Treasury Stock) and the total number of Financial Products of the Class held as Treasury Stock after the issue/acquisition/redemption.	1,015,729,081 Ordinary Shares (excluding Treasury Stock) Nil Treasury Stock
In the case of an acquisition of shares, whether those shares are to be held as treasury stock	N/A
Specific authority for the issue, acquisition, or redemption, including a reference to the rule pursuant to which the issue, acquisition, or redemption is made	Board resolution dated 29 July 2025; permitted under Listing Rule 4.6.1
Terms or details of the issue, acquisition, or redemption (for example: restrictions, escrow arrangements)	Ordinary Shares ranking equally with the existing Ordinary Shares on issue in RYM
Date of issue/acquisition/redemption ²	29/08/2025
Section 3: Disclosure required for Placements made under Rule 4.5.1	
<i>[Issuers may opt to release Section 3 information (if not already done so) in a separate announcement within five Business Days of the issuance. Delete this Section 3 if capital change is not the result of a Placement under Rule 4.5.1]</i>	
Details of the approach in identifying investors who were able to participate in the offer and how their respective allocations in the offer were determined. The explanation must set out the key objectives and criteria the Issuer adopted in the allocation process, whether one of those objectives was a best effort to allocate on a pro rata basis to existing holders of the Issuer's Equity Securities, and any significant exceptions or deviations from those objectives and criteria.	N/A
Section 4: Authority for this announcement and contact person	
Name of person authorised to make this announcement	Morgan Powell
Contact person for this announcement	Morgan Powell
Contact phone number	+64 21 246 6361
Contact email address	morgan.powell@rymanhealthcare.com
Date of release through MAP	29/08/2025

² Continuous issuers using this form in reliance on Rule 3.13.2, please indicate the period during which the relevant issue/acquisition/redemptions were made (for example, 1 January 2019 to 31 January 2019).