



16 June 2026

Supplementary CEO Remuneration Information

Oceania Healthcare Limited (NZX/ASX: OCA) today provides supplementary information in relation to CEO remuneration arrangements for the 2026 and 2027 financial years.

The supplementary information is provided in response to requests from several investors for more information relating to CEO remuneration.

The supplementary information should be read alongside the comprehensive Remuneration Report included in the FY26 Annual Report (released to the NZX and ASX on 22 May 2026).

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For all enquiries, please email Sarah Miller, Chief Legal and Corporate Services Officer at company.secretary@oceaniahealthcare.co.nz or phone 021 937 857.

Authorised for release by Sarah Miller, Chief Legal and Corporate Services Officer and Company Secretary.

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Supplementary Information relating to CEO Remuneration

Introduction

Several institutional investors have expressed an interest in receiving additional information relating to the CEO's remuneration arrangements for FY26 and FY27. Accordingly, we provide supplementary information below. This supplementary information should be read alongside the comprehensive Remuneration Report included in the FY26 Annual Report (released to the NZX and ASX on 22 May 2026), which has been prepared to comply with the disclosure requirements and recommendations included in the Companies Act 1993 disclosure, NZX Listing Rules, NZX Corporate Governance Code and NZX remuneration template.

CEO Remuneration

1. Annual Base Remuneration

Ms Dvorak joined Oceania part-way through FY25 and has now completed her first full financial year in the CEO role. Under Ms Dvorak's leadership, Oceania has implemented a new strategic plan and has delivered significantly improved performance in FY26. The Board reviewed Ms Dvorak's remuneration at the end of 2025 and undertook an external benchmarking assessment based on a peer group of comparable listed companies. Following this review, the Board increased Ms Dvorak's base salary from the start of 2026. From 1 April 2025 to 31 December 2025, Ms Dvorak received an annual base salary of \$861,000 and a transition allowance totalling \$177,500. Effective from 1 January 2026, the transition allowance ceased and was incorporated into Ms Dvorak's annual base salary and Ms Dvorak's new annual base salary is \$1,100,000.

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2. FY26 CEO STI Outcomes

Measures	Weighted Target	Threshold (Minimum) Target 50%	At Target 100% Achieved	Maximum (Stretch) Target 150%	Actual Result	Actual Result Weighted
Financial	80%					
Underlying EBITDA growth relative to the prior comparative period	40%	\$81.9m Underlying EBITDA 3% increase in Underlying EBITDA, adjusted for M&A and divestments ¹	\$85.1m Underlying EBITDA 7% increase in Underlying EBITDA, adjusted for M&A and divestments ¹	\$88.2m Underlying EBITDA 11% (or greater) increase in Underlying EBITDA, adjusted for M&A and divestments ¹	\$92.4m Underlying EBITDA adjusted for M&A and divestments ¹ Stretch Target Achieved (150%) equating to \$345,281 remuneration	60%
Net Debt reduction relative to the prior comparative period	40%	\$585m Net Debt FY26 Net Debt is \$43m below FY25 Net Debt	\$575m Net Debt FY26 Net Debt is \$53m below FY25 Net Debt	\$565m Net Debt FY26 Net Debt is \$63m (or more) below FY25 Net Debt	\$507m Net Debt (a reduction of \$121m from FY26) Stretch Target Achieved (150%) equating to \$345,281 remuneration	60%
Strategic/Performance	20%					
Execution against the 5-year Strategy		Growth and development initiatives (including relevant sustainability and climate initiatives)			Achieved (100%)	20%
TOTAL	100%				Overall Target Achieved (140%) equating to \$805,656 remuneration (to be paid via cash and the issue of deferred equity)	140%

1 Underlying EBITDA, adjusted for M&A and divestments

This financial measure is calculated as Underlying EBITDA (refer note 2.1 of the FY26 financial statements relating to non-GAAP measures) adjusted for the impact of mergers, acquisitions and divestments during the year:

	FY26 Financial Statements Note	March 26	March 25
Underlying EBITDA	2.4	\$97.4m	\$86.0m
Less: Earnings from divested sites		(\$5.0m)	(\$6.5m)
Less: Earnings from mergers and acquisitions		-	
Underlying EBITDA adjusted for M&A and divestment		\$92.4m	\$79.5m

FY27 CEO STI KPI Scorecard

The table below provides detail about the CEO's STI Key Performance Indicators to apply for FY27.

Health & Safety Entry Hurdle				
<ol style="list-style-type: none"> Health & Safety Leadership walks No event for which Oceania is culpable that causes death or life-threatening injury to an employee, resident or third-party contractor operating under, and complying with, Oceania Healthcare Safety Management System. 				
Measures	Weighted Target	Threshold for 50% Achievement	Target for 100% Achievement	Stretch for 150% Achievement
Company – Financial KPIs	80%			
Underlying EBITDA growth relative to target	40%	Target less \$5m in Underlying EBITDA	Target Underlying EBITDA achieved	Target plus \$5m (or greater) increase in Underlying EBITDA
Free Cash Flow from Operations relative to target	40%	Target less \$5m Free Cash Flow from Operations	Target Free Cash Flow from Operations achieved	Target plus \$5m Free Cash Flow from Operations
				Maximum Stretch Target Achievable: 150%
Strategic/Individual Performance KPIs	20%			
Resident NPS	5%		On-target performance met	
Employee engagement	5%		On-target performance met	
Execution against the 5-year Strategy	10%		On-target performance met	
TOTAL	100%		Maximum Target Achievable 100%	

There will be no payment (zero) made for results below the threshold. The maximum STI payment achievable is 140%. A straight line interpolation will be used to calculate the results between the threshold and the stretch measures for the two financial KPIs.

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