NZX & ASX RELEASE

Ryman appoints two new directors

19 November 2026

Ryman Healthcare today announced the appointment of Josephine Gagan and Graeme Wong as independent directors to the Board, effective 1 December 2026.

Ryman Chair Dean Hamilton said, “We’re delighted to welcome Josephine and Graeme to the Board. Both bring highly relevant skills and experience to the Ryman Board that will support our efforts alongside management to reset performance and rebuild shareholder value.”

The appointments follow the retirement of Paula Jeffs at the Annual Shareholders Meeting in July 2026, and James Miller at the end of October 2026, following his appointment as chair of the Financial Markets Authority.

Josephine Gagan has more than 30 years of experience across clinical care and home and community healthcare. A nurse by background, she co-founded Geneva Healthcare, a company focused on aged care, illness, injury and disability support, successfully leading the business for two decades. Geneva merged with Healthcare New Zealand in 2017, with Josephine ultimately becoming Group CEO of New Zealand Health Group (NZHG) and subsequently Chair. NZHG is New Zealand’s largest home and community healthcare provider, with a workforce of more than 10,000.

“Josephine brings extensive healthcare experience and is a proven entrepreneur and business owner. Her experience with nationwide service delivery models, including the use of technology-enabled efficiencies to improve client outcomes, and her deep understanding of the New Zealand healthcare system will be valuable to Ryman and the Board,” Mr Hamilton said.

Graeme Wong has had an extensive career in investing, initially as Investment Manager at Brierley Investments, before co-founding and chairing NZX-listed Southern Capital, which evolved into HireQuip NZ prior to its sale to private equity. He continues to manage a portfolio of family investments, which include external co-investors. Graeme has also had a substantial governance career to date, including as founding Chair of Harbour Asset Management from 2009 to 2025, and as an independent director of Tourism Holdings for 12 years, and Precinct Properties for 14 years.

“Graeme is a seasoned investor, business owner and listed company director and will bring significant experience in financial markets, capital allocation, and shareholder value creation, including through his governance of large, asset-intensive businesses,” said Mr Hamilton.

Following Josephine and Graeme’s appointments, Ryman’s Board will comprise seven non-executive directors, all of whom the Board considers to be independent. In accordance with Ryman’s constitution and the NZX Listing Rules, Josephine and Graeme will retire and stand for re-election at the 2027 Annual Shareholders Meeting.

ENDS

Authorised by
Morgan Powell
General Counsel

About Ryman
Founded in Christchurch in 1984, Ryman Healthcare is New Zealand's largest retirement living and aged care provider, and the leading integrated retirement living and aged care operator in Victoria. Dual listed on the NZX and ASX, Ryman owns and operates 47 integrated retirement villages across New Zealand and Australia, providing homes to over 15,500 residents and employing 7,800 dedicated team members.

Ryman's villages provide a fully integrated continuum of care, bringing together independent living, assisted living, and aged care services within a single community. This model offers residents choice, continuity, and a genuine home for life experience as their needs change, while giving families confidence and peace of mind. Committed to high standards of quality and service, Ryman delivers exceptional living and care experiences alongside long-term value for residents, families, and shareholders.

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