

## Notice of grant of RSRs under the Oceania Healthcare Restricted Share Rights Plan

This notice is given under the NZX Listing Rule 3.13.1 and relates to the grant of restricted share rights (**RSRs**) to acquire ordinary shares in Oceania Healthcare Limited under the Oceania Healthcare Restricted Share Right Plan (**Plan**). The Plan was established in 2024 to introduce a deferred element to OCA's short term incentive plan. The RSRs recorded in this notice are the first RSRs to be offered under this Plan.

| Section 1: Issuer information  |   |
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| Name of issuer   | Oceania Healthcare Limited  |
| NZX ticker code  | OCA   |
| Class of financial product   | Restricted right to acquire ordinary shares   |
| ISIN (If unknown, check on NZX website)  | N/A. The RSRs will not be quoted.   |
| Currency   | NZD   |
| Section 2: Capital change details  |   |
| Number issued/acquired/redeemed  | 254,303 RSRs  |
| Nominal value (if any)   | N/A   |
| Issue/acquisition/redemption price per security  | N/A   |
| Nature of the payment (for example, cash or other consideration)   | No consideration is payable for the issue of RSRs, in accordance with the Oceania Restrict Share Rights Plan Rules.   |
| Amount paid up (if not in full)  | N/A   |
| 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) <sup>1</sup>   | N/A. No RSRs have been granted previously.  |
| 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 to other Classes of Financial Product) or the Option (for example, the exercise price and exercise date) | <p>Subject to continued employment, RSR holders will be deemed to have exercised their RSRs not less than 10 Business Days following the applicable vesting date, being:</p> <ul style="list-style-type: none"> <li>(a) in respect of 84,768 RSRs, 12 months from the grant date;</li> <li>(b) in respect of 84,768 RSRs, 24 months from the grant date; and</li> <li>(c) in respect of 84,767 RSRs, 36 months from the grant date.</li> </ul> <p>The grant date for all of the RSRs is 12 June 2025.</p> <p>Each RSR entitles the holder to receive one ordinary share in OCA on vesting and exercise, subject to adjustment for</p> |

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

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|   | satisfaction of tax obligations of the participants. The exercise price was nil.  |
| Reason for issue/acquisition/redemption and specific authority for issue/acquisition/redemption/ (the reason for change must be identified here)  | <p>The board of OCA has resolved to offer the RSRs to the CEO, CFO and CPO in order to:</p> <p>(a) reward and retain the CEO, CFO and CPO;</p> <p>(b) drive longer-term performance and alignment of incentives of the CEO, CFO and CPO with the interests of Oceania's shareholders; and</p> <p>(c) encourage longer term decision-making by the CEO, CFO and CPO.</p> |
| 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. | 254,303 RSRs  |
| 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 resolutions and directors' certificate dated 29 August 2025 and NZX Listing Rule 4.6.1  |
| Terms or details of the issue, acquisition, or redemption (for example: restrictions, escrow arrangements)  | <p>RSRs are subject to the Oceania Healthcare Restricted Share Right Plan Rules.</p> <p>New ordinary shares issued upon exercise of the Options will rank equally in all respects with the ordinary shares already on issue.</p>  |
| Date of issue/acquisition/redemption <sup>2</sup>   | 5 September 2025  |
| <b>Section 4: Authority for this announcement and contact person</b>  |   |
| Name of person authorised to make this announcement   | Claire Fisher   |
| Contact person for this announcement  | Claire Fisher   |
| Contact phone number  | +64 9 361 0350  |
| Contact email address   | Claire.Fisher@oceaniahealthcare.co.nz   |
| Date of release through MAP   | 5 September 2025  |