



## **NZX RELEASE**

**23 September 2024**

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### **Issue of performance share rights to senior executives of Ryman Healthcare Limited**

Ryman Healthcare Limited (Ryman) advises that it has issued three tranches of performance share rights (Share Rights) to eligible members of its senior executive team pursuant to Ryman's recently established Long-Term Incentive Plan (LTI). The grant of Share Rights was approved by the Board on 23 September 2024.

The LTI plan will grant eligible members performance rights that will, if hurdles are achieved, vest as Ryman shares.

The first tranche of 32,592 Share Rights is eligible for vesting over two years (50% on 31 August 2025 and 50% on 31 August 2026). The performance period for the second tranche of 25,639 Share Rights is 13 November 2023 to 13 November 2026. Vesting of these Share Rights is conditional upon meeting targets in relation to relative total shareholder return and absolute total shareholder return. The performance period for the third tranche of 467,130 Share Rights is 1 July 2024 to 30 June 2027. Vesting of these Share Rights is conditional upon meeting targets in relation to relative total shareholder return and absolute total shareholder return. In each case, vesting is subject to the relevant holder remaining an employee of the Ryman Group at the relevant vesting date.

The total number of Share Rights granted is 525,361. No other Share Rights have previously been granted.

Details of Ryman's LTI plan can be found on page 127 of the 2024 Annual Report ([link](#)).

The attached information is supplied pursuant to NZX Listing Rule 3.13.1.

### **ENDS**

#### **About Ryman:**

Ryman Healthcare was founded in Christchurch in 1984 and owns and operates 49 retirement villages in New Zealand and Australia. Ryman villages are home to 14,600 residents, and the company employs 7,700 staff.

#### **Contacts:**

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