RYMAN HEALTHCARE

Climate-Related Disclosures

RYMAN HEALTHCARE 2025

Contents

On the cover: Ryman resident Peter with his great granddaughter Sophie.

Statement of compliance

Ryman Healthcare Limited is a climate reporting entity under the Financial Markets Conduct Act 2013. This Climate-Related Disclosures Report covers the period 1 April 2024 to 31 March 2025. These disclosures are prepared in accordance with Aotearoa New Zealand Climate Standards (NZCS) issued by the External Reporting Board (XRB), specifically:

- NZCS 1: Climate-Related Disclosures
- NZCS 2: Adoption of Aotearoa New Zealand Climate Standards
- NZCS 3: General Requirements for Climate-Related Disclosures.

In preparing our Climate-Related Disclosures, Ryman has elected to use the following adoption provisions:

- **Adoption provision 2: Anticipated financial impacts**
  This exempts Ryman from disclosing the anticipated financial impact of climate-related risks and opportunities and the time horizons over which the risks and opportunities are expected to occur. Ryman has applied this provision while we continue to build internal capability and processes to more accurately assess and quantify these impacts.
- **Adoption provision 4: Scope 3 Greenhouse Gas (GHG) emissions**
  This exempts Ryman from disclosing all or a selected subset of our Scope 3 GHG emissions. Ryman has disclosed Scope 3 emissions relating to business travel and waste not including wastewater or waste from our independent townhouses collected by council services. A full list of sources for which we have applied the adoption provision are outlined on page 21.
- **Adoption provision 6: Comparatives for metrics**
  This exempts Ryman from the requirement to disclose comparative information for the two preceding reporting periods. As FY24 was our first year of reporting, we have applied the provision to provide one year of comparative information for each metric.
- **Adoptive provision 7: Analysis of trends**
  This exempts Ryman from disclosing analysis of the main trends from a comparison of each metric from previous reporting periods to the current reporting period.

Welcome to our 2025 Climate-Related Disclosures Report

Mitigating climate-related risks supports the wellbeing and experience of our residents, protects the capital provided by shareholders and lenders, and ensures that investment in our new and existing assets is sustainable. Our risk management processes address the potential impacts of climate change on property values, insurance costs, and long-term operational resilience.

As our business undertakes a significant transformation programme, we remain committed to strengthening the climate resilience of our villages and our operations. A key milestone in significantly reducing our carbon footprint is the Ryman Healthcare Solar Farm, Te Papa Reireia. You can read more about this on page 5.

In addition, we are pleased to commence the procurement of GreenPower through our Australian energy supplier for our Australian villages, supporting the transition to certified renewable electricity sources.

Together, these initiatives are making a difference to our emissions and are building future resilience into our operations, in the face of a changing climate.

Since our FY21 baseline, we've achieved a 41% reduction in our Scope 1 and 2 market-based emissions, despite significant growth of our organisation through the delivery of new villages. By lessening emissions intensity while expanding our operations, we're making steady, meaningful progress toward our Science Based Targets initiative (SBTi) commitment and a low-emissions future.

This report is approved on behalf of Ryman Healthcare Limited on 18 June 2025.

Dean Hamilton
Director and Chair of the Board

James Miller
Director and Chair of the Audit, Finance and Risk committee

Governance

How the Board of Directors and management oversee and manage climate-related risks and opportunities at Ryman.

Board governance

Ryman is dedicated to establishing strong frameworks and procedures to tackle challenges and leverage opportunities related to climate change. By implementing effective governance practices, we are working to navigate the intricacies of climate change.

The Board of Directors is responsible for overseeing climate-related risks and opportunities, ensuring Ryman has appropriate processes and systems in place to assess and manage climate risks and meet the requirements of the NZCS.

The Board has assigned responsibility to the Audit, Finance, and Risk committee (AFRC) to oversee:

- **Regulatory compliance:** Ensuring climate-related risks and opportunities are reported in accordance with regulatory obligations
- **Risk management processes:** Overseeing the systems and controls in place to identify, assess, and manage climate-related risks
- **Ongoing reviews:** Conducting regular evaluations of climate-related risk management processes to align with changes in our business strategy, external environment, and evolving climate risk knowledge
- **Independent assurance:** Ensuring Ryman's GHG emissions reporting as disclosed in the Climate-Related Disclosures are independently assured.

The AFRC convenes at least four times per year and receives reporting from Ryman's Senior Executive Team (SET) on the items above, along with reports on our performance against key climate-related metrics and targets.

The Board is responsible for approving Ryman's strategy, including our sustainability strategy and climate change risk management planning. Ryman's first formal sustainability strategy was approved in 2022. We now have new governance in place to ensure that our sustainability strategy delivers meaningful social and environmental outcomes. The Board continues to review and refine forward-looking initiatives and planning as part of its ongoing strategic oversight.

The Board reviews progress towards our sustainability and climate goals on an annual basis, assessing performance against key targets. Additionally, the Board receives quarterly risk reports, which include climate-related risks, ensuring that climate considerations are regularly assessed as part of Ryman's Group Risk Management Framework.

The Board comprises several directors with an understanding of the risks and opportunities presented by climate change. A summary of the Board's skill set can be found on page 128 of our Annual Report. Several directors have undertaken specific climate-related training, including formal courses, attending Climate Governance Conferences and participating in the Institute of Director's Chapter Zero (a network that provides upskilling for non-executive directors on climate action), with one director serving on its Board. Some directors are also involved in sustainability and climate-related strategy through roles outside of Ryman.

Ryman resident Peter with his family in the village gardens.

Patrick Hogan Village.

Management's role

Ryman's SET meet on a weekly basis. They are responsible for overseeing climate-related risks and opportunities while driving the implementation of the company's sustainability strategy. The SET ensures that all business units identify, assess, and monitor climate-related risks and opportunities, in line with Ryman's Group Risk Management Framework. This includes:

- Deploying suitable risk mitigation strategies
- Implementing sustainability initiatives that align with performance targets and agreed strategic initiatives.

The Chief Executive Officer and Chief Financial Officer review all reports and papers relating to material climate-related risks and opportunities before these are submitted to the AFRC. Three members of our SET have specific responsibilities related to climate risks and opportunities.

Table 1. Climate-related responsibilities – Ryman's Senior Executive Team

Chief Financial Officer	Integrates climate-related risks and opportunities into Ryman's financial planning and capital expenditure decisions. Oversees Climate-Related Disclosures in line with Aotearoa New Zealand Climate Standards.
Chief Operating Officer	Embeds climate-related risks and opportunities in Ryman's daily operations and delivery planning and investment decisions.
Chief Development and Property Officer	Embeds climate-related risks and opportunities in Ryman's construction, development, planning and investment decisions.

Figure 1. Ryman's climate oversight

Climate Steering Group

Ryman's Climate Steering Group (CSG) meets six times a year to ensure climate-related risks and opportunities are fully integrated into decision-making and business processes, in alignment with the requirements of the Climate-Related Disclosure framework.

The CSG comprises members of the SET with defined climate responsibilities, as well as subject matter experts from across the business, identified in Figure 1 and the Sustainability Manager acts as the secretariat for the CSG.

The core responsibilities of the CSG include:

- Tracking performance against climate-related metrics and targets, including GHG emissions
- Overseeing progress on Ryman's climate work plan
- Evaluating and providing feedback on projects within Ryman's emissions reduction plan
- Identifying and assessing emerging climate-related risks and opportunities.

Remuneration

For FY25, short-term incentives (STIs) for all SET members included a 15% component covering non-financial performance, which incorporated measures relating to sustainability, customer outcomes, and safety. The sustainability portion made up 5% of total potential incentive earnings and covers a range of environmental, social, and governance factors, including progress on climate-related initiatives and Ryman's Science Based Targets (SBTs). Performance is evaluated during the annual review cycle.

Ryman Healthcare Solar Farm, Te Papa Reireia

Construction is nearly complete on the Ryman Healthcare Solar Farm, Te Papa Reireia a 21 MW solar array near Maungatūroto in Northland. The project sets a new benchmark for renewable energy use in New Zealand's aged care sector.

Developed in partnership with Harbour Infrastructure, the solar farm will generate around 32 GWh of electricity each year and help power our New Zealand villages. In FY25, our electricity usage across our New Zealand villages was approximately 53 GWh, meaning the solar farm could supply around 66% of near-term future needs. The project is backed by an innovative power purchase agreement (PPA) between Mercury NZ and Harbour, with a unique 'sleeving' arrangement that enables 100% of the energy generated to be attributed to Ryman.

We're excited to see Te Papa Reireia nearing completion, a practical step towards low-emissions energy use in our operations.

Image: Ryman team members Rob Woodgate and Byron Hoare review build progress.

Strategy

Ryman's business strategy and model, our scenario analysis, climate-related risks and opportunities, current and anticipated impacts of climate change, and how our business is taking action towards a low-emissions, climate-resilient future.

Northwood Village residents Dawn and Julie.

About Ryman

Ryman is an industry leader, proudly owning and operating 49 villages that offer retirement living and aged care to over 15,000 residents.

Our purpose is to enhance freedom, connection, and wellbeing for people as we grow older. Our villages provide community and living options that allow our residents to choose the lifestyle that suits them, with the peace of mind that they can access industry-leading care in our villages, should they need it.

Transforming Ryman for the future

Over the past year, Ryman has undergone significant changes, both structural and operational, to support long-term financial and operational sustainability. Leadership changes have included the appointment of our new CEO, a substantial Board refresh, and a reduction in our SET from nine to seven members. The new executive structure is based on functional accountability.

As part of our business transformation programme, Ryman is transitioning to a fully outsourced design, development, and construction model for future villages. New village development activity is currently paused with efforts focused on completing priority villages, selling down existing unit stock, and reassessing our land bank portfolio. The pause in new village development supports capital management and allows for a more disciplined approach to future growth.

Going forward, we are focused on strengthening financial performance through three core workstreams: releasing cash, sustainable business improvement, and disciplined growth.

We are committed to improving the operational performance in existing villages, targeting growth opportunities that are supported by demand. This includes the future stages of our in-flight projects, our landbank at existing villages, and opportunities to expand near to existing villages, maximising asset utilisation of our existing care capacity and facilities.

New village planning is being revised to ensure assets can meet evolving resident expectations, respond to Government policy changes, and reflect anticipated demand over their lifespan. The development model is shifting to reduce peak capital intensity by limiting the number of concurrent projects and phasing delivery.

Progressing sustainable outcomes

Sustainability continues to be a key focus area. Over the past year, governance changes have been made that will support sustainable business performance. In FY26, we will revisit our sustainability goals to align with our strategic priorities and as we continue to progress with our transformation plan. This includes reassessing material issues and reviewing key performance indicators.

As a result of the organisation-wide transformation and capital reprioritisation, some of the initiatives in last year's disclosure such as fleet electrification, gas systems replacement and climate leadership training have not progressed as planned. These have been reconsidered in the context of the current operating environment and are discussed further in the Transition planning section of this report.

Current impacts and financial impacts

Material climate-related impacts to our business are monitored on an ongoing basis throughout the year.

Table 2. Summary of climate-related impacts

Description	Impact description and financial impacts
Physical impacts	
Extreme weather events	In FY25, Ryman did not experience any material physical impacts attributable to climate change. However, we undertook further assessment of physical climate risk across our village portfolio, with a focus on those sites previously identified in our FY24 Climate-Related Disclosures as being potentially exposed to flooding. This work included engaging external consultants and allocating internal team resources to support site-level assessments and stakeholder consultation. A total of $65,000 was invested in external consultancy services to carry out detailed flood risk reviews and identify potential mitigation actions for at-risk villages.
Transition impacts	
Cost of insurance	Ryman's insurance costs increased by 15% in FY25, driven by an increase in our portfolio value, tight insurance market conditions and a response to recent extreme weather events. Despite ongoing exposure to physical climate risks, insurance pricing is expected to ease in FY26, supported by improved market conditions with increased competition among insurers.
Policy and regulatory change	Ryman continues to respond to increasing regulatory and compliance requirements related to Climate-Related Disclosures. In FY25, a limited assurance engagement was performed over the organisation's GHG emissions for the first time, as required under the Financial Markets Conduct Act 2013. This limited assurance engagement was conducted by PwC New Zealand. Preparation is also underway for the measurement and future disclosure of Scope 3 emissions, with a focus on strengthening data collection systems and developing robust estimation methodologies. From FY26, Ryman will begin reporting with the Australian Sustainability Reporting Standards (ASRS), which will apply to its Australian operations. To support these requirements, Ryman has allocated additional internal and external resources, including engagement of external assurance providers and team members upskilling to meet evolving regulatory and reporting obligations.

Scenario analysis

In FY23, we engaged external consultants to conduct a robust climate risk, resilience, and opportunity assessment, supporting the SET and senior leadership team to identify the most material climate-related risks to our business and better understand their potential impacts. This work, with final approval from the Board, formed the basis for FY24 and this year's scenario analysis.

To determine materiality, workshops were held with our Climate Working Group (CWG), comprising SET members, senior leaders, and subject matter experts. These workshops were critical in assessing the relevance, potential impact, and likelihood of identified climate-related risks and opportunities and prioritising them using our enterprise risk framework. The process to define our scenario analysis involved the following steps:

1. **Identifying climate-related drivers:** Through interviews, workshops, and literature review, we assessed key climate-related factors that may impact Ryman's strategy and long-term value, considering our full value chain
2. **Development of integrated climate scenarios:** A framework for climate scenarios and time horizons was established, aligning with domestic and international guidelines
3. **Scenario validation:** The CWG reviewed and validated the scenarios
4. **Scenario interrogation:** The CWG identified and assessed climate-related risks and opportunities, assessed their materiality based on potential impacts and likelihood using our enterprise risk framework.

Our scenario analysis highlighted material climate-related risks and opportunities:

- **Material risks:** Factors that could significantly impact operations, strategy, and financial planning if not effectively managed
- **Material opportunities:** Initiatives that strengthen financial performance while reducing environmental impact.

These were prioritised based on relevance, potential impact, and probability, though their timing and full extent remain uncertain.

Risks and opportunities were categorised as:

- **Physical risks:** Including extreme weather events, long-term climate shifts, and sea-level rise
- **Transition risks:** Arising from policy, legal, technology, market, and reputational changes in the shift to a low-emissions economy.

Our CSG further refined and consolidated these findings.

Deborah Cheetham Village residents Faye, Ros, Martin and Neville.

Ryman's climate scenarios

Three climate scenarios were developed from the following key data sources: Network for Greening the Financial System (NGFS)[1], Representative Concentration Pathways (RCPs)[2], Shared Socioeconomic Pathways (SSPs)[3] and Shared Policy Assumptions for New Zealand (SPANZ)[4].

Table 3. Summary of Ryman's climate scenarios

	Net Zero	Disorderly	Hothouse
Average expected global temperature range by 2100	0.9–2.3°C	1.7–3.2°C	2.0–3.7°C
Policy reaction	Immediate and smooth	Delayed	None, continuation of current policies
Climate change technology	Fast change	Slow then fast change	Slow change
Regional policy change	Medium	Delayed then high	Low
Behavioural change	Fast	Slow	Slow
Physical impacts	Low	Medium	High
Health impacts	Low–Moderate	Low–Moderate	Moderate–High
Framework pathway	• NGFS Net Zero 2050 • RCP 2.6 (0.3°C–1.8°C) • SSP1 Sustainability • SPANZ (adjusted) F: 100% Smart	• NGFS Delayed transition • RCP 4.5 (0.7°C–3.3°C) • SSP2 Middle of the Road • SPANZ (adjusted) A: Kicking, Screaming	• NGFS Current policies • RCP 6.0 (1.2°C–4.3°C) • SSP4 Inequality • SPANZ (adjusted) D: Homo Economicus

[1] NGFS: Used to direct assumptions about overall policy ambitions and broad policy trends, designed for the financial system which dictates many of the transition risks for the environment that Ryman operates within.

[2] RCPs: These determine the radiative forcing of physical hazards in the future. The RCP selection closely matches the NGFS policy ambitions for warming.

[3] SSPs: Selected to provide the social and economic contexts for our scenarios. These include parameters around population, health, institutions, economy and trade and technology. A range of SSPs were used across the scenarios to ensure Ryman was tested across a range of possible socioeconomic futures.

[4] The SPANZ are downscaled global scenarios for the New Zealand context. These provided a framework for describing New Zealand Government policy and wider socioeconomic outcomes. SPANZ narratives were adjusted to reflect the shift in domestic and international interactions following COVID-19.

Detailed explanation of Ryman's climate scenarios

1. Net Zero

A smooth transition

The Net Zero scenario reflects a coordinated global transition aligned with a 1.5°C warming trajectory by 2100, limiting climate impacts, and avoiding a tipping point of massive polar ice caps melting and a shutdown of large ocean circulation systems that maintain a stable and liveable environment. The physical impacts of climate change are limited, with initial short-term costs and disruptions from reducing emissions rapidly.

Societies move toward a more inclusive future, respecting environmental boundaries and reducing inequality. Populations are healthier, with strong investment in holistic healthcare and wellbeing. Economies shift toward human wellbeing, reducing material consumption and resource use. Land use trends reverse, forests act as carbon sinks, and blue carbon sequestration expands.

Sustainable technologies such as renewables and carbon capture are rapidly adopted. In Australia and New Zealand, investment in climate mitigation and adaptation gains international recognition. Government policies align with global efforts, ensuring sustainable land use and urban design.

Though near-term costs are high, long-term benefits emerge, protecting vulnerable communities and strengthening social cohesion. The Pacific thrives in global trade, while Australia and New Zealand begin restoring their natural resource base.

2. Disorderly

A delayed and disruptive transition

A delayed yet abrupt transition results in up to 2°C warming by 2100, with incremental progress in air pollution and energy access. A climate tipping point is narrowly avoided.

Economic disparities persist, with slowly converging income levels. Education remains moderate, and healthcare improvements are limited. Political stability varies, and global markets remain only partially connected.

Weak land use regulation leads to environmental degradation, while technological progress is uneven across regions. In Australia and New Zealand, climate response is short-term and incremental, with weak targets and enforcement, leaving the region unprepared compared to The Organisation for Economic Co-operation and Development (OECD) peers.

As extreme climate events in Australia and New Zealand increase, panic leads to drastic but reactive emissions reductions. Adaptation is delayed, then rapid and disruptive, with minimal protections for vulnerable populations.

The Pacific is divided among competing trade blocs, with shifting alliances based on short-term economic interests. While demand for green products grows, Australia and New Zealand struggle to benefit until the 2040s. Economic concerns dominate, outweighing social and environmental priorities.

3. Hothouse

No change to current policies, leading to major climate disruption in the long term

With no significant policy shifts, global warming exceeds 3°C by 2100, causing severe climate impacts. Until 2050, these remain manageable, but afterward, they intensify uncontrollably, surpassing climate tipping points. The world continues prioritising business as usual, with weak mitigation efforts and unaffordable adaptation costs. Economic disparities widen, leading to social fragmentation and increased conflict.

A growing divide emerges between high-tech economies and low-tech, labour-intensive societies, worsening inequality. Healthcare advancements benefit wealthier regions, but the majority face worsening conditions. Environmental degradation accelerates, with carbon capture and geoengineering becoming primary solutions. The energy sector remains diversified, investing in both high-carbon fuels and low-carbon alternatives.

Australia and New Zealand fall behind OECD peers, focusing on costly adaptation while failing to curb emissions effectively. Carbon markets remain ineffective, and reliance on weak trading schemes persists. The Pacific economy is dominated by external influences, with limited demand for sustainable products. Market disruptions increase, favouring new entrants over established players due to high adaptation costs.

Economic interests take priority, with water rights auctioned to the highest bidders, offering minimal protections for ecosystems.

Kevin Hickman Village

Ryman's recent village developments reflect a shift toward more sustainable energy systems. One early example of this transition is an apartment building at our Kevin Hickman Village, which was constructed using cross-laminated timber, an innovative approach that significantly reduces reliance on concrete and structural steel. This reduces embodied carbon and results in a lighter building structure with reduced foundation and seismic requirements. This village also became the first in our portfolio to be fitted with a high-efficiency heat pump water system, marking a key step away from conventional gas-powered hot water heating.

Building on this progress, we are working toward integrating these learnings into the design of future villages to enhance environmental performance across both construction and operational emissions.

Image: Kevin Hickman Village.

Time horizons

The time horizons for the scenario analysis were chosen to align with our current business planning cycle and sector-specific climate risk. These scenarios and time horizons provide diverse but realistic views of the future, helping Ryman assess the potential impacts of climate change on our business model within a relevant planning period. FY25 marks the final year of our defined short-term horizon. In FY26, we plan to assess whether our scenario analysis remains fit for purpose, considering the updated sector guidance and exploring how to better integrate this into business decision-making, particularly to guide risk management focus, inform capital planning, and support long-term strategic decisions.

Table 4. Ryman's time horizons

Time horizons for scenario analysis		Rationale
Short-term	2022–2025	Aligned to our current business planning cycle.
Medium-term	2026–2030	Aligned to our emissions reduction targets and transitional impacts associated with the building and construction sector.
Long-term	2031–2050	Aligned to the time horizon targeted by New Zealand to achieve Net Zero.

Climate-related risks and opportunities

Table 5. Ryman's identified risks and opportunities, impacts and mitigation responses.

Description	Business activities and assets that are vulnerable	Scenario	Time horizon and impact: Short	Medium	Long	Potential future impacts	Mitigations and actions
Physical risks							
Extreme weather events Extreme weather events such as flooding, cyclones, storms, and high rainfall affecting all village operations and staff and resident welfare	Entire existing village portfolio	Net Zero	●	●	●	• **Operational disruption** from physical risks, leading to higher disaster recovery, repair, and relocation costs • **Risks to resident and staff safety**, particularly during extreme heat events. 21 villages currently lack central air conditioning, increasing heat-related health concerns • **Bushfire risk** at two New Zealand villages and two Australian sites, with associated air quality and health impacts • **Rising health risks** linked to climate change, including potential exposure to tropical diseases • **Utility disruptions**, including widespread blackouts and water supply issues, increasing the need for backup systems • **Costly retrofitting and remediation** required to maintain safe, climate-resilient villages across the existing portfolio • **Higher upfront investment** needed to develop new villages that are resilient to future physical climate risks • **Construction delays and workforce** safety risks due to extreme heat • **Rising insurance premiums** and ongoing pressure on operational and capital budgets as physical risks increase.	• With new village developments paused, we are focused on assessing risks across our existing village portfolio • Flood risk assessments were completed for nine villages previously identified as being in flood-prone areas. All nine were assessed as currently presenting a low risk. These assessments support future risk mitigation planning and enhance insurer understanding of our exposure, helping to improve insurance premiums • Flood mitigation works are currently underway at one existing village identified as being at low risk • Integrated climate risk into our site selection stage-gate framework to ensure future developments are climate-resilient from the outset • Strengthened village climate resilience through emergency management planning with independent residents • Development of emergency readiness plans tailored to various climate scenarios, ensuring residents and staff are prepared for climate-related events • Integrating climate-related risks into our enterprise risk management framework • For an Australian village located in a Bushfire Prone Area, vegetation has been removed both within the village boundary and on adjacent land to reduce bushfire risk.
		Disorderly	●	●	●		
		Hot House	●	●	●		
Rising temperatures increase the risk of bushfires and heat-related disruption within villages, affecting resident wellbeing and operational continuity. Extreme heat may also delay construction activities, impacting project timelines and delivery	All business operations	Net Zero	●	●	●		
		Disorderly	●	●	●		
		Hot House	●	●	●		
Coastal inundation Sea level rise, storm surges and tidal fluctuations could require substantial remediation	Three existing villages in low-lying coastal areas	Net Zero	●	●	●		
		Disorderly	●	●	●		
		Hot House	●	●	●		

Key ● High ● Medium ○ Low

Description	Business activities and assets that are vulnerable	Scenario	Time horizon and impact: Short	Medium	Long	Potential future impacts	Mitigations and actions
Transition risks							
Climate capability gaps Pace of regulation is outpacing internal capability, exposing skill and knowledge gaps across the business	All business operations	Net Zero	●	●	●	• Delayed response to regulatory requirements • Limited integration of climate risk into decision-making • Reduced readiness for a low-emissions transition • Increased reliance on external expertise.	• Sustainability Manager providing support across the business • External experts engaged for information sessions on key topics • Targeted upskilling underway for key teams, including embodied carbon and climate reporting.
		Disorderly	●	●	●		
		Hot House	○	○	●		
Refurbishment costs Existing villages require retrofitting to accommodate regulatory changes	Villages greater than 15 years old	Net Zero	●	●	○	• Increasing need and cost for villages to be retrofitted to meet new building standards and consumer expectations • Adapting villages for climate risk • Disruption to residents • Operational profitability affected.	• Investments are being made in refurbishments across the portfolio to improve energy efficiency, with measures such as the inclusion of double glazing being considered where appropriate • Insulation upgrades are being carried out in older villages to improve thermal performance.
		Disorderly	○	●	●		
		Hot House	○	○	●		
Operating costs Increasing operating costs such as those relating to energy prices and procurement of goods and services	All business operations	Net Zero	○	●	○	• Increased operating costs including insurance, waste levies driven by regulatory change, consumer preference and supply chain dynamics.	• Our long-term energy agreement with Mercury enables Ryman to benefit from the renewable electricity generated by the Ryman Healthcare Solar Farm, Te Papa Reireia. This fixes the price of renewable electricity, providing cost certainty and reducing exposure to future energy price volatility • Replacing diesel utility vehicles with electric alternatives, such as golf carts, where suitable across villages
		Disorderly	○	●	●		
		Hot House	○	●	●		
Policy and regulatory change Pace of change from regulation (financial and building), and needs impacting ability to create well-designed and well-built villages	All business operations	Net Zero	●	●	●	• Villages are unfit for purpose or need significant renovation early in their life due to the rapid pace of change in regulation and consumer needs during development timeframes • Costs of compliance • Increased expenditure required to develop new villages that are more resilient to physical risks resulting from climate change.	• Invested in an embodied carbon tool to inform low-emissions design and material choices • Monitoring regulatory developments and evolving consumer expectations to future-proof village design and delivery.
		Disorderly	●	●	●		
		Hot House	○	●	●		

Key ● High ● Medium ○ Low

Description	Business activities and assets that are vulnerable	Scenario	Time horizon and impact: Short	Medium	Long	Potential future impacts	Mitigations and actions
Cost of materials Availability and cost of construction materials, including innovative, low-carbon materials	Future village pipeline	Net Zero	●	●	●	• Reduced profitability due to green building materials (used mandatorily or voluntarily) becoming unavailable or unaffordable.	• This risk primarily relates to future new village developments. As this is currently paused, we will reassess associated costs in alignment with a disciplined approach to growth.
		Disorderly	●	●	●		
		Hot House	●	●	●		
Opportunities							
Brand Climate action strengthens brand and social license to operate	All business operations	Net Zero	●	●	●	• Increase demand for our villages which are seen as climate-resilient, which could benefit future sales of occupation right agreements.	• Investment in an embodied carbon tool • Providing upskilling opportunities for the design team to build capability in sustainable design and construction • Monitoring regulatory developments and evolving consumer expectations to future-proof village design and delivery. • Installing EV charging stations as standard in all new village developments.
		Disorderly	●	●	●		
		Hot House	●	●	●		
Proactive climate initiatives Climate risk identification and management can drive improved commercial outcomes	All business operations	Net Zero	●	●	●	• Investing early in innovation and technology such as renewable energy sources can reduce ongoing energy costs • Investing in climate resilient villages helps reduce long-term operational and insurance costs • Improved investor confidence.	• Set science-based targets to reduce Scope 1 and 2 emissions by 42% by 2030 • Entered in to agreements with Mercury and Harbour Infrastructure • Entered into a GreenPower agreement to support low-emissions electricity in our Australian operations.
		Disorderly	●	●	●		
		Hot House	●	●	●		

Key ● High ● Medium ○ Low

Capital deployment and funding processes to address identified climate risks

Ryman continues to embed climate risks and opportunities into our capital deployment and funding processes. Physical climate risks such as storms, flooding and heat have the potential to create significant impacts on the business and our operations. For new developments, Ryman conducts a detailed feasibility analysis that includes projected cash flows from owning and operating the village over a 30-year period.

For existing villages, Ryman undertakes an annual business planning and budgeting process to allocate funding for projects, including the replacement, repair, or upgrade of existing assets and infrastructure. In response to both climate risks and to drive energy efficiency, during FY25 Ryman began replacing end of life gas boilers with hot water heat pumps at selected villages and upgrading HVAC systems where required to improve energy performance. A major focus has also been lighting upgrades, with more than 25 villages transitioning to LED systems. Hot water system replacements and flow rebalancing have been implemented to support water efficiency, while insulation and double-glazing improvements are being prioritised across older villages.

An important consideration is the potential for increased capital and operational costs associated with climate risk mitigation and adaptation measures. These additional costs may need to be factored into future pricing decisions, and this will be an important element of ongoing business planning and financial assessments.

Transition plan

As outlined in the strategy section, Ryman is navigating a significant period of change to improve our financial performance.

As we transform our business, we are building the foundations of a climate transition plan, rather than delivering a comprehensive strategy. This will enable us to take practical, prioritised steps to build resilience across our existing portfolio, and ensure that the foundations are in place for climate resilient future developments.

The New Zealand Government's Sapere report[1] into aged care funding has identified that the sector is underfunded and a substantial increase in the regulated care price is required. The ability of aged care providers, including Ryman, to invest in the climate resilience of existing aged care infrastructure is constrained until this is addressed. A review of the funding model is currently underway.

In FY26, we will focus on strengthening the resilience and adaptability of our existing villages. Work is already underway to develop a long-term asset management plan that will guide climate-related investments where they are most needed. Building on earlier physical climate risk assessments, our attention is now shifting toward evaluating whether current assets remain fit for purpose. Key priorities include enhancing energy efficiency – especially in older buildings – and ensuring that infrastructure continues to support resident wellbeing amid evolving climate conditions.

While new village development is not an immediate priority, climate-related risks and long-term resilience are being factored into future village planning. This includes considering how assets will perform over their lifespan, how resident needs may evolve, and what infrastructure standards will be required to operate effectively in a changing climate. These considerations align with Ryman's business transformation programme and support a more sustainable and financially disciplined approach to development.

Progress toward our science-based target to reduce Scope 1 and 2 emissions will continue. Village vehicles are transitioning to hybrid models, though electrifying village vans remains a challenge due to the limited availability of suitable electric vehicles.

Phasing out end-of-life gas boilers and improving energy efficiency, particularly in older assets, will continue to be a priority.

From FY26, Ryman will begin reporting on Scope 3 emissions, supported by the design and implementation of a Scope 3 methodology. While waste from refurbishments and village operations is already measured, the focus this year will be on using that data to identify opportunities to reduce waste volumes and associated emissions, particularly through improved resource efficiency and operational practices.

[1] tewhatuora.govt.nz/assets/For-the-health-sector/Specific-life-stage/Health-of-older-people/FINAL_A-review-of-aged-care-funding-and-service-models_strategic-assessment.pdf

Risk management

Ryman's processes for identifying, assessing and managing climate-related risks and how this is integrated into our risk management processes.

Embedding climate into our Group Risk Management Framework

Recognising the importance of navigating our changing environment, our aim is to fortify our operations against potential disruptions while capitalising on sustainable growth opportunities.

Our climate risk assessments, including the process of identifying specific risks and opportunities posed by climate change and/or the transition to a low-carbon economy, are integrated into Ryman's overall Group Risk Management Framework (GRMF).

The GRMF is based on the principles of ISO 31000:2018 risk management guidelines and is designed to identify and effectively manage risks that could impact our ability to achieve business objectives. It provides a structured approach to assessing and managing the level of risk we are prepared to accept in pursuit of these objectives. The framework ensures alignment and consistency across risk identification, assessment, management, monitoring and reporting activities. It is also aligned with the New Zealand Institute of Directors' approach, supporting a more robust understanding and measurement of risk through both qualitative and quantitative methods. Further details on our risk management is available on page 139 of the Annual Report.

The GRMF outlines 11 material risk categories, enabling Ryman to prioritise and focus on those risks with the greatest potential impact to our business. Climate-related risk is one of these categories and encompasses both physical and transition risks. All material risks, including climate-related risks, are managed in accordance with Ryman's risk appetite framework. Risks identified as outside of appetite are escalated and prioritised for action.

The Key Performance Indicators (KPIs) relating to climate-risk levels are:

1. Achieving our science-based emissions reduction target within scopes 1 and 2
2. Delivering on scope 3 emissions supplier engagement project
3. Monitoring and maintaining assessed physical climate risk levels to within tolerance.

Updating our climate-related scenario analysis over time

Ryman continues to use the climate scenarios as detailed in its FY24 Climate-Related Disclosures.

Since our initial scenario analysis was conducted before the release of updated construction and healthcare sector analyses in late 2023 and 2024, we will incorporate these insights as part of our upcoming strategy review to ensure alignment with the latest sector guidance.

Ryman has several dedicated internal risk management forums where climate-related risks, issues and opportunities are discussed. This approach supports greater understanding, identification and assessment of climate-related risks and their potential impact across the enterprise. We have not yet assessed climate-related risks in detail across our supply chain.

Robot mowers making a quiet difference

We introduced electric robot mowers in several of our villages across New Zealand as part of our wider efforts to reduce emissions and improve operational efficiency. These battery-powered mowers are a quieter, low-emissions alternative to traditional petrol and ride-on equipment, helping to cut down fuel use, noise, and maintenance-related emissions.

Beyond emissions reductions, the mowers deliver additional environmental and operational benefits. They self-mulch, returning finely cut grass to the soil. This improves lawn health and eliminates the need to collect and transport grass clippings for offsite disposal, reducing green waste volumes and associated transport emissions.

And they haven't gone unnoticed. Residents have taken a real shine to the new additions, with several villages running naming competitions to welcome them to the team. Favourites so far include David Mowie and The Lawn Ranger.

Image: Electric robot mower keeping the lawns tidy at Miriam Corban Village.

Metrics and targets

Ryman's GHG emissions and metrics and targets related to our climate-related risks and opportunities.

Patrick Hogan Village gardener, Mark.

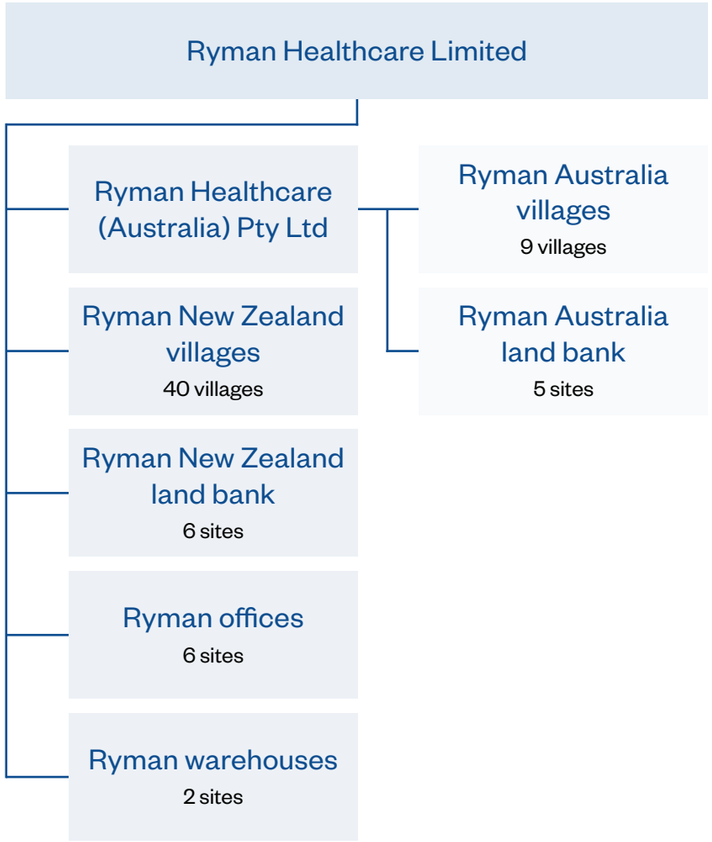
GHG emissions standards, boundary and consolidation approach (subject to assurance)

Ryman's emissions are calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Ryman applies the operational control consolidation approach, allowing us to focus on emissions we can influence directly and manage through operational decision-making.

Our organisational boundary includes all sites operated by Ryman in New Zealand and Australia. This covers corporate offices, villages, warehouses, and land bank sites, including villages under construction and those in development. Ryman's Independent Living Units (ILUs) are outside of our operational boundary[1].

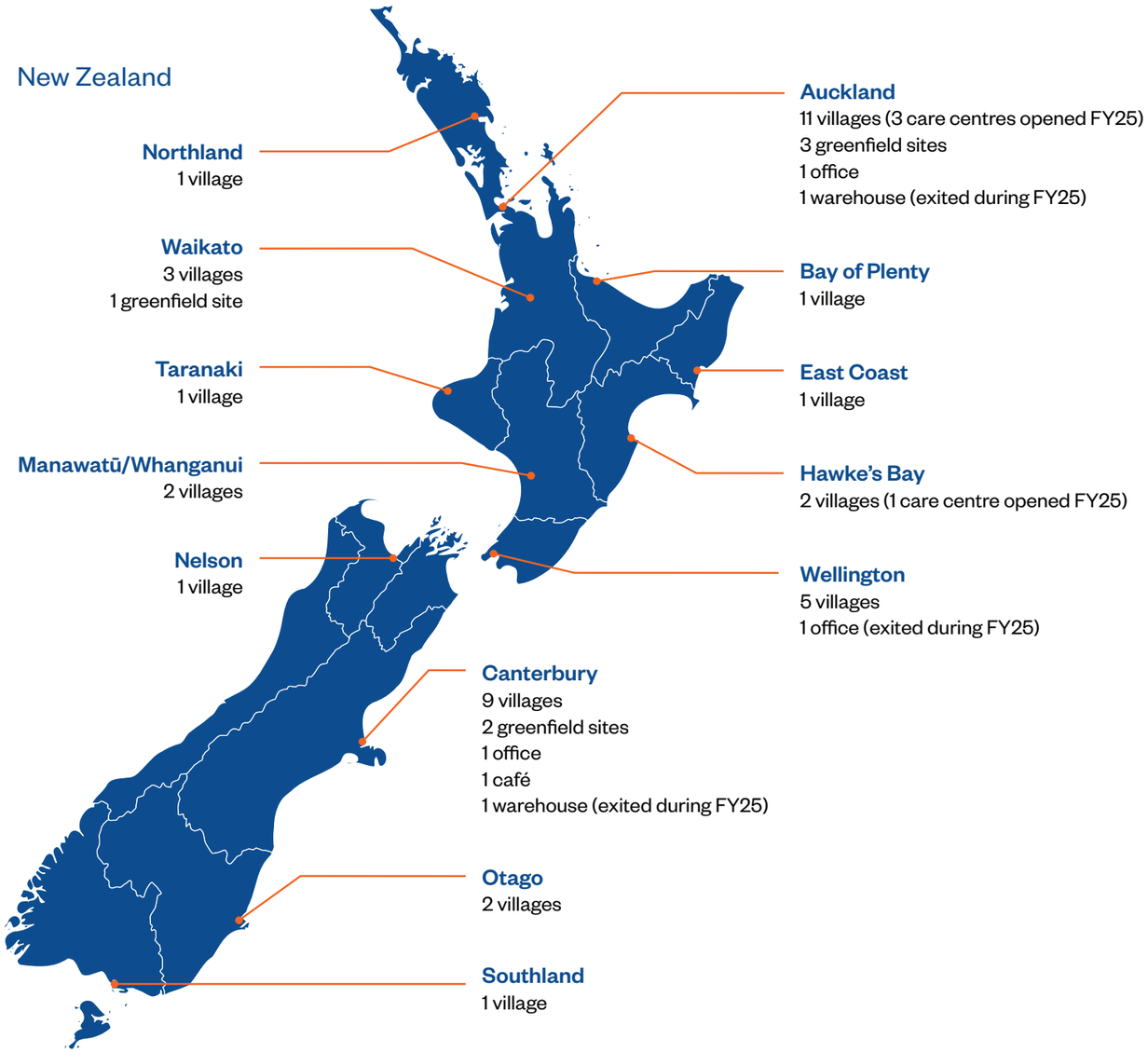
A diagram of our organisational structure and a map of included sites are provided in Figures 2 and 3.

Figure 2. Organisational structure of our FY25 emissions inventory



[1] While ILUs are not leased in the conventional sense, they are governed by occupation right agreements (ORAs), which grant residents the right to occupy a unit. Residents are generally responsible for arranging and paying for their own utilities and would be included in Scope 3 under Category 13 - Downstream leased assets, in line with GHG Protocol guidance. While these emissions fall within Scope 3, they are not currently reported as part of Ryman's inventory as we have not yet undertaken a full Scope 3 assessment and we continue to rely on adoption provision 4 of NZCS. Emissions associated with waste services for ILUs are, however, included under Scope 3, Category 5 – Waste generated in operations. This is because waste management is a service procured by Ryman on behalf of residents and is covered within the weekly management fee charged to independent residents. Emissions associated with waste from independent townhouses, where waste is collected through local council services procured by Ryman, are not currently included due to lack of necessary data and sufficiently reliable or accurate estimates are unable to be made. Wastewater emissions from all independent residents are also excluded for the same reason. In both cases, Ryman has applied Adoption Provision 4 of the Aotearoa New Zealand Climate Standards.

Figure 3. A map of all sites included in our inventory



In the spirit of reconciliation, Ryman Healthcare acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Methodology

For FY25 we applied emissions factors and 100-year global warming potentials (GWPs) including the following key sources:

- New Zealand Ministry for the Environment. Measuring emissions: A guide for organisations: 2025
- Australian Department of Climate Change, Energy, the Environment and Water. National Greenhouse Accounts Factors: 2024
- New Zealand Gazette, Notice of Approval of Unique Emissions Factors (2023).

Our data is sourced from supplier invoices, external reports, and internal reporting. Where complete data sets were unavailable, we applied assumptions to ensure completeness and consistency.

Full details of the emissions factors, methodologies, and assumptions used are provided in Appendix 3.

Scope of reporting:

- **Scope 1:** Direct emissions from natural gas, fertiliser use, petrol, diesel (stationary and mobile combustion), and refrigerant leakage at sites under Ryman's operational control
- **Scope 2:** Indirect emissions from purchased electricity across villages, offices, construction sites, and warehouses (location-based and market-based)
- **Scope 3:** Selected indirect emissions from operational waste (landfill and recycling), construction waste (landfill only), and business travel. Ryman has applied Adoption provision 4: Scope 3 GHG emissions to a subset of its Scope 3 emissions including wastewater and waste from its independent townhouses collected by council services and has not disclosed the following categories of emission marked as 'Not measured' in Table 6 and the sources of emissions as described in the limitations, estimations, and exclusions section below.

Table 6. Ryman's GHG emissions (tCO2e)

Scope	Base year (FY21) emissions (restated)	FY24 emissions (restated)	FY25 emissions[1]
Stationary combustion	3,330	3,181	3,320
Mobile combustion	843	937	805
Direct N_2O emissions from managed soils	11	6	7
Fugitive emissions from refrigeration leakage	368	539	631
Scope 1: Total	**4,552**[2,3]	**4,663**[4]	**4,763**
Indirect emissions from imported energy (market-based)	8,333	8,234	2,862
Indirect emissions from imported energy (location- based)	8,001	9,623	12,409
Scope 2: Total (market-based)	**8,333**[5]	**8,234**	**2,862**
Category 1 – Purchased goods and services			Not measured
Category 2 – Capital goods			Not measured
Category 3 – Fuel and energy-related activities			Not measured
Category 4 – Upstream transport and distribution			Not measured
Category 5 – Waste generated in operations	3,131	2,999	2,402
Category 6 – Business travel	469	1,418	648
Category 7 – Staff commuting			Not measured
Category 8 – Upstream leased assets			Not measured
Category 13 – Downstream leased assets			Not measured
Selected Scope 3: Total	**3,600**	**4,417**[6]	**3,050**
Total reported GHG emissions (market-based)	**16,485**	**17,314**	**10,675**
Total reported GHG emissions (location-based)	**16,153**	**18,703**	**20,222**

[1] Scope 1: Total, Scope 2 - emissions from imported energy (location-based), and Selected Scope 3: Total emissions for the year ended 31 March 2025 as disclosed in Table 6 have been included in the scope of PwC's limited assurance engagement. Other than as described as being subject to assurance, no other disclosure in this Climate-Related Disclosure report have been included in the assurance engagement and are not covered by the limited assurance report issued. Refer to page 31, in our limited assurance report.

[2] Ryman's original FY21 reported Scope 1 emissions were higher than the SBTi validated emissions by 33 tCO2e, due to a difference in emission factors applied to fuel between reported emissions and the SBTi validated inventory. These were subsequently restated. Refer to footnote 3.

[3] Scope 1 emissions for FY21 have been restated to include updated estimated refrigerant leakage. This resulted in an increase of 235 tCO2e, raising total Scope 1 emissions for FY21 from 4,317 tCO2e to 4,552 tCO2e. This adjustment ensures comparability with FY25.

[4] Scope 1 emissions for FY24 have been restated to include updated estimated refrigerant leakage. This resulted in an increase of 345 tCO2e, raising total Scope 1 emissions for FY24 from 4,318 tCO2e to 4,663 tCO2e. This adjustment ensures comparability with FY25.

[5] Scope 2 market-based emissions are Ryman's original FY21 reported emissions. These are lower than the SBTi validated emissions by 222 tCO2e, due to a difference in Australian emission factors between reported emissions and the SBTi validated target.

[6] FY24 Scope 3 waste emissions have been restated as the landfill emission factors used in the original calculation did not follow the intended methodology: where landfill-specific factors were available, they were used; in all other cases, the New Zealand average factor for landfills with gas recovery was applied. This increased reported Scope 3 waste emissions by 294 tCO2e, from 4,123 tCO2e to 4,417 tCO2e.

Table 7. Emissions intensity is calculated as total Scope 1 and 2 market-based GHG emissions (tCO2e) divided by Ryman Healthcare's total revenue (NZD million) for the reporting period.

	FY24 (restated)	FY25
Scopes 1 and 2 (market-based), tCO2e/$m revenue	18.69	10.02

GHG emissions (market-based) performance summary for FY25

In FY25, Ryman's total gross reported market-based emissions decreased by 38% compared to FY24. This reduction reflects the impact of renewable energy procurement, operational improvements, and lower development activity during the year.

This progress has occurred alongside continued organisational growth. Since setting our FY21 baseline, we have opened eight new villages – including four new main buildings in FY25 – expanding our footprint and the services we provide. Reducing absolute emissions in this context reflects the positive impact of targeted emissions reduction efforts and ongoing improvements to energy performance.

Updates to estimation methodologies and a more clearly defined organisational boundary have improved data accuracy and have been consistently applied to the restated FY21 and FY24 numbers. These changes did not contribute to the reported reduction.

Scope 1 emissions

- Mobile combustion emissions decreased from prior year due to a reduction in Ryman's operational vehicle fleet and a pause in construction activity, leading to lower diesel use at development sites
- Stationary combustion emissions increased marginally from FY24, reflecting the commissioning of gas heating systems at two newly opened aged care centres. While Ryman is committed to transitioning away from fossil fuels, these developments were designed and consented several years ago, prior to the adoption of our current sustainability targets. Future builds will aim to align more closely with our low-emissions objectives
- Fugitive emissions increased in FY25, from FY24 and our baseline, reflecting growth in our portfolio, particularly in our Australian villages, many of which use centralised air conditioning systems with higher refrigerant loads.

Scope 2 emissions (market-based)

- Overall market-based emissions declined from FY24 due to expanded renewable electricity procurement[1]
- In New Zealand, 91% of electricity consumption was matched with Renewable Energy Certificates (RECs), enabling zero market-based emissions for those sites under the GHG Protocol Scope 2 guidance
- In Australia, Ryman procurement of GreenPower through its energy retailer to Australian villages began in July and supported 67% of market-based emissions for those locations.

Scope 2 emissions (location-based)

- Overall location-based emissions increased in FY25 from FY24 and our baseline as expected with new village care centres opening during the year and excludes the renewable energy certificates and GreenPower purchases.

Scope 3 emissions

- Scope 3 emissions from construction waste declined from prior year, reflecting the slowdown and pause in new development activity
- Business travel emission also declined significantly year on year reflecting reduced discretionary travel across the business.

Ryman does not currently purchase carbon offsets and does not apply an internal carbon price as part of its emissions management approach.

[1] Renewable Energy Certificates (RECs) for New Zealand sites were tracked and retired via the BraveTrace registry. In Australia, Ryman procured GreenPower through its electricity retailer to match electricity use in village operations. Both BraveTrace-tracked RECs and GreenPower purchases supported zero market-based emissions for applicable sites in FY25, in accordance with the GHG Protocol Scope 2 Guidance. These instruments and associated data were not included within the scope of limited assurance over Ryman's FY25 GHG emissions inventory.

Limitations, estimations and exclusions (subject to assurance)

Ryman continues to refine our emissions reporting to enhance completeness and accuracy. In FY25, several emissions sources were either excluded or estimated using proxy methods due to data availability constraints.

Under Adoption Provision 4 of NZCS 2, the following Scope 3 sources were excluded from the FY25 inventory:

- **Wastewater emissions:** Due to limited availability of reliable site-level discharge data, wastewater emissions have been fully excluded from the FY25 inventory. A suitable estimation methodology has not yet been developed to support inclusion of this category
- **Waste emissions from independent townhouses collected by council services:** Excluded from Scope 3, as this waste is collected through council services and falls outside Ryman's contractor-managed systems which means we are unable to access activity data and sufficiently reliable or accurate estimates are unable to be made.

The following sources were included in the FY25 inventory using estimation methods due to data limitations. While uncertainty is higher, inclusion was considered appropriate based on materiality and available data:

- **Australian natural gas use:** For one village, proxy values were based on per-resident averages from comparable sites; for the other, an average of available data for that site was used due to incomplete records
- **Refrigerant leakage:** In both New Zealand and Australia, refrigerant asset-level charge and top-up data is not consistently available. Emissions were estimated using default leakage rates and HVAC equipment inventories
- **Waste emissions:** Assumptions regarding emissions from landfill waste carry uncertainty. This uncertainty arises from the use of assumed waste disposal sites in New Zealand and, in Australia, from the application of national average emission factors.

These limitations reflect current data constraints, not the expected level of future reporting. All categories have been flagged for review, with improvements in data capture and estimation planned for FY26.

Further detail on exclusions, assumptions, and data quality ratings is provided in the methodology and data quality appendix (see Appendix 3).

Restatement of prior period emissions

Ryman has restated our FY21 and FY24 emissions for the following methodological and disclosure issues identified during the FY25 inventory process:

- **Refrigerant emissions (Australia and New Zealand):** Leakage rates were revised, and emissions have been restated for FY21[1] and FY24 to ensure consistency with FY25
- **Waste disposal emissions (New Zealand):** Scope 3 emissions have been restated due to revised emission factors. In FY24, landfill-specific factors from the New Zealand Gazette were applied to sites without unique factors. In line with the methodology adopted in FY25, national default emission factors have now been applied retrospectively to landfills without unique emissions factors for FY24
- **Wastewater emissions:** Wastewater emissions were not reported in FY21 and FY24 when our Climate-Related Disclosures for FY24 indicated their inclusion. As outlined above, there is currently insufficient reliable data to accurately calculate these emissions. Wastewater emissions have been, and continue to be, excluded from the inventory of all periods reported. This restatement revises narrative only and does not result in changes of reported tCO2e emissions.

These revisions have resulted in an increase in reported FY24 and FY21 emissions and ensure consistency in the treatment of emission sources across reporting years.

[1] Explanations for restatements to the FY21 base year are subject to assurance.

Ryman Healthcare Solar Farm, Te Papa Reireia.

A 99kW solar panel system has been installed at our Bert Newton Village.

Metrics and targets

We remain committed to our science-based targets, aligned with a 1.5°C pathway and verified by the SBTi. In FY25, we achieved a reduction of 41% in Scope 1 and 2 (market-based) emissions relative to a 2021 baseline bringing us within reach of our 2030 target of a 42% absolute reduction.

Following significant organisational changes, most notably the pause in new village construction and shift to an outsourced model, we have reviewed the relevance of the climate metrics and targets in our FY24 Climate-Related disclosures. Those previously tied to our internal development pipeline are no longer appropriate and have been placed on hold. While our core science-based targets remain in place, we are not setting additional targets at this stage and are reassessing which indicators best support our updated business strategy and transition planning.

We have ongoing physical climate risk assessments across our owned and operated villages.

In parallel, supplier engagement will be a key area of focus for FY26 as we measure our full Scope 3 emissions and explore the feasibility of future reduction targets.

To support internal resourcing and focus on regulatory priorities, we have opted not to participate in the Carbon Disclosure Project (CDP) this year.

Table 8. Ryman's climate-related metrics and targets

Metrics	Targets	Base year	Performance against targets	Target supports
Scope 1 and Scope 2 (market-based) GHG emissions	**Short-term target:** Achieve an absolute emissions reduction of 42% for Scope 1 and 2 by 2030, as verified by the SBTi.	FY21	41% reduction	Operating costs Brand Proactive climate initiatives
Supplier engagement	**Short-term target:** Commitment that 75.5% of suppliers (by spend) – covering purchased goods and services, capital goods, and waste generated in operations – have science-based emissions reduction targets by 2028. **Long-term consideration:** Assess the feasibility of setting Scope 3 emissions reduction targets to align with broader decarbonization goals.	n/a	A formal supplier engagement programme is yet to be established. In FY25, Ryman appointed a new General Manager of Procurement. The Sustainability Manager will work alongside them to develop a coordinated supplier engagement approach – starting with financial sustainability and progressively expanding to cover climate and environmental considerations.	Proactive climate initiatives Cost of materials

Capital deployment

While Ryman has not yet established a dedicated budget specifically for climate-related risks and opportunities, investment is already occurring in areas aligned with our decarbonisation goals. Looking ahead, climate-related considerations will be more explicitly integrated into capital planning from FY26 as part of our long-term asset strategy. Anticipated areas of future investment include:

- **Electrification and energy upgrades:** Transitioning away from natural gas remains a key decarbonisation priority. However, implementation is complex due to legacy infrastructure and site-specific constraints. Feasibility assessments are underway to guide investment planning.
- **Renewable energy:** We are committed to increasing our use of renewable energy where possible. While we are fortunate to have an existing renewable electricity agreement in place, we acknowledge the ongoing challenges in the Australian renewable energy market, particularly in Victoria. Grid capacity constraints and infrastructure limitations present barriers to further procurement, and these factors will inform our future investment decisions and planning.

In FY26, Ryman will work towards a more structured approach to climate-aligned capital deployment, which will be implemented to support our science-based targets and long-term transition strategy.

Industry-based metrics

Ryman does not currently report formal industry-based climate metrics specific to aged care and retirement living. We will continue to assess the suitability of industry-based metrics as we continue to refine our sustainability strategy, roadmap, and targets.

Disclosure of climate risk and opportunity exposure

Details on the amount and percentage of Ryman's assets and business activities exposed to climate-related risks and opportunities can be found on pages 12–14. This includes the proportion of assets or activities vulnerable to transition risks, those exposed to physical risks, and the proportion aligned with climate-related opportunities.

Remuneration

Disclosure of climate-linked management remuneration is included in the Governance section on page 5.

Six years of climate-friendly composting at Evelyn Page Village

Ryman's Evelyn Page Retirement Village has reached two impressive milestones as part of its long-standing involvement in the City to Farm composting initiative, and it's a celebration of both environmental impact and community values.

First, the Ōrewa-based village is marking six years of partnership with the pilot programme, which sees food scraps collected from the village, fermented, and composted at a nearby farm in Waitoki, now transformed into a banana plantation. The project is run by Sustainable North Trust and has become a local model for circular economy in action.

The second milestone is just as exciting. The village has exceeded 100 tonnes of food scraps collected, which equates to 190 tonnes of CO_2 equivalent avoided.

Ryman is proud to be part of this initiative and to support residents who are passionate about reducing waste and protecting the environment. The village's ongoing commitment makes a meaningful difference, not only by keeping food out of landfill, but by turning it into something valuable for the community. Bananas grown on the farm are even being donated to a local kindergarten, bringing the journey full circle.

Image: Evelyn Page Village residents Graeme Howard (left) and Sue Hoy check out the new bananas growing at farmer Phil Grainger's plantation in nearby Waitoki.

Appendices

Appendix 1: New Zealand Climate Standards reference table

Our disclosure aligns to the Aotearoa New Zealand Climate Standards to ensure our statements and goals are transparent, reliable and meaningful to primary users.

Table 9. Aotearoa New Zealand Climate Standards

NZCS 1 disclosure requirement	Provision	Page number
Governance		
To enable primary users to understand both the role an entity's governance body plays in overseeing climate-related risks and opportunities, and the role management plays in assessing and managing those climate-related risks and opportunities.	The identity of the governance body responsible for oversight of climate-related risks and opportunities.	3
	A description of the governance body's oversight of climate-related risks and opportunities.	3
	A description of management's role in assessing and managing climate-related risks and opportunities.	4–5
Strategy		
To enable primary users to understand how climate change is currently impacting an entity and how it may do so in the future. This includes the scenario analysis an entity has undertaken, the climate-related risks and opportunities an entity has identified, the anticipated impacts and financial impacts of these, and how an entity will position itself as the global and domestic economy transitions towards a low-emissions, climate resilient future.	A description of its current climate-related impacts.	8
	A description of the scenario analysis it has undertaken.	8–10
	A description of the climate-related risks and opportunities it has identified over the short, medium, and long term.	12–14
	A description of the anticipated impacts of climate-related risks and opportunities.	Ryman has elected to use Adoption provision 2.
	A description of how it will position itself as the global and domestic economy transitions towards a low emission, climate resilient future state.	15
Risk management		
To enable primary users to understand how an entity's climate-related risks are identified, assessed, and managed and how those processes are integrated into existing risk management processes.	A description of its processes for identifying, assessing and managing climate-related risks.	17
	A description of how its processes for identifying, assessing, and managing climate-related risks are integrated into its overall risk management processes.	17
Metrics and targets		
To enable primary users to understand how an entity measures and manages its climate-related risks and opportunities. Metrics and targets also provide a basis upon which primary users can compare entities within a sector or industry.	The metrics that are relevant to all entities regardless of industry and business model.	21–25
	Industry-based metrics relevant to its industry or business model used to measure and manage climate-related risks and opportunities.	25
	Any other key performance indicators used to measure and manage climate-related risks and opportunities.	24
	The targets used to manage climate-related risks and opportunities, and performance against those targets.	24

NZCS 3 disclosure requirement	
Scenario analysis used including methodologies and underlying assumptions.	8–10
GHG emissions calculation or estimate methodologies, assumptions, limitations and rationale for methods. Includes estimation methods, emissions factors, and boundaries applied.	19–23 Appendix 3
Uncertainties relevant to quantification of GHG emissions and effects of these uncertainties. Known limitations and use of estimations.	23 Appendix 3
Explanation for any base year GHG emissions restatement.	23

Appendix 2: Emission factors and GWP rates (subject to assurance)

The table below lists all emission factors and associated GWP rates applied in Ryman's FY25 emissions inventory. All emissions are reported in line with the GHG Protocol Corporate Standard, using IPCC AR5 100-year GWP to ensure consistency and comparability across all categories. Emission factors have been sourced from reputable national and international authorities, as detailed below. Other than where described below, this information forms part of the additional required disclosures subject to limited assurance by PwC, refer to assurance report on page 31.

Subsequent to reporting date 31 March 2025, the Ministry for the Environment released the Measuring Emissions: A Guide for Organisations: 2025 and has applied these factors to Ryman's FY25 emissions inventory.

Table 10. Emission factors

Emission factor source	Emissions source/category	Unit	GWP (100-year)
Australian Department of Climate Change, Energy, the Environment and Water. *National Greenhouse Accounts Factors* (2024)	Mobile combustion (petrol and diesel)	Litre (L)	IPCC AR5
	Stationary combustion (diesel and natural gas)	Litre (L), MJ, kWh	IPCC AR5
	Electricity (location-based)	kWh	IPCC AR5
	Electricity (market-based) (not subject to assurance)	kWh	IPCC AR5
	Waste	Tonne (t)	IPCC AR5
	Refrigerant leakage	kg	IPCC AR5
BraveTrace Residual Supply Mix (not subject to assurance)	Electricity (market-based)	kWh	IPCC AR5
UK Department for Energy Security and Net Zero. *Greenhouse Gas Reporting Conversion Factors* (2024)	Waste – recycling	Tonne (t)	IPCC AR5
New Zealand *Ministry for the Environment. Measuring Emissions: A Guide for Organisations:* 2025	Gas (stationary combustion)	kWh	IPCC AR5
	Mobile combustion (petrol and diesel)	Litre (L)	IPCC AR5
	Stationary combustion (diesel)	Litre (L)	IPCC AR5
	Fertiliser	Kg N	IPCC AR5
	Electricity (location-based)	kWh	IPCC AR5
	Business travel	Passenger-km (pkm)	IPCC AR5
	Accommodation	Visitor night	IPCC AR5
	Car hire/mileage	km	IPCC AR5
	Taxi	$ (NZD)	IPCC AR5
	Waste	Tonne (t)	IPCC AR5
	Refrigerant leakage	kg	IPCC AR5
New Zealand Gazette. Notice of Approval of Unique Emissions Factors: 2023, 2024 and 2025	Waste (unique emissions factors)	Tonne (t)	IPCC AR5
Toitū Envirocare	Waste – medical waste	Tonne (t)	IPCC AR5

Appendix 3: Methodology and data quality (subject to assurance)

This appendix outlines the methodologies, data sources, and quality assessments applied across Ryman's FY25 GHG emissions inventory. Each emissions category is assessed for data reliability, estimation assumptions, and identified uncertainties, using a defined data quality and uncertainty scale to support transparency and continuous improvement.

Calculation methods

Ryman applies a range of calculation methods depending on the type and availability of data. The selected approach aligns with the GHG Protocol Corporate Standard and prioritises the use of actual activity data where possible. The following methods were used in FY25:

Scope 1 and Scope 2 emissions

Activity-based method

- Fuel use (petrol and diesel) in generators and vehicles is based on supplier invoices and portal data
- Natural gas consumption is calculated from gas supplier invoices and estimated where not available
- Fertiliser application (kg nitrogen) is based on supplier records for selected villages, applied to all villages
- Electricity use is calculated from kWh figures on supplier invoices across both NZ and Australian sites.

Hybrid method

- Hybrid calculation method was applied using estimated installed Asset level charge and default annual leakage rate
- Charge values were based on supplier records and system specifications for selected villages, applied to all villages
- No actual leakage or top-up data is currently tracked.

Scope 3 emissions

A mix of methods was applied depending on data type:

Distance-based method

- Air travel, using supplier booking data for flight distance and class. A radiative forcing factor of 1.9 is applied
- Car rental, based on distance travelled or fuel use from rental records
- Mileage claims, based on staff-submitted records through Ryman's internal expense system
- Accommodation, based on number of nights stayed from supplier invoices.

Supplier-specific and waste-type specific method

- Waste emissions were calculated based on the weight (in tonnes) of each waste stream and treatment method as reported by our waste service providers.

Spend-based method

- Taxi and rideshare travel, where distance or mileage data is unavailable, using total spend data from expense claims and supplier portals.

Methodological changes in FY25

Two methodological refinements were introduced in FY25 to improve the accuracy, completeness and consistency of reported emissions. These changes have been applied retrospectively to FY24 and FY21 figures where relevant to ensure comparability across reporting years.

- **Refrigerant leakage:** Leakage rates were updated from a uniform 1% for R410A to differentiated rates of 4% for VRV systems and 3% for smaller or unknown systems, based on IPCC (2006), MfE (2024), and Efficiency Maine (2022)
- **Waste disposal:** In New Zealand, it is assumed that waste is disposed of at the nearest landfill to each Ryman location. Where valid landfill-specific emission factors were available, these were applied. In all other cases, the national average factor for landfills with gas recovery was used. In Australia, a national average emission factor was applied due to the absence of site-specific data.

Limitations, estimations and exclusions

GHG emission quantification is inherently uncertain due to the necessity to estimate and apply judgements, and because of incomplete scientific knowledge used to determine emission factors and the values needed to combine emissions of different gases.

Further detail on categories with higher uncertainty or data limitations is provided in Table 11. These categories were assessed based on data availability, estimation uncertainty, and alignment with Ryman's 5% per-scope materiality threshold. All other reported sources not included in these tables are either; material and based on high-quality data with low estimation uncertainty, or considered immaterial, based on the combined materiality and uncertainty assessment.

Data quality scale

- **High:** Based on complete, site-specific actual data (e.g. invoices or meter readings) used; minimal assumptions
- **Medium:** Based on partial actual data; some estimation or proxy data
- **Low:** Mostly estimated or modelled data.

Uncertainty scale

- **Low:** Strong confidence in data reliability and accuracy, with a clear understanding of any limitations
- **Medium:** Reasonable confidence in data reliability, with some acknowledged limitations
- **High:** Limited confidence in data reliability, with notable uncertainties that may affect interpretation.

Table 11: Categories with Estimation and Data Limitations

GHG scope/category	Data source	Data quality	Uncertainty	Notes
Scope 1: Natural Gas (Australia)	Supplier invoices, metered data, estimates	High (NZ), Medium (AU)	Low (NZ), Medium (AU)	For two Australian villages, complete data was unavailable. Proxy methods were applied using either the average of available data for that village or proxy values were applied based on per-resident averages from comparable sites.
Scope 1: Refrigerant	Systems capacity and default annual leakage rate	Low (NZ), Low (AU)	High (NZ), High(AU)	In New Zealand, total refrigerant charge data was provided by a third-party contractor but was not linked to specific assets. In Australia, charge data was generally available at the asset level, though some was based on prior-year records. In both countries, no actual leakage or top-up data was available, and emissions were calculated using default leakage rates. As a result, data quality is rated low due to reliance on broad estimation assumptions and limited asset-specific traceability in New Zealand. In New Zealand, a leakage rate of 3% was applied to non-ducted and ducted split commercial air conditioning systems, and 8% to chillers and refrigeration/freezer units. In Australia, a 4% leakage rate was used for VRV systems, and 3% for smaller or unspecified systems. These rates were derived from IPCC (2006), MfE (2024), and Efficiency Maine (2022).
Scope 3: Assumptions on landfills waste	Supplier reports	Medium	Medium	For NZ, it is assumed that waste is sent to landfills closest to Ryman locations. Where landfill-specific emission factors were available, those were used. In all other cases, the NZ average emission factor for landfills with gas recovery was used. For Australia, a national average factor was used.

Appendix 4 – Assurance report on GHG emissions

Independent Assurance Report

To the Directors of Ryman Healthcare Limited

Limited Assurance Report on Ryman Healthcare Limited's Greenhouse Gas (GHG) Disclosures

Our conclusion

We have undertaken a limited assurance engagement on the gross GHG emissions, additional required disclosures of gross GHG emissions, and gross GHG emissions methods, assumptions and estimation uncertainty (the GHG Disclosures), as outlined within the *Scope of our Limited Assurance Engagement* section below, included in the Climate-Related Disclosures report (the Climate Disclosures report) of Ryman Healthcare Limited (the Company) and its subsidiaries (the Group) for the year ended 31 March 2025.

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the GHG Disclosures are not fairly presented and are not prepared, in all material respects, in accordance with the Aotearoa New Zealand Climate Standards (NZ CSs) issued by the External Reporting Board (XRB), as explained on page 1 of the Climate Disclosures report.

Scope of our limited assurance engagement

We have undertaken a limited assurance engagement over the following GHG Disclosures on pages 19, 21, 23 and 28-30 of the Climate Disclosures report for the year ended 31 March 2025:

- gross GHG emissions:
  - Scope 1: Total of 4,763 tCO2e on page 21;
  - Scope 2: Indirect emissions from imported energy (location-based) of 12,409 tCO2e on page 21; and
  - Selected Scope 3: Total of 3,050 tCO2e on page 21, comprising:
    - Category 5 - Waste generated in operations; and
    - Category 6 - Business travel;
- additional required disclosures of gross GHG emissions on pages 19, 23 and 28; and
- gross GHG emissions methods, assumptions and estimation uncertainty on pages 21, 23 and 29-30.

Our assurance engagement does not extend to any other information included, or referred to, in the Climate Disclosures report on pages 1-18 and 20-28. The comparative information for the years ended 31 March 2021 and 31 March 2024 disclosed in the Group's Climate Disclosures report are not covered by the assurance conclusion expressed in this report. We have not performed any procedures with respect to the excluded information and, therefore, no conclusion is expressed on it.

Key Matters to the GHG assurance engagement

In this section we present those matters that, in our professional judgement, were most significant in undertaking the assurance engagement over the GHG Disclosures. These matters were addressed in the context of our assurance engagement, and in forming our conclusion. We did not reach a separate assurance conclusion on each individual key matter.

PricewaterhouseCoopers, PwC Tower, 15 Customs Street West, Private Bag 92162, Auckland 1142, New Zealand
T: +64 9 355 8000, www.pwc.co.nz

Description of key matter	How our assurance engagement addressed the key matter
Recognition of Waste Emissions from Independent Living Units and Exclusion of Wastewater Emissions Ryman used more than one provider for waste collections across its independent living units, resulting in varied data quality for emissions measurement. Consequently, differing recognition principles have been applied to emissions from waste. As described in footnote 1 on page 19, emissions associated with waste services from certain independent living units that were separately procured have been recognised in Scope 3 - Category 5, however waste emissions from independent townhouses collected by council services and wastewater emissions have been excluded from reported Scope 3, as a sufficiently reliable estimate of the proportion of cost or activity relevant to waste could not be made. Refer to note, “Limitations, estimations and exclusions (subject to assurance)” on page 23 for more information. Ryman elected to utilise adoption provision 4 for the waste emissions from independent townhouses and all wastewater emissions, excluding these from the reported Scope 3 emissions and permitting management additional time to gather the necessary data for future reporting periods. The recognition of waste emissions and the exclusion of wastewater emissions across similar living unit types is considered a key matter, due to the judgement required in determining the appropriate treatment of material sources of emissions based on varying data availability.	In considering the treatment of waste and wastewater emissions, we: ● enquired of management to understand the recognition policies and procedures for waste and wastewater, including their rationale for election of adoption provision 4; ● discussed, with management, the rationale for exclusion of some, but not all, of these emissions from the reported Scope 3 amounts; ● read management’s Operational Boundary Assessment and the treatment of waste management services; ● inspected invoices to understand the data availability from different service providers; ● considered the GHG Protocol requirements for measurement of Scope 3 emissions and whether, subject to Ryman taking the available adoption provision 4, they required inclusion of these emissions in the reported amounts; and ● considered the disclosure made by Ryman in relation to exclusion of certain waste and wastewater emissions from the reported Scope 3 amounts and the rationale for this exclusion.

Other matter - comparative information
The comparative GHG Disclosures (that is, GHG Disclosures for the years ended 31 March 2021 and 31 March 2024) have not been subject to assurance. As such, these disclosures are not covered by our assurance conclusion.

Directors' responsibilities
The Directors of the Company are responsible on behalf of the Company for the preparation and fair presentation of the GHG Disclosures in accordance with NZ CSs. This responsibility includes the design, implementation and maintenance of internal controls relevant to the preparation of GHG Disclosures that are free from material misstatement whether due to fraud or error.

Inherent Uncertainty in preparing GHG Disclosures
As discussed on page 30 of the Climate Disclosures report, the GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our independence and quality management
This assurance engagement was undertaken in accordance with New Zealand Standard on Assurance Engagements 1 *Assurance Engagements over Greenhouse Gas Emissions Disclosures*, issued by the External Reporting Board (XRB) (NZ SAE 1). NZ SAE 1 is founded on the fundamental principles of independence, integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

We have also complied with the following professional and ethical standards and accreditation body requirements:

- Professional and Ethical Standard 1: International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand);
- Professional and Ethical Standard 3: Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements; and
- Professional and Ethical Standard 4: Engagement Quality Reviews.

In our capacity as auditor and assurance practitioner, our firm provides other assurance services. Our firm also carries out other services relating to the provision of whistleblower services to the Group. In addition, certain partners and employees of our firm may deal with the Group on normal terms within the ordinary course of trading activities of the business. The firm has no other relationship with, or interests in, the Group.

Assurance practitioner's responsibilities
Our responsibility is to express a conclusion on the GHG Disclosures based on the procedures we have performed and the evidence we have obtained. NZ SAE 1 requires us to plan and perform the engagement to obtain the intended level of assurance about whether anything has come to our attention that causes us to believe that the GHG Disclosures are not fairly presented and are not prepared, in all material respects, in accordance NZ CSs, whether due to fraud or error, and to report our conclusion to the Directors of the Company.

As we are engaged to form an independent conclusion on the GHG Disclosures prepared by management, we are not permitted to be involved in the preparation of the GHG information as doing so may compromise our independence.

Summary of work performed
Our limited assurance engagement was performed in accordance with NZ SAE 1, and ISAE (NZ) 3410 *Assurance Engagements on Greenhouse Gas Emissions*. This involves assessing the suitability in the circumstances of the Group's use of NZ CSs as the basis for the preparation of the GHG Disclosures, assessing the risks of material misstatement of the GHG Disclosures whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the GHG Disclosures.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgement and included enquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. In undertaking our limited assurance engagement on the GHG Disclosures, we:

- Obtained, through enquiries, an understanding of the Group's control environment, processes and information systems relevant to the preparation of the GHG Disclosures. We did not evaluate the design of particular control activities, or obtain evidence about their implementation;
- Evaluated the Group's organisational and operational boundaries to assess completeness of GHG sources;
- Evaluated whether the Group's methods for developing estimates are appropriate and had been consistently applied. Where we considered it to be appropriate, we tested, on a limited sample basis, the data on which the estimates are based;
- Undertook site visits at Group's head office and one of the Group's retirement villages to assess the completeness of the emissions sources;
- Tested a limited number of items to, or from, supporting records, as appropriate;
- Assessed all emission factor sources and reperformed a limited sample of emissions calculations for mathematical accuracy;
- Performed analytical procedures on particular emission categories by comparing the expected GHGs emitted to actual GHGs emitted and made enquiries of management to obtain explanations for any significant differences we identified; and
- Considered the presentation and disclosure of the GHG Disclosures.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement and does not enable us to obtain assurance that we would become aware of all significant matters that we otherwise might identify. Accordingly, we do not express a reasonable assurance opinion on these GHG Disclosures.

Inherent limitations
Because of the inherent limitations of an assurance engagement, together with the internal control structure, it is possible that fraud, error or non-compliance may occur and not be detected.

Who we report to
This report is made solely to the Company's Directors, as a body. Our work has been undertaken so that we might state those matters which we are required to state to them in our assurance report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's Directors, as a body, for our procedures, for this report, or for the conclusions we have formed.

The engagement partner on the engagement resulting in this independent assurance report is Victoria Ashplant.

For and on behalf of:

PricewaterhouseCoopers Auckland
18 June 2025

Our villages

New Zealand

WHANGĀREI

Jane Mander
Te Kamo

AUCKLAND

Bert Sutcliffe
Birkenhead

Bruce McLaren
Howick

Edmund Hillary
Remuera

Evelyn Page
Ōrewa

Grace Joel
St Heliers

Keith Park
Hobsonville

Logan Campbell
Greenlane

Miriam Corban
Henderson

Murray Halberg
Lynfield

Possum Bourne
Pukekohe

William Sanders
Devonport

HAMILTON

Hilda Ross
Hamilton East

Linda Jones
Flagstaff

CAMBRIDGE

Patrick Hogan
Cambridge

TAURANGA

Bob Owens
Bethlehem

GISBORNE

Kiri Te Kanawa
Lytton West

NEW PLYMOUTH

Jean Sandel
Whalers Gate

NAPIER

Princess Alexandra
Ahuriri

HAVELOCK NORTH

James Wattie
Havelock North

WHANGANUI

Jane Winstone
St Johns Hill

PALMERSTON NORTH

Julia Wallace
Milson

WAIKANAE

Charles Fleming
Waikanae

LOWER HUTT

Bob Scott
Petone

Shona McFarlane
Avalon

WELLINGTON

Malvina Major
Khandallah

Rita Angus
Kilbirnie

NELSON

Ernest Rutherford
Stoke

CHRISTCHURCH

Anthony Wilding
Halswell

Diana Isaac
Mairehau

Essie Summers
Beckenham

Kevin Hickman
Riccarton Park

Margaret Stoddart
Riccarton

Ngaio Marsh
Papanui

Northwood
Northwood

Woodcote
Hornby

RANGIORA

Charles Upham
Rangiora

DUNEDIN

Frances Hodgkins
St Clair

Yvette Williams
Roslyn

INVERCARGILL

Rowena Jackson
Waikiwi

Australia

MELBOURNE

Bert Newton
Highett

Essendon Terrace
Essendon

Hubert Opperman
Mulgrave

John Flynn
Burwood East

Nellie Melba
Wheelers Hill

Raelene Boyle
Aberfeldie

Weary Dunlop
Wheelers Hill

GEELONG AND BELLARINE PENINSULA

Charles Brownlow
Highton

Deborah Cheetham
Ocean Grove

Directory

REGISTERED OFFICE

Airport Business Park
92D Russley Road
Christchurch 8042

PO Box 771
Christchurch 8140
New Zealand

AUCKLAND OFFICE

Central Park
Building 8, Level 1
666 Great South Road
Ellerslie, Auckland 1051
New Zealand

MELBOURNE OFFICE

Level 5, 6 Riverside Quay
Southbank, VIC 3006

PO Box 54
Collins Street West
Melbourne, VIC 8007
Australia

For more information on any of Ryman Healthcare's retirement villages:

NEW ZEALAND

0800 588 222
rymanhealthcare.co.nz

AUSTRALIA

1800 922 988
rymanhealthcare.com.au