

Notice of grant of Share Rights under the Radius Care Long-Term Incentive Plan

This notice is given under NZX Listing Rule 3.13.1 and relates to the grant of share rights (**Share Rights**) which are convertible into fully paid ordinary shares of RAD should the vesting conditions attaching to the Share Rights be met under the Radius Care Long-Term Incentive Plan.

Section 1: Issuer information	
Name of issuer	Radius Residential Care Limited
NZX ticker code	RAD
Class of financial product	Share Rights, each representing an entitlement to acquire an ordinary share in RAD.
ISIN (If unknown, check on NZX website)	NZRADE0005S4
Currency	NZD
Section 2: Capital change details	
Number issued/acquired/redeemed	909,092
Nominal value (if any)	There is no nominal value for the Share Rights.
Issue/acquisition/redemption price per security	Share Rights are granted for nil consideration. Share Rights have a nil conversion price.
Nature of the payment (for example, cash or other consideration)	N/A
Amount paid up (if not in full)	N/A
Percentage of total class of Financial Products issued/acquired/redeemed/ (calculated on the number of Financial Products of the Class, excluding any Treasury Stock, in existence)	909,092 Share Rights representing approximately 0.3% of the ordinary shares of RAD on issue.
For an issue of Convertible Financial Products or Options, the principal terms of Conversion (for example the Conversion price and Conversion date and the ranking of the Financial Product in relation to other Classes of Financial Product) or the Option (for example, the exercise price and exercise date)	The holder's Share Rights will be divided into three parts or tranches being: • a number equal to 25% of the total (Tranche 1) • a number equal to 25% of the total (Tranche 2) • a number equal to 50% of the total (Tranche 3) The holder will be entitled to receive shares for their Share Rights only to the extent that those Share Rights vest. The conditions under which the holder's Share Rights may vest are set out below: a. Tranche 1 will vest if the weighted average price of ordinary shares on the NZX Main Board over the 10 NZX trading days ("10 Day

	VWAP”) before 31 July 2027 is equal to or greater than 44 cents. b. If Tranche 1 does not vest, the share rights in that tranche will be added to and form part of Tranche 2, and will be eligible to vest in accordance with (c) or (e) below. c. Tranche 2 will vest if the 10 Day VWAP as at 31 July 2028 is equal to or greater than 66 cents. d. If Tranche 2 does not vest, the share rights in that tranche will be added to and form part of Tranche 3, and will be eligible to vest in accordance with (e) below. e. Tranche 3 will vest if 10 Day VWAP as at 31 July 2029 is equal to or greater than 88 cents. In addition, if: • a “Change of Control Transaction” (that is a takeover, merger or the like) occurs which results in a person or group becoming the controller of a majority of the voting shares of Radius Care; and • the price or consideration per share paid in that Change of Control Transaction is equal to or greater than the share price specified in (a), (c) or (e) above in respect of a tranche which has not vested, then the share rights in that tranche will vest on completion of that Change of Control Transaction.
Reason for issue/acquisition/redemption and specific authority for issue/acquisition/redemption/ (the reason for change must be identified here)	Issue of Share Rights for executive retention and loyalty, and incentivising growth.
Total number of Financial Products of the Class after the issue/acquisition/redemption/Conversion (excluding Treasury Stock) and the total number of Financial Products of the Class held as Treasury Stock after the issue/acquisition/redemption.	12,272,736
In the case of an acquisition of shares, whether those shares are to be held as treasury stock	N/A.
Specific authority for the issue, acquisition, or redemption, including a reference to the rule pursuant to which the issue, acquisition, or redemption is made	Directors’ resolution dated 23 October 2025 approving issue under Listing Rule 4.6.1.
Terms or details of the issue, acquisition, or redemption (for example: restrictions, escrow arrangements)	See above. The Share Rights are not transferrable (unless the Board exercises its discretion)

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	and do not entitle the holder to receive dividends or other distributions or vote in respect of RAD ordinary shares. Any shares issued or transferred to a holder of the Share Rights shall be fully paid and shall rank equally in all respects with the shares on issue at the issue date.
Date of issue/acquisition/redemption	23/10/2025
Section 3: Authority for this announcement and contact person	
Name of person authorised to make this announcement	Rohan Cook
Contact person for this announcement	Rohan Cook
Contact phone number	021 193 4179
Contact email address	Rohan.Cook@radiuscare.co.nz
Date of release through MAP	24/10/2025