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It does not require any action from you.**

18 June 2021

Dear Shareholder

**Financial assistance to be provided to our staff to purchase shares**

We intend to provide financial assistance to our staff under the Company's share schemes – the leadership share scheme and the all-employee share scheme.

Both schemes have been designed to encourage and assist our staff to become shareholders. We believe it creates a greater sense of ownership in the company they work for, allows them to participate in the long-term success of the company and is in the best interests of all shareholders.

In accordance with section 79 of the Companies Act 1993 we disclose below, for the benefit of all shareholders, the proposal to provide financial assistance.

**Leadership share scheme**

Under the leadership share scheme the board has resolved to provide financial assistance, by way of interest-free loans, of up to \$18.5 million over the next year. The leadership share scheme has been offered since 2005 and has been offered to a wider group of managers and leaders from 2015.

The terms of the financial assistance are:

- The Company provides the employees with limited recourse loans on an interest-free basis to assist employees' participation in the scheme;
- The loans are applied to the purchase of shares on market, so the number of shares and the consideration for each share is determined by the market price at that time;
- Shares purchased under the scheme are held by two directors as custodians for three years, and the shares carry the same rights as all other ordinary shares but cannot be dealt with by the employees;
- Dividends received in respect of the shares purchased under the scheme are applied against the loan until the loan is repaid in full;
- Shares subject to this scheme vest to the employee three years from the date of purchase; and
- The loan is repayable in the event that the employee is no longer employed by the Company, or when the shares are sold.

This financial assistance will be provided to the following qualifying leaders to enable them to acquire the Company's shares on-market:

Odessa Abellana, Maria Achari, Sarah Affleck, Raya Aganon, Janine Aitken, Susie Alayne, Soniya Alex, Taylor Allison, Amy Amtman, Flor Anasarias, Nicky Anderson, Marc Archbold, Sharon Armstrong, Katrina Armstrong, Chris Ashton, Melanie Asuncion, Craig Atkinson, Debbie Austin, Murray Bain, Brian Bark, Michelle Barnard, Angela Barraclough, Shabin Basheer, Shalimar Bawayan, Shona Bayliss, Cristine Bayliss, Julie-ann Beattie, Susan Bekker, Matt Bell, Lina Benedetti, David Bennett, Richard Bennett, Barbara Bickerton, Paul Blackler, Meghan Blackwell-Hart, Joris Bolijn, Margot Boock, Heather Booth, Krister Borja, Vicky Boswell, Colm Boyle, Grace Boyle, Donna Bradford, Gorica Brasic, Lynne Bretherton, Victoria Brevoort, Isaac Bright, Stephanie Broadhurst, Matthew Brown, Jason Browne, Tom Brownrigg, Annie Bruce, Craig Buist, Sandra Burton, Kiely Buttell, Lucy Caldwell, Albie Calope, Roselle Camatis, Julie Camay, Chris Camm, Tracey Campen, Kate Carr, Tony Cassidy, Louise Caudwell, Cheyne Chalmers, Lynn Charlton, Teresa Churchill, Ricky Ciobanu, Jo Clare, Jill Clark, Jacqui Clarke, Fred Cleaver, Travis Cocks, Greg Conquest, Mark Cooper, Jan Corbett, Catherine Cordwell, Harry Coronel, Grant Costello, Jacquelyn Cottam, Gary Cox, Andrew Crerar, Julie Crofts, Sean Crosby, Maria Cuizon, Michael Cummings, Josephine Cunado, Arma Dacyon, Gabriel D'Alberto, Maya Daniel, Claire Daunivavana, Morag Davidson, Rick Davies, Trish De Jong, Matt de Jong, David de Veth, Lynda Dean, Rosemary Deane, Liz Dilger, Iain Doody, Libby Doran, Anan Du, Tracey Dunn, Taryn Eagle, Katrina Ede, Debbie Edwards, Aaron Edwards, Simon Emmett, Jane Escalera, Jannel Escueta, Aaron Essenberg, Leanne Fabish, Shane Fairbairn, Sara Fearnley, Kristine Fegi, Rebecca Fielding, Darrin Findlay, Natalie Finn, Bernadette Forsdyke, Judette Froilan-Algodon, Abigail Gacutan, Michelle Garland, Rachel Garrard, Peter Gertos, David Gibson, Andrew Gibson, Greg Giles, Becky Gillanders, Holly Gillett, Kathlen Gingoyon, Tim Goodwin, Renuka Gounder, Martin Greenfield, Jill Gregson, Kevin Grimwood, Pauline Groves, Anne Hall, Christine Hall, Liz Hampton, Diana Hanafin, Chantelle Hand, Leah Hand, Pamela Harliwich, Helen Hayes, Rosalind Hayhoe, Phil Haynes, Sue Healey, Samantha Hibbs, Roshni Hicks, Andrew Hilbert, Rebecca Hill, Jane Hockey, Penny Honey, Hayley House, Ross Howes, Jo Hunt, Nicole Hurford, Matt Hutchinson, Andrew Inch, Maria Inocencio, Merrin Jack, Dean Jackson, Riffat Jahan-Khan, Simon Jantke, Kay Jeffs, Sujana John, Asha John, Maureen Johnson, Brendan Joicey, Bree Jones, Teresa Jurkiewicz, Wendy Kappler, Satbir Kaur, Dashanpreet Kaur, Harmandeep Kaur, Navdeep Kaur, Randeep Kaur Parihar, Simran Kaur Sra, Arthur Keane, Jody Keating-Gorton, Paula Kennard, Debbie Kennedy, Greta Kennedy, Samira Khan, Eileen Kiely, David King, Samuel Kingsbury, Andrew Knewstubb, Debbie Komarkowski, Anabel Konigstorfer, Ruben Kumar, April Ladia, Marika Laflamme, Karen Lake, Rohini Lal, Rachel Lalor, Martin Lau, Rose Lawlor, Carolyn Lennox, Ronny Liew, Jo Lim, Rachel Lim, Janine Lipsys, Michelle Lord-Roper, Anna-lee Lyons, Kenny MacAskill, Carolyn MacDonell, Don MacKay, Rob Maier, Krishna Malcampo, Rishi Mangalat Kokkodan, Raissa Manicad, Andrea Manuel, Colleen McCann, Josie McCrone, Alena McCulloch, Tracey McCullough, Jasmine McIlraith, Patricia McKee, Raewyn McLachlan, Tracy McLeod, Rebecca McMillan, Kathleen McMillan, Philip Mealings, Karen Melo, Cynthia Mercado, Kirsten Merrett, Gail Miller, Sue Miller, Oakley Miller, Robert Miller, Tracey Moncur, Angeline Montanez, Enrique Montilla, Larry Montoya, Jeremy Moore, Brent Morfett, Kate Morgan, Janice Munro, Kayla Myles, David Nevin, April Nino, Karyn Nobilo, Joy Notman, Rose Noval, Roger Nuttall, Sue O'Brien, Jane O'Connell, Leanne O'Meara, Heidi O'Reilly, Martyn Osborn, James Otimi, Andrew Otto, Mark Owens, Jay Parag, Renjith Pariyath Raveendran Nair, Murray Parkes, Neville Parkinson, Lois Partridge, Judy Patterson, Jobi Paul, Adrianna Pavlekovic, Vicki Payne, Rebecca Payne, Michelle Perkins, Kris Perkins, Linda Pettigrew, Duncan Phillips, Girley Pingol, Stephen Pitcher, Glenys Popenhagen, Matt Poskitt, Jane Pow, Ashika Prasad, Madelyn Premacio, Rob Prior, Asharif Rahman, Remya Rajagopal, Margaret Rakai, David Ravenscroft, Maria Restrepo, Amy Richardson, Jodie Robb, Angelique Roberts, Tom Robinson, Jinky Romero, Samantha Rusden, Alastair Ryall, Frank Ryan, Alister Safaei, Anju Sajan, Jeannie Sales, Janice Salmons, Sunny Sandeep, Ellora Santos, Vivian Sayson, Cassie Scaife, Rebecca Schumacher, Fiona Scotland, Anna Scott, Glenn Scott, Karen Sears, Divya Sebastian, Jo Seed, Manpreet Sekhon, Dave Sevilleno, Hayley Sharp, Michelle Shaw, Trudy Shepard, Angie Sidhu, Banele Sigola, Angela Simpson, Adrienne Sincok, Karyn Small, Janine Snape, Aswathy Sreedas, Trudy Stark, Nicola Steel, Katrina Stevens, Mary-Anne Stone, Anne Streatfeild, Kavitha Sukumar, Paul Sutton, Greece Tade, Nathan Tahu, Sharon Tainui, Sheena Taki, Lormie Talape, Edrich Tandy, Jessie Tang, Roma Tarranza, Sesilia Tawake, Wendy Taylor, Diane Taylor, Raewyn Taylor, Lonita Tejano, Jenny Thiele, Jinu Thomas, Bradley Thomas, Dawny Thomas, Denise Thompson, Chrissy Thompson, Anna Thomson, Liz Thrush, Gavin Till, Adrienne Todd, Sarah Tomas, Myra Tonks, Wendy Tran, Wendy Turner, Pelenato Vaaga, Jenn Valavala, Elisel Valoria, Eric van Diggele, Riana van Niekerk, Shane Vargas, Vipitha Vasu, Mhohayl Venturanza, Michelle Vermeer, Richelle Villanueva, Eloise Viscarra, Sally Waldek, Julia Walker, Scott Wallace, Joanne Wang, Brian Ward, Sharyn Ward, Maria Warriner, Vicki Webb, Suzanne Wells, Hilary Westley, Sue Wickham, Stuart Williams, Sharon Wilton, Jenny Wood, Matt Wright, Mandy Wright, Dave Wu, Joy Yang, Chessie Yap, Celthea Yu, and Jason Zhao.

The Board has resolved that they consider the giving of this financial assistance is on terms and conditions that are fair and reasonable, and is of benefit, to shareholders not receiving the financial assistance.

### **All-employee share scheme**

To participate in the all-employee scheme, each staff member will contribute a minimum of \$500 (and up to a maximum amount of \$10,000) towards the on-market purchase of Ryman shares. To assist the staff member to purchase more shares, the Company will advance an interest-free loan equal to the employee's contribution towards the share purchase (the 'financial assistance').

For example, if a staff member contributes \$1,000 to purchase shares, then the Company will lend a further \$1,000. This means the staff member is able to purchase \$2,000 of shares in Ryman. The loan is repayable when the staff member leaves the Company. Shares purchased under the scheme are held in the employee's name and are not subject to any restrictions.

The total financial assistance provided by the Company for staff share purchases under the scheme will be up to \$1.5 million over the next year. The all-employee scheme has been offered since 2012.

This financial assistance will be provided to the following staff members to enable them to acquire the Company's shares on-market:

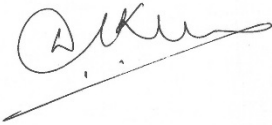
Rakentaai Abiteti, Christopher Ackerman, Jacqueline Adam, Androulla Adams, Sheryl Aguarilles, Janine Aitken, Susan Alayne, Shabnam Ali, Lolesia Anand, Arlet Anastasia, Kate Anderson, Michael Aninon, Leanne Anisy, Antonette Asuncion, Raquel Atendido, Myra Attwood, Ronalyn Avila, Charlotte Baker, David Baker, Liyana Bandara, Hannah Barlow, Miranda Barnes, Angela Barraclough, Shona Bayliss, Lina Benedetti, Karen Bensemman, Glaiza Bernardo, John Beuth, Paul Blackler, Robert Blair, Susanne Boehm, Deborah Bontuyan, Christian Borja, Kaycee Borja, Lana Anne Boynton, Thomas Bright, Amanda Brocklebank, Daniel Bromley, Matthew Brown, Louise Brown, Cory Bryan, Mylene Bugo, Avrill Burchell, Clare Burgess, Sandra Burton, Vilma Cahis, Albie Calope, Jenny Campbell, Tracey Campen, Joanne Cant, Cindy Cao, Romina Carangalan-Rosales, Ivy Carino, David Cartwright, Cherry Casama, Tony Cassidy, Deborah Chapman, Wei Chen, Clara Chiong, Jil Chua, Hui Kian Chua, Kaye Clyne, Ruwan Colombage, Sylvia Consadine, Jennifer Cooper, Kathleen Corcuera, Catherine Cordwell, Jacquelyn Cottam, Rose Coulson, Susan Coventry, Helen Cowie, Rowena Daan, Arma Dacyon, Donna Dael, Gabriel D'Alberto, Morag Davidson, Ladonna De Asis, David de Veth, Rosemary Deane, April Deraja, Liz DeVilliers, Christine Dhariwal, Chrishanthi Dias, Lynne Domigan, Lateesha Douglas, Mindy Duggan, Joanna Duncan, Kevin Durkin, Evelinda Elan, Sharyn Elliott, Kate Ensor, Merryl Espanol, Jean Farrell, Sara Fearnley, Jennifer Ferrier, Natalie Finn, Stephen Fitchett, Melissa Fluit, Abigail Gacutan, Elaine Galbraith, Ellen Ganzon, Kathryn Geopano, Andrew Gibson, Sally Giddens, Lara Giles, Lynda Goston, Manisha Gurung, Juvilyn Hallazgo, Kim Hammersley, Charles Han, Diana Hanafin, Bevan Harris, Jessica Hatfield, Liza Hendry, Chee Chang Ho, Jane Hockey, Penny Honey, Cindy Hou, Ross Howes, Samuel Hudson, Benita Hulme, Jo Hunt, Quang Huy Huynh, Maria Inocencio, Denice Jamieson, Kay Jeffs, Karen Jenkins, Bill Jin, Vanessa Jinayon, Jill Job, Ligy John, Anthea Johnson, Maureen Johnson, Peter Jonson, Ben Jordan, Elodie Jullien, Harpreet Kaur, Gurjeet Kaur, Jo-Anne Keating, Jody Keating-Gorton, Diana Keith, Karen Patricia Kelly, Azumi Kemmotsu-Watt, Pradip Khadka, Minjung Kim, Heesook Kim, Shobna Kumar, Kishore Kurian, April Ladia, Andrea Latoa, Bernadette Lerios, Emily Li, Ronny Liew, Emma Lim-Yip, Pauline Linton, Rebecca Little, Jianying Liu, Deepa Lohala, Katie Longden, Michelle Lord-Roper, Prudy Macdonald, Carolyn MacDonell, Neri Macolbacol, Robert Madden, Jen Magrath, Susan Mala, Jennilyn Maneja, Jacqueline Manzano Leadbetter, Monica Martir, Claudia May, Joanne McConchie, Pamela McCreedy, Tracey McCullough, Mitchell McCutcheon, Alice McDuff, Sanna McGavin, Helen McKinnel, Clare McKone, Tina McNally, Glenn McNickle, Cynthia Mercado, Kirsten Merrett, Vicki Mokalei, Linda Morey, Daniel Mulcahy, Ben Munro, Yvonne Na, Grace Nathan, Jessica Nathan, Steen Neal, Scott Newey, Alesgo Ngu, Mufida Nisha, Troy Noronha, Drew Oakley, Gail Oats, Paul O'Carroll, Siobhan O'Connor, Jacqueline O'Fee, Ricardo Onate, Bienvenido Padilla, Lila Patel, Dharaben Patel, Amitkumar Patel, Michael Payumo, Troy Pedder, Glynn Pagarro, Anna Pochron, Jane Pow, Ronita Prasad, Roslyn Prentice, Alicia Prima, Jasmine Rabbett, Shweta Raheja, Roshni Raja, Michaela Reyes, Melanie Reyes-Tagle, Debra Richardson, Suna Rijal, Jodie Robb, Margaret Roberts, Jennifer Roberts, Claudia Rueda De La Serna, Argielyn Sanchez, Alleli Santos, Natalie Saunders, Jejay Sen, Roseline Sharma, Roxanne Shaw, Da Futee Sherpa, Robert Shone, Angela Simpson, Leroy Sisnett, Courtney Skene, Karin Smits, Michael Spahn, Siman Sriyanti, Jennifer Stevenson, Angela Stewart, Jonathan Stewart, Glenys Stewart, Millie Stratta, Linda Street,

Samista Subedi, Leanne Sullivan, Yujie Sun, Ramon Supit, Paul Sutcliffe, Tanya Swart, Damaris Taueki, Athulya Thankappan, Samuel Thomlinson, Hollie Thomlinson, Gavin Till, Le Tri Duc, Lixiang Tso, Theresa Turner, Wilfreda Van Schouten, Colin Vose, Heather Wallace, Yan Wang, Brian Ward, Alana Watson, Abigail Webb, Karen Wellard, Dale Whearty, Megan Willis, Nicholas Wilson, Morne Wium, Louis Wolmarans, Seung-Nam Won, Jeremy Wood, Dan Xu, Jixian Yan, Amy Yin, Dongming Yuan, Renjin Zhang, Sophia Zhang, and Lewen Zhou.

The Board has resolved that they consider the giving of this financial assistance is on terms and conditions that are fair and reasonable, and is of benefit, to shareholders not receiving the financial assistance.

I am sure that you will join me in welcoming these staff members as shareholders.

Yours sincerely

A handwritten signature in black ink, appearing to read 'D Kerr', with a long horizontal line extending to the right.

Dr David Kerr  
Chair