



NEW ZEALAND'S EXCHANGE
TE PAEHOKO O AOTEAROA

Capital Change Notice

Section 1: Issuer information	
Name of issuer	Ryman Healthcare Limited
NZX ticker code	RYM
Class of financial product	Unquoted performance share rights (Share Rights)
ISIN (If unknown, check on NZX website)	NZRYME0001S4
Currency	NZD
Section 2: Capital change details	
Number issued	525,361
Nominal value (if any)	N/A
Issue price per security	Nil
Nature of the payment (for example, cash or other consideration)	No consideration is payable for the grant of the Share Rights
Amount paid up	N/A
Percentage of total class of Financial Products issued	100% of total Share Rights granted
The principal terms of Conversion	<p>Grant of Share Rights pursuant to Ryman's Long-Term Incentive Plan.</p> <p>The Long-Term Incentive Plan will grant eligible members performance rights that will, if hurdles are achieved, vest as Ryman shares.</p> <p>The vesting period for the first tranche of 32,592 Share Rights is 50% on 31 August 2025 and 50% on 31 August 2026. The performance period for the second tranche of 25,639 Share Rights is 13 November 2023 to 13 November 2026. Vesting of these Share Rights is conditional upon meeting targets in relation to relative total shareholder return and absolute total shareholder return. The performance period for the third tranche of 467,130 Share Rights is 1 July 2024 – 30 June 2027. Vesting of these Share Rights is conditional upon meeting targets in relation to relative total shareholder return and absolute total shareholder return. In each case, vesting is subject to the relevant holder remaining an employee of the Ryman Group at the relevant vesting date.</p>
Reason for issue and specific authority for issue	Grant of Share Rights pursuant to Ryman's Long-Term Incentive Plan, as authorised by the Board on 23 September 2024.
Total number of Financial Products of the Class after the issue (excluding Treasury	525,361 Share Rights

Stock) and the total number of Financial Products of the Class held as Treasury Stock after the issue.	
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, including a reference to the rule pursuant to which the issue is made	Resolutions of the Board and, if the Share Rights are settled by issuance of new ordinary shares, NZX Listing Rules 4.6.1 and 4.9.1(b).
Terms or details of the issue (for example: restrictions, escrow arrangements)	No cash consideration is payable by the employees on the grant of the Share Rights or on the delivery of fully paid ordinary shares following the vesting of Share Rights. Vesting of the Share Rights is also subject to the conditions noted above.
Date of issue	23/09/2024
Section 3: Authority for this announcement and contact person	
Name of person authorised to make this announcement	Rob Woodgate
Contact person for this announcement	Rob Woodgate
Contact phone number	+64 27 458 8534
Contact email address	Rob.woodgate@rymanhealthcare.com
Date of release through MAP	23/09/2024