



23 NOVEMBER 2020

OCEANIA HEALTHCARE LONG TERM EXECUTIVE INCENTIVE SCHEME

Oceania Healthcare Limited (NZX/ASX: OCA) (Oceania) advises that the Board has approved a new Long Term Incentive Scheme for its senior executives (LTI Scheme). The LTI Scheme has been established to:

- provide an incentive to key executives to commit to Oceania for the long term; and
- align these executives' interests with the interests of Oceania's shareholders.

Participants in the Scheme will be granted share rights from time to time which will, on vesting, convert into an entitlement to receive ordinary shares. Vesting will depend on achievement of certain performance hurdles relating to Oceania's total shareholder return relative to the NZX50, and Oceania's performance against EBITDA targets.

ENDS

For further information please contact:

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