



11 September 2023

OCEANIA HEALTHCARE – SHARE OPTION PLAN

Oceania Healthcare Limited (NZX, ASX: OCA) (**Oceania**) advises that the Board has approved a new Oceania Healthcare Share Option Plan (**Option Plan**). The Option Plan has been established to:

- a) reward and retain key employees;
- b) drive longer-term performance and alignment of incentives of participants with the interests of Oceania's shareholders; and
- c) encourage longer term decision-making by participants.

Participants in the Option Plan will be granted options to acquire ordinary shares from time to time. Those options will, subject to those participants' continued employment by Oceania, be exercisable by participants during specified exercise periods for a set exercise price.

Options are subject to the Oceania Healthcare Share Option Plan Rules.

ENDS

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