

This notice is given under NZX Listing Rule 3.13.1 and relates to the issue of ordinary shares in Oceania Healthcare Limited (*Oceania*) to OCA Employees Trustee Limited (*Trustee*), which will hold the shares on trust for every eligible employee of Oceania (full-time and part-time) who has elected to participate in Oceania's Employee Share Scheme in 2023 (*Participating Employee*). Those shares will be subject to a restrictive period that applies under the terms of the Employee Share Scheme Trust Deed (*Restrictive Period*). Upon expiry of the Restrictive Period, the legal interest in those shares will be transferred from the Trustee to the Participating Employees.

Section 1: Issuer information	
Name of issuer	Oceania Healthcare Limited
NZX ticker code	OCA
Class of financial product	Ordinary Shares
ISIN (If unknown, check on NZX website)	NZOCAE0002SO
Currency	NZD
Section 2: Capital change details	
Number issued	53,761 ordinary shares issued
Nominal value (if any)	N/A
Issue price per security	No consideration is payable for the issue of the shares
Nature of the payment (for example, cash or other consideration)	N/A
Amount paid up (if not in full)	Fully paid
Percentage of total class of Financial Products issued (calculated on the number of Financial Products of the Class, excluding any Treasury Stock, in existence) ¹	0.0074%
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)	N/A
Reason for issue and specific authority for issue (the reason for change must be identified here)	Issue of ordinary shares to satisfy requirements under the 2023 invitation of Oceania's Employee Share Scheme.
Total number of Financial Products of the Class after the issue (excluding Treasury Stock) and the total number of Financial Products of the Class held as Treasury Stock after the issue.	724,154,779 ordinary shares after the issue.
In the case of an acquisition of shares, whether those shares are to be held as treasury stock	N/A

¹ The percentage is to be calculated immediately before the issue, acquisition, redemption or Conversion.

Specific authority for the issue, acquisition, or redemption, including a reference to the rule pursuant to which the issue is made	Directors' resolution dated 25 August 2023 and NZX Listing Rule 4.6.1.
Terms or details of the issue (for example: restrictions, escrow arrangements)	The terms of the issue of the shares are: (1) the beneficial interest in \$800 of ordinary shares in Oceania (for full-time Participating Employees) or \$400 (for part-time Participating Employees) of ordinary shares in Oceania will be allocated to Participating Employees; (2) the number of shares a Participating Employee receives a beneficial interest in will be determined by reference to the volume weighted average price of Oceania's Ordinary Shares on the NZX Main Board during the five business days before the day before the allocation date (being 25 September 2023; (3) there will be no cost to the Participating Employees to acquire the shares; and (4) there will be no restrictions on the shares once the legal interest in those shares have been transferred to Participating Employees at the end of the Restrictive Period.
Date of issue ²	25/09/2023
Section 3: Authority for this announcement and contact person	
Name of person authorised to make this announcement	Anna Thorburn
Contact person for this announcement	Anna Thorburn
Contact phone number	09 361 0350
Contact email address	anna.thorburn@oceaniahealthcare.co.nz
Date of release through MAP	26/09/2023

² Continuous issuers using this form in reliance on Rule 3.13.2, please indicate the period during which the relevant issue/acquisition/redemptions were made (for example, 1 January 2019 to 31 January 2019).