

## **ASX Announcement**

18 November 2025

### **Annual General Meeting Presentations**

In accordance with Listing Rule 3.13.3, we attach the presentations to be delivered by the Chair and Managing Director to the Regis Healthcare Limited (ASX: REG) Annual General Meeting on 18 November 2025.

Webcast facilities are available to listen to the Annual General Meeting. Details are provided on the following webpage:

<https://www.regis.com.au/investor-information/forward-calendar/>

#### **For further information, contact:**

Malcolm Ross  
Company Secretary

This document was authorised for release to the ASX by Dr Linda Mellors, Managing Director and CEO

#### **About Regis**

Regis is one of the largest aged care operators in Australia. Founded over 30 years ago, Regis currently provides services to more than 10,000 older Australians through residential aged care homes, home care service hubs, day therapy and day respite centres and retirement villages. Regis prides itself on providing high quality care and services through its team of over 13,000 dedicated employees. To learn more about Regis [click here](#).

## Chair's Address

Regis' Board and Management's priorities have been providing the best possible care for residents and clients and growing our business sustainably.

My comments today will focus on two main areas. Given the growth in the business over the last 2 years, I will provide an updated overview of Regis, including recent financial performance. I will then provide some observations on the aged care sector trends, including the growing demand for services, the current funding environment and future funding settings required to ensure improved financial viability and growth.

During FY25, Regis' focus on improved care outcomes saw significant improvements in key indicators and these trends were reflected in a further improvement in the average Star Rating across our portfolio of homes from the last quarter of FY24 to the last quarter of FY25.

In terms of our people, Regis achieved very strong outcomes in employee engagement, both in terms of scores and participation. We also achieved significant improvements in worker safety, leading to a better working environment for our people and flow on financial benefits, particularly in insurance costs.

Linda will provide more details on these matters in her address to the meeting.

In the past year Regis has confidently pursued a multi-pronged investment approach.

Regis has a proud history of greenfield developments and remains committed to building modern, purpose-built aged care homes that meet the evolving needs of older Australians. These developments are designed to uphold high standards of care and service, ensuring comfortable options for residents. In FY25, the Company advanced several strategic growth initiatives. Regis Camberwell, a new 112-bed residential aged care home in Melbourne, commenced operations in November 2024 and as of yesterday had achieved full occupancy. Construction is now underway at Toowong (QLD) and Carlingford (NSW), with work at Belrose (NSW) expected to begin in the 2026 calendar year.

During the year, Regis acquired five parcels of land, taking our pipeline for greenfield expansion to nine development sites. Together with brownfield and refurbishment opportunities, these sites support a ramp up in development activity to take advantage of an environment of sustained high occupancy and increased RAD inflows.

We continue to invest in greenfields, refurbishment and redevelopment of existing homes, enhancing the overall quality of our portfolio and aligning our residential aged care homes with changing consumer expectations.

Finally, Regis continues to pursue strategic business acquisition opportunities, applying a disciplined approach, targeting modern, high-quality assets that are earnings accretive and aligned with our strategy to operate 10,000 quality beds by FY28.

Following the acquisition of the four Rockpool homes in September, Regis now owns and operates 72 residential aged care homes with a total of around 8,200 available beds. With the recently announced acquisition of OC Health, Regis will add another 2 homes and 230 beds bringing the total to over 8,400 beds. Importantly, Regis holds the freehold of every home, providing significant value in land and buildings.

In recent years, Regis has achieved compound annual growth rates of revenue and underlying EBITDA of 13-15%, which has translated into increasing dividends to shareholders.

Over the last 2 years, Regis has maintained a strategic and prudent approach to capital deployment, investing in more homes, upgrading core systems, and investing in our people and processes, whilst remaining in a net cash position.

In our FY25 results presentation in August, we set a target to grow to 10,000 beds by FY28. This expansion will focus on growing earnings through adding high-quality accommodation that supports stronger room pricing and RAD retention, while enabling higher everyday living fees. By also leveraging recent investments in technology and specialist staff across a larger portfolio, we expect to deliver improved margins over the medium term.

Residential aged care is an essential service for many older Australians and their families. Today, over 200,000 people reside in aged care homes, while around one million more receive support through home care services. As Australia's population continues to age, the sector is facing mounting pressures, with waitlists for both residential aged care and home care. In the past year, 26.5% of Australians aged 85 and over accessed residential aged care. This age group is projected to almost double in absolute numbers, with the number of Australians aged 85 and over expected to exceed 1.2 million by 2041.

Government forecasts suggest around 9,300 net new beds are required each year for the next 20 years, reflecting anticipated demand from the Baby Boomer generation. These numbers take into account projections of higher take up of Support at Home by older people, reducing the proportionate demand on residential aged care. In addition, an estimated one-third of existing beds are not of the quality expected from current or future residents. Unfortunately, only a net 802 new beds were added in FY25, well below the replacement rate and growth required to support demand.

Australia's ageing population combined with limited aged care development, has led to a growing number of older Australians remaining in hospital and at home awaiting appropriate residential aged care beds. Since FY21, the number of patients in this situation has risen significantly, with recent estimates suggesting around 2,700 older Australians are in public hospital beds while waiting for aged care. This equates to the capacity of more than 20 new aged care homes just to meet this existing demand. Our homes are also reporting a rapid increase in families seeking residential aged care for a loved one currently living at home.

There will be broad and serious consequences. For older Australians, prolonged hospital stays can accelerate cognitive and physical decline, as hospitals are not designed to provide the tailored, supportive environment that aged care homes offer. For older people at home needing residential aged care, insufficient or absent care, along with fear and isolation, are particularly burdensome. The impact on families cannot be overstated.

For Governments, the financial burden is also considerable with each hospital bed day costing multiples more than residential aged care, placing pressure on both state and federal budgets.

So let me speak plainly in relation to this situation. I believe we are fast heading into a community crisis unlike anything Australia has seen before. While this has not been caused by today's Government, it's today's government that must address it. The demographic time bomb is predictable and relentless. And while some might see the call for increased funding as self-interest, I know it's in all our interests to quickly accelerate the capacity of our aged care system to better align with current and future needs. As well, all Australians must realise that they too will have to shoulder more of the cost of their care if we are to ease the pressures facing the health and aged care sectors.

The new Aged Care Act 2024, which commenced on 1 November 2025, incorporates significant policy and funding reforms, and consumer protections. The new Act marks a transformational shift, with a new Statement of Rights placing resident wellbeing and care at the centre of provider responsibilities.

I want to spend a few moments reflecting on the changes arising from the Aged Care Taskforce recommendations. These changes are aimed at strengthening the long-term financial sustainability of the sector and encouraging providers to re-commence development programs. From a funding perspective, the re-introduction of a 2% RAD retention fee per year, capped at five years, is the most meaningful change for Regis.

While important progress is being made through improved Government funding, regulatory reforms, enhanced quality standards, new consumer protections, and substantial wage increases to attract and retain a skilled workforce, a significant and growing shortfall in suitable aged care beds persists across Australia. If the non-government sector, which forms over 90% of all aged care beds, is to continue to create the care capacity needed in the future, it must be profitable, with a predictable funding environment and a recognition of more co-contributions from those receiving support and care.

Funding settings should be reviewed more holistically, to prevent unintended distortions in outcomes. Regis supports a further review of the RAD retention rate, addressing the ongoing underfunding of everyday living services and the provision of a suitable margin for care funding. Recent increases in room pricing paid by non-supported residents, has resulted in a significant imbalance between the financial benefit a provider obtains from a non-supported resident, and the accommodation supplement paid by the Government on behalf of fully or partially supported residents.

On average, providers lose money on accommodation services. We support the Government's recently announced Accommodation Pricing Review but would prefer the report to be tabled in Parliament more quickly than the scheduled date of 1 July 2026. The accommodation supplement is in urgent need of a significant increase.

In closing, I would like to thank my fellow Board Directors for their active engagement and constructive support throughout FY25. I also wish to thank our executives and employees across Regis for their dedication and valuable contributions over the past year. Their unwavering commitment to the wellbeing of our residents and clients continues to embody the core purpose of Regis. Finally, I express my thanks to our Shareholders for their continued trust and support.

I will now hand over to Linda Mellors to address the meeting.

## Managing Director's Address

Thank you Graham and good morning everyone.

I would also like to begin by acknowledging the Wurundjeri people of the Kulin Nation, the Traditional Custodians of the land on which we gather today. I pay my respects to their Elders past and present, and extend that respect to any Aboriginal and Torres Strait Islander peoples joining us today.

This morning, I will provide a quick recap of our FY25 results, and share some reflections on the progress of aged care sector reforms and what they mean for Regis. I will then provide an update on our growth agenda and finally, I will touch on our first quarter FY26 performance and outlook.

FY25 was another strong financial year with the Company reporting revenue of \$1.16 billion, up 14.5% on the prior year, and underlying EBITDA of \$125.8 million, up 17.4%. Regis remains a highly cash-generative business with operating cash flows of \$306.1 million. Regis paid a final FY25 dividend of 8.13 cents per share, 70% franked, bringing total dividends for the year to 16.22 cents, an increase of 3.3 cents from FY24. The Board elected to distribute 100% of net profit after tax (NPAT), underscoring our commitment to delivering value to shareholders and reflecting the Board's confidence in the continued strength and resilience of the business.

Regis also delivered strong improvements in our care outcomes, including resident experience, quality of life, physical restraint and unplanned weight loss.

Our people indicators also improved in the year. We achieved a sustainable employee engagement score of 87%, outperforming our comparators and a broad range of global high-performance norms. Our industry-leading worker safety outcomes improved again with Regis achieving a claims lost time injury frequency rate of 5.02 against a sector comparator group of 26.

Our employee turnover reduced from 29% to 23% over the year, leading to a more stable work environment and a strengthening of continuity of carer for our residents and clients.

Regis has seen significant financial benefits through better retention and safety outcomes through lower hiring and training costs along with lower insurance premiums.

As Graham mentioned, the new Aged Care Act commenced on 1 November 2025, marking a significant milestone in the transformation of our sector. I want to acknowledge the enormous amount of work that has taken place across Regis to prepare for and transition to the requirements of this new legislation. This has been a whole-of-business effort, and I thank our teams for their commitment and professionalism.

The new Act is a rights-based framework, placing older Australians at the centre of care. It reflects the Government's response to the Royal Commission into Aged Care Quality and Safety, as well as the Aged Care Taskforce's recommendations on sustainable funding and financing.

While the new Act is an important milestone, there is more work to do to ensure the intent of the legislation is delivered. This will require ongoing cooperation and goodwill between various political parties and stakeholders.

One of the significant funding changes is the separation of care into clinical and non-clinical components.

Under the new arrangements:

Clinical care, including mandated care minutes with nursing and personal care staff, is funded by Government for all residential aged care residents, via the AN-ACC funding model

Non-clinical care, such as bathing, mobility assistance and lifestyle activities, is now subject to means-based co-contributions

Residents with financial means are also expected to contribute more towards everyday living and accommodation costs.

In addition, the Government has introduced the Higher Everyday Living Fee (HELFF), which replaces additional services and extra services programs, and is paid directly by consumers to providers.

The Higher Everyday Living Fee allows providers to offer services that are enhanced or distinct from the minimum services paid for by the Basic Daily Fee. Examples of higher everyday living services are premium meals, beverages, hair and beauty, companionship, concierge and subscription television.

As Graham mentioned, the re-introduction of a RAD retention, in isolation, will have a significant impact on future earnings, as new RAD paying residents enter our homes. The RAD retention is set at 2% and we expect that Government will need to review this given the ongoing concerns regarding insufficient profitability across the sector, including to incentivise new builds.

With the recent increases to room pricing across the sector, there is a growing gap between the accommodation funding received from a non-supported resident, such as a self-funded retiree, and a Government-supported resident. For a \$600,000 room, the difference between the daily accommodation payment (DAP) from a non-supported resident and the maximum Government accommodation supplement for a supported resident is approximately \$50 per day. In many of our newer metropolitan homes where construction costs and room prices are higher, this gap is even greater.

The Government has commenced a review of Accommodation Pricing which is due to conclude by 1 July 2026. We remain hopeful that this process will take into account the concerns raised by providers and lead to meaningful reform, including that there are not perverse disincentives for providers to continue accepting supported residents. This is a concerning issue, particularly in an environment where providers, on average, continue to lose money on accommodation services.

Moving to our growth agenda. On 1 September, Regis completed the acquisition of four premium homes with 600 beds in South-East Queensland from Rockpool. These homes were all opened in the last 6 years. Regis expects the net investment to be approximately \$95m or \$160k net per bed following RAD inflows

from the Oxley home, which opened in March 2025 and is in ramp-up. As of this month, Oxley had 127 residents or 85% occupancy.

In October 2025, Regis announced the acquisition of two high-quality homes with 230 beds in Drysdale and Torquay. Both homes were built or extensively refurbished in the last eight years and comprise 100% single ensuite rooms. This transaction is scheduled to be completed on 1 December 2025.

Following the OC Health transaction, Regis will have added approximately 1,500 net beds to our portfolio over the past 2 years. This growth has been driven by a series of targeted acquisitions, including CPSM, Ti Tree, Rockpool and OC Health, as well as the opening of the Regis Camberwell greenfield development in November 2024. These additions have been partially offset by the sale or closure of three homes which were end of life or no longer fit for purpose.

Our strategy of pursuing strategic acquisitions and greenfield developments not only increases our scale but also enhances the overall quality of our portfolio, enabling us to better leverage investments in technology and operational capability.

Regis has been able to execute a cost-effective acquisition strategy, acquiring high quality portfolios at favourable multiples. At the same time, the economics of greenfield developments are also attractive, especially as construction costs have moderated, higher room prices have been facilitated by policy reform, and RAD retentions have just commenced for new residents.

Regis' disciplined approach supports our intent to increase the number of available beds with revenue and earnings, ultimately delivering stronger returns for shareholders.

During FY25, Regis significantly expanded our greenfield development pipeline, securing five new sites. Construction is currently underway at Toowong in Brisbane and Carlingford in Sydney, while Belrose is scheduled to commence in 2026.

Of the five new sites secured during FY25, four are located in Melbourne - Coburg, Essendon, Seaford and Newport - with the fifth site in Parkside, Adelaide. Additionally, the site of our former home in Bulimba, Brisbane, has been retained for future greenfield development.

Regis has a strong track record in delivering both greenfield and brownfield developments, building modern, purpose-built aged care homes that uphold high standards of care and service for older Australians.

As mentioned in our FY25 financial results presentation, Regis is targeting 10,000 residential aged care beds by FY28, up from approximately 7,600 beds at the end of FY25. The recent Rockpool acquisition on 1 September and OC Health due to complete on 1 December 2025, will add more than 800 beds and take our total to over 8,400 beds.

Greenfield developments could contribute between 300 to 600 additional beds in that timeframe. This growth is underpinned by Regis' strong core business which generates substantial free cash flow and is supported by a significant undrawn debt facility of \$367m.

Moving to FY26.

Occupancy levels continue to remain high, with average occupancy in Q1 FY26 of 95.8% in our mature homes. The Rockpool homes which we acquired on 1 September 2025 averaged 96.7% in their three mature homes across September and October. Pleasingly, our Camberwell home has reached full occupancy and met our RAD cashflow target 12 months after opening.

In the first quarter of FY26, Regis generated \$90 million of net RAD inflows, which included \$31 million from Regis Camberwell, our ramp up home.

Regis held \$99 million of net cash at 30 September 2025 and expects to settle the OC Health acquisition with cash consideration of approximately \$45 million on 1 December 2025.

These results were not impacted by the recent Government funding changes to AN-ACC pricing which took effect on 1 October 2025.

Moving to the Outlook.

With no funding or policy updates provided by Government, the guidance we provided to the market in September 2025 remains unchanged with underlying EBITDA for FY26 expected to be between \$130 and \$135 million.

Looking ahead, Regis continues to be well positioned to benefit from structural tailwinds including funding reform to accommodation and everyday living, favourable demographic trends and improved workforce availability. Under the new Aged Care Act, changes to the funding model for new residents has reintroduced RAD retentions which will support stronger earnings.

Backed by a strong balance sheet, substantial undrawn debt facility and disciplined financial management, Regis will continue to actively pursue our growth agenda to drive long-term value for shareholders.

I would like to sincerely thank our more than 13,000 employees for their unwavering dedication, commitment and compassionate care provided to our residents and clients every day. Regis remains dedicated to delivering high quality care and services for our residents and clients, and supporting our people to achieve this.

I will now hand back to Graham to complete the formal part of the meeting.



# Annual General Meeting

18 November 2025



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## Acknowledgement of Country

Regis acknowledges the Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities.  
We pay our respect to Elders past and present.

Artwork by Charmaine Mumbulla

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# Introduction to Board Directors



**Graham Hodges**  
Chair and Independent  
Non-Executive Director



**Dr Linda Mellors**  
Managing Director and  
Chief Executive Officer



**Ian Roberts**  
Non-Executive Director



**Prof Christine Bennett AO**  
Independent  
Non-Executive Director



**Sally Freeman**  
Independent  
Non-Executive Director



**Jodie Leonard**  
Independent  
Non-Executive Director

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# Agenda

1. Chair's Address
2. CEO's Address
3. Formal Business
4. Closing



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# Chair's Address



# A Leading Provider of High-Quality Aged Care



**30+** years of care and support



**~8,200** available beds (31 October 2025)<sup>1</sup>



**72** aged care homes<sup>1</sup> (100% freehold ownership) and **9** development sites



**93%** single rooms as a percentage of total rooms



**~10,000** residents and clients



**~13,000** employees



**96.5%** mature homes spot occupancy<sup>2</sup> (31 October 2025)



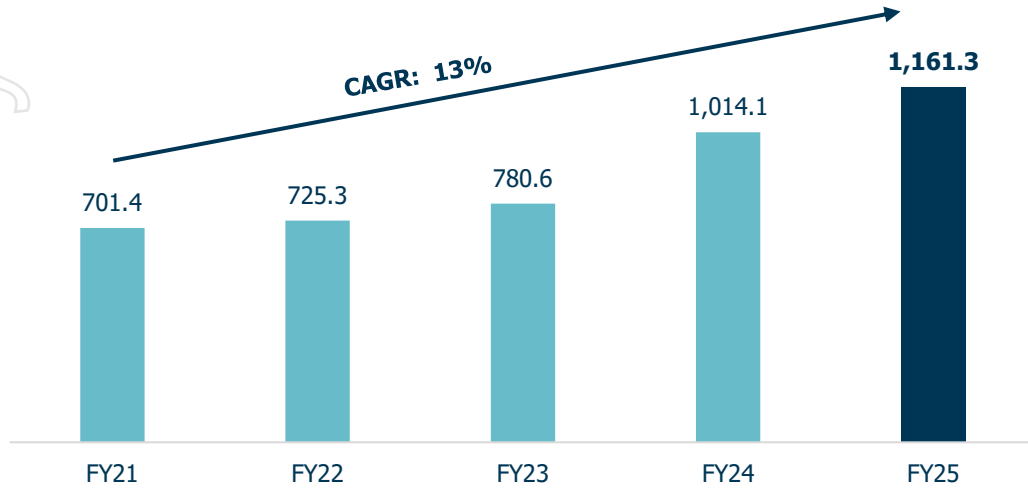
<sup>1</sup> Includes Rockpool acquisition (4 homes, 600 beds) completed on 1 September 2025. Excludes OC Health acquisition (2 homes, 230 beds) expected to complete on 1 December 2025

<sup>2</sup> Mature homes occupancy excludes Regis Camberwell (112 beds) and Regis Oxley (150 beds)

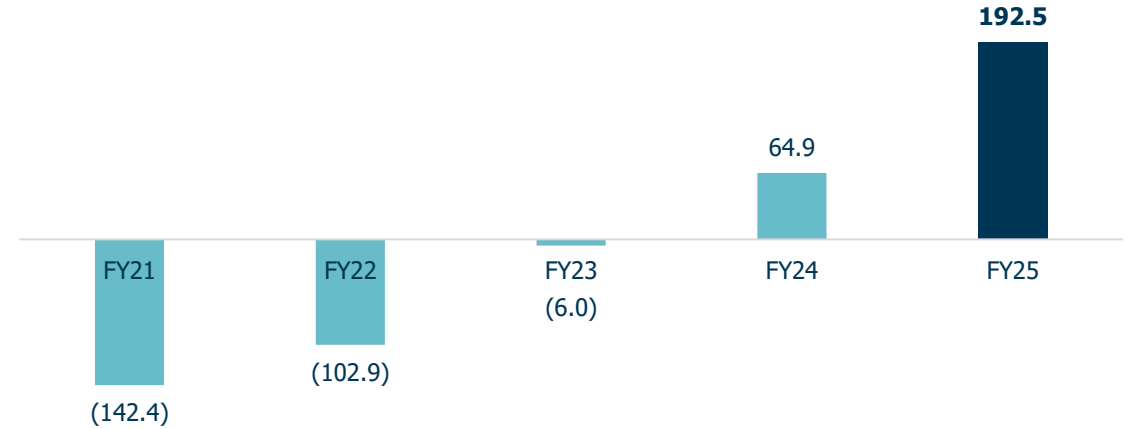
# Financial Performance Overview



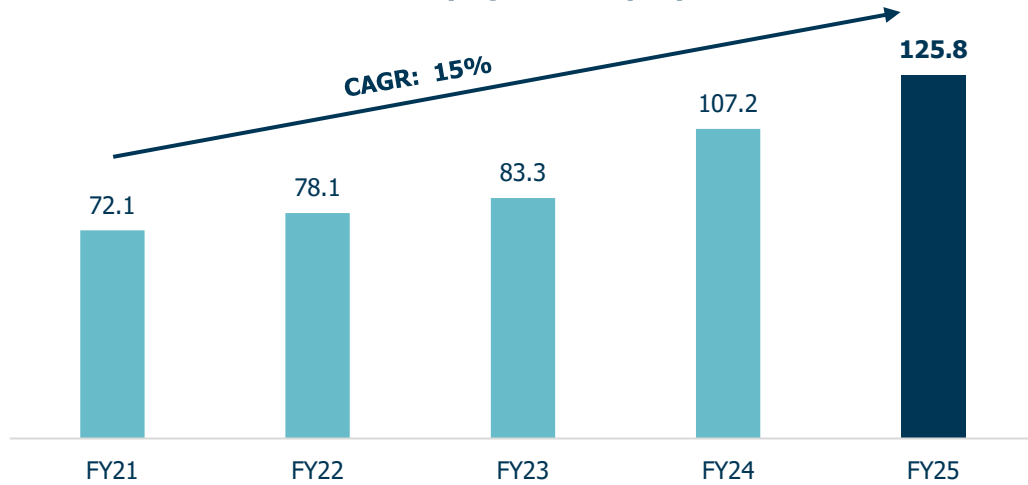
### Revenue from Services (\$m)



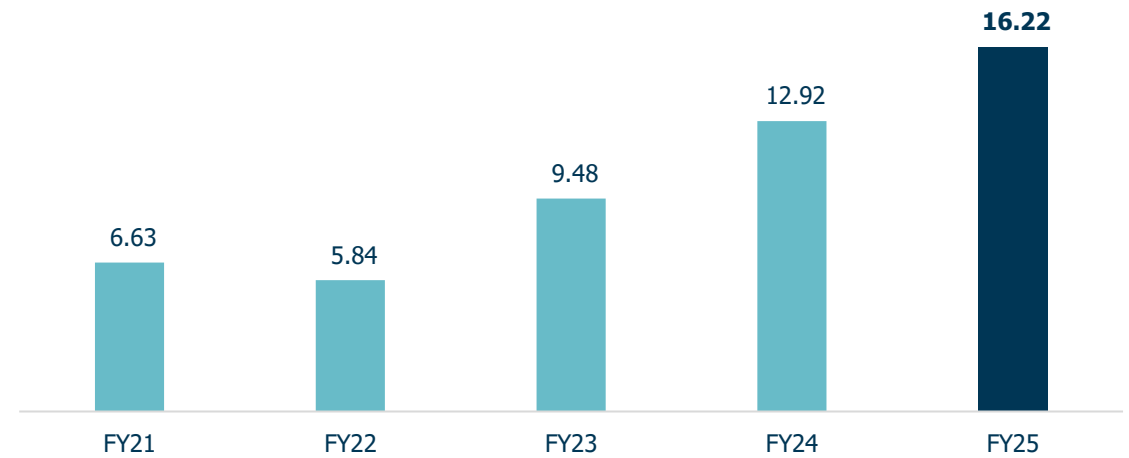
### Net Cash / (Debt) (\$m)



### Underlying EBITDA (\$m)



### Dividends (cps)

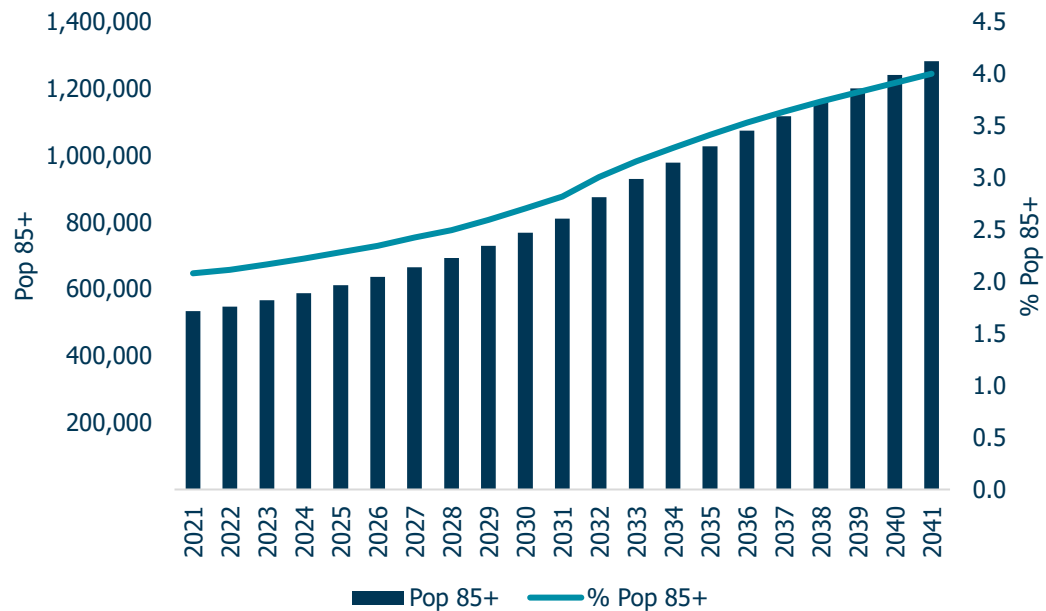


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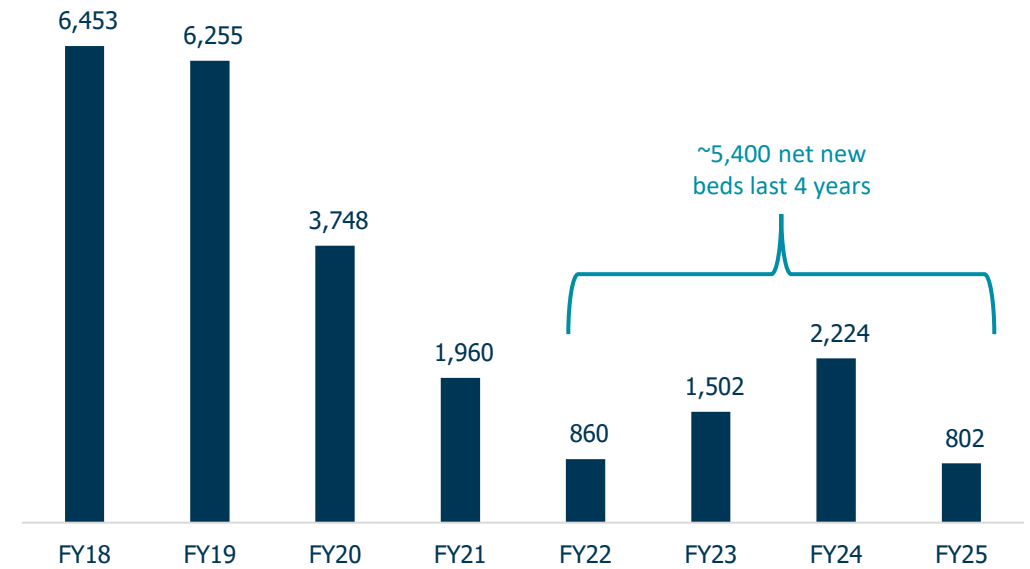
# Ageing Population with Undersupply of Beds



### Australia's Ageing Population - Australians 85+<sup>1</sup>



### Net annual movement in sector beds<sup>2</sup>



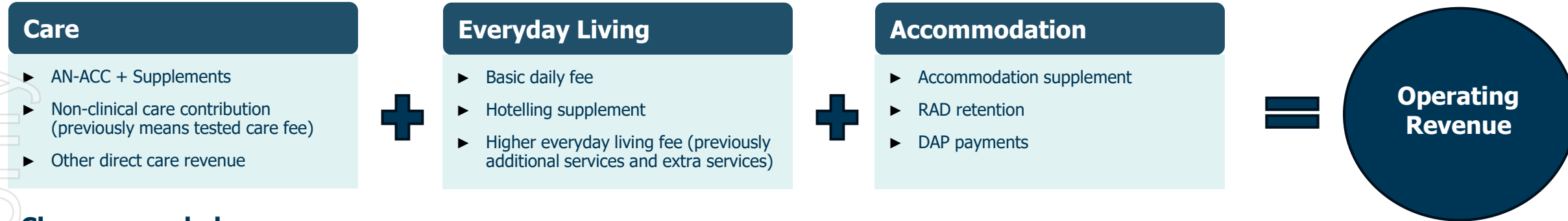
**Projected future demand:  
~9,300 net new beds needed per year**

<sup>1</sup> Centre of Population Ageing Research (CEPAR) - population projections for Australia and the States and Territories

<sup>2</sup> Australian Institute of Health and Welfare - GEN Aged Care Data - Aged care data snapshots

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# Sector Funding



## Changes needed

- ▶ Funding should be reviewed at a holistic level
- ▶ Provision of an appropriate care margin
- ▶ Full funding of everyday living expenses
- ▶ Additional accommodation funding to incentivise new builds. For example:
  - Increased RAD retention rate from 2% to 4%
  - Significant increase in the accommodation supplement to address the current imbalance between supported and non-supported residents:
    - Immediate increase of \$10 per resident per day
    - Additional \$40 per resident per day to improve equity across resident categories
    - Further \$20 per resident per day for residents in newly built facilities to encourage development
  - MPIR replaced by sector WACC



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# CEO's Address



# FY25 Recap



## Results Overview

- ▶ Revenue from services of \$1,161.3 million, up 14.5% on pcp
- ▶ Underlying EBITDA of \$125.8 million, up 17.4% on pcp
- ▶ Underlying EBIT of \$77.3 million, up 25.7% on pcp
- ▶ Underlying NPAT of \$53.4 million, up 37.3% on pcp
  - Excludes \$4.4 million of one-off items (after tax)
- ▶ Net cash of \$192.5 million, up 196.6% on pcp
- ▶ Final dividend of 8.13 cents per ordinary share (70% franked)
  - Total FY25 dividends of 16.22 cents per ordinary share represents 100% of FY25 NPAT

## Operational Highlights

- ▶ Mature homes average occupancy of 95.6%, up from 94.1% in pcp
- ▶ Acquisitions - Ti Tree (December 2024), BodeWell (April 2025)

<b>Revenue from Services</b>	<b>Average Occupancy</b>
<b>\$1,161.3m ▲</b>	<b>95.6% ▲</b>
<b>Underlying EBITDA</b>	<b>Average Overall Star Rating</b>
<b>\$125.8m ▲</b>	<b>3.78 ▲</b>
<b>Underlying NPAT</b>	<b>Average Care Minutes</b>
<b>\$53.4m ▲</b>	<b>226.7 ▲</b>
<b>Net Operating Cash Flow</b>	<b>Net Cash</b>
<b>\$306.1m ▲</b>	<b>\$192.5m ▲</b>
<b>Net RAD Cash Inflow</b>	<b>Final Dividend</b>
<b>\$195.4m ▲</b>	<b>8.13c ▲</b>

# New Aged Care Act - 1 November 2025



## Funding

### ► Care

- Government to continue to fund clinical care costs for residents
- Independent pricing body (IHACPA) will continue to advise Government

### ► Everyday living

- Residents with means will co-contribute towards non-clinical care and everyday living

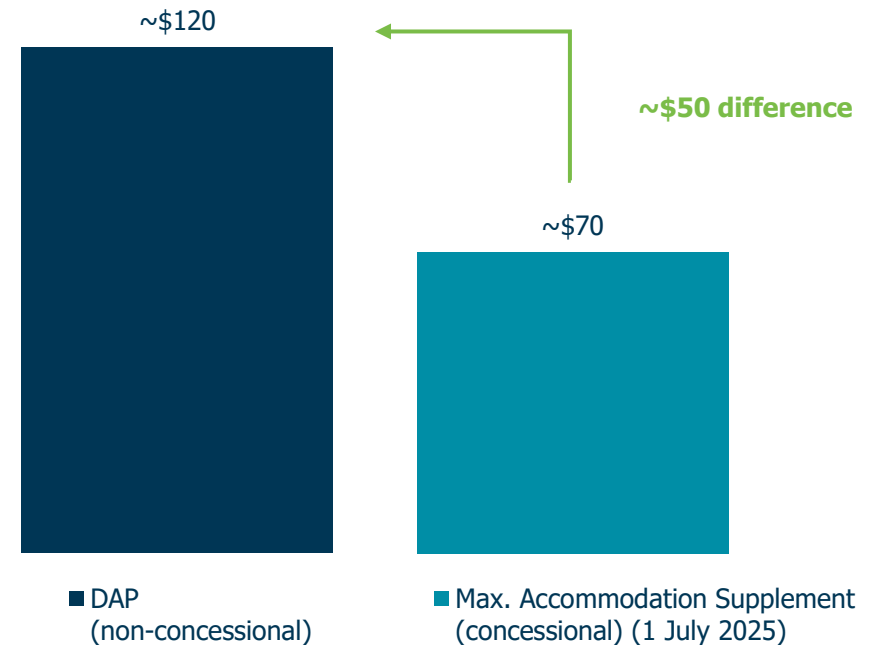
### ► Accommodation

- Re-introduction of RAD retention, providers retain 2% pa of new RADs (capped at 5 years)
- Independent review of accommodation supplement (Government funding for concessional residents) - by 1 July 2026
- Independent review of RADs - by 31 March 2030

### ► Higher Everyday Living Fee (HELFF) to replace Additional Services and Extra Services

- Existing residents to be transitioned to HELFF by 31 October 2026

Accommodation funding - \$600,000 room, per resident per day<sup>1</sup>



<sup>1</sup> DAP calculated as \$600,000 room price \* 7.61% maximum permissible interest rate (1 October 2025) / 365 days

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# Acquisitions



## Rockpool

- ▶ Completed 1 September 2025
- ▶ 4 premium homes in South-East Queensland
- ▶ 600 beds, 100% single ensuite rooms
- ▶ New homes - all opened in the last 6 years



## OC Health

- ▶ Expected to complete 1 December 2025
- ▶ 2 homes in Drysdale and Torquay, Victoria
- ▶ 230 beds, 100% single ensuite rooms
- ▶ Both built or refurbished last 8 years



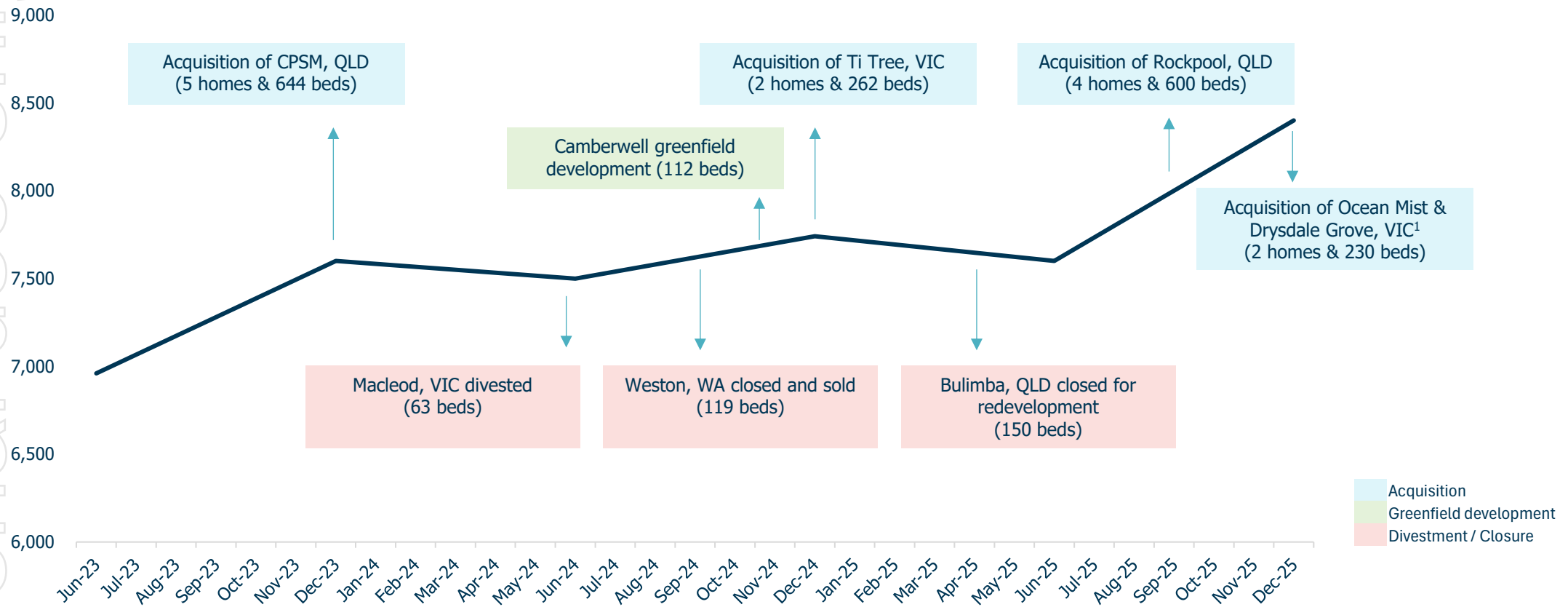
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# Sustainable growth, higher quality beds



1,500+ net beds added over past 2 years through M&A, development and divestments enhancing scale and quality of portfolio

Portfolio bed growth since FY23



<sup>1</sup> As announced to ASX on 23 October 2025 - expected to complete on 1 December 2025

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# Greenfield Development Pipeline



Development	State	Beds	Development Approval	Status
Toowong	QLD	123	✓	Construction commenced - H1 FY25
Carlingford	NSW	101	✓	Construction commenced - H2 FY25
Belrose	NSW	99	✓	Construction estimated to commence FY26
Bulimba	QLD	~152		Construction estimated to commence FY27
Coburg	VIC	~133	✓	Construction estimated to commence FY27
Parkside	SA	~156		Construction estimated to commence FY27
Newport	VIC	~120		Construction estimated to commence FY27
Essendon	VIC	~157		Construction estimated to commence FY28
Seaford	VIC	~165		Construction estimated to commence FY28
<b>Total Greenfield</b>		<b>~1,206</b>		



Artist's impression - Regis Toowong, QLD

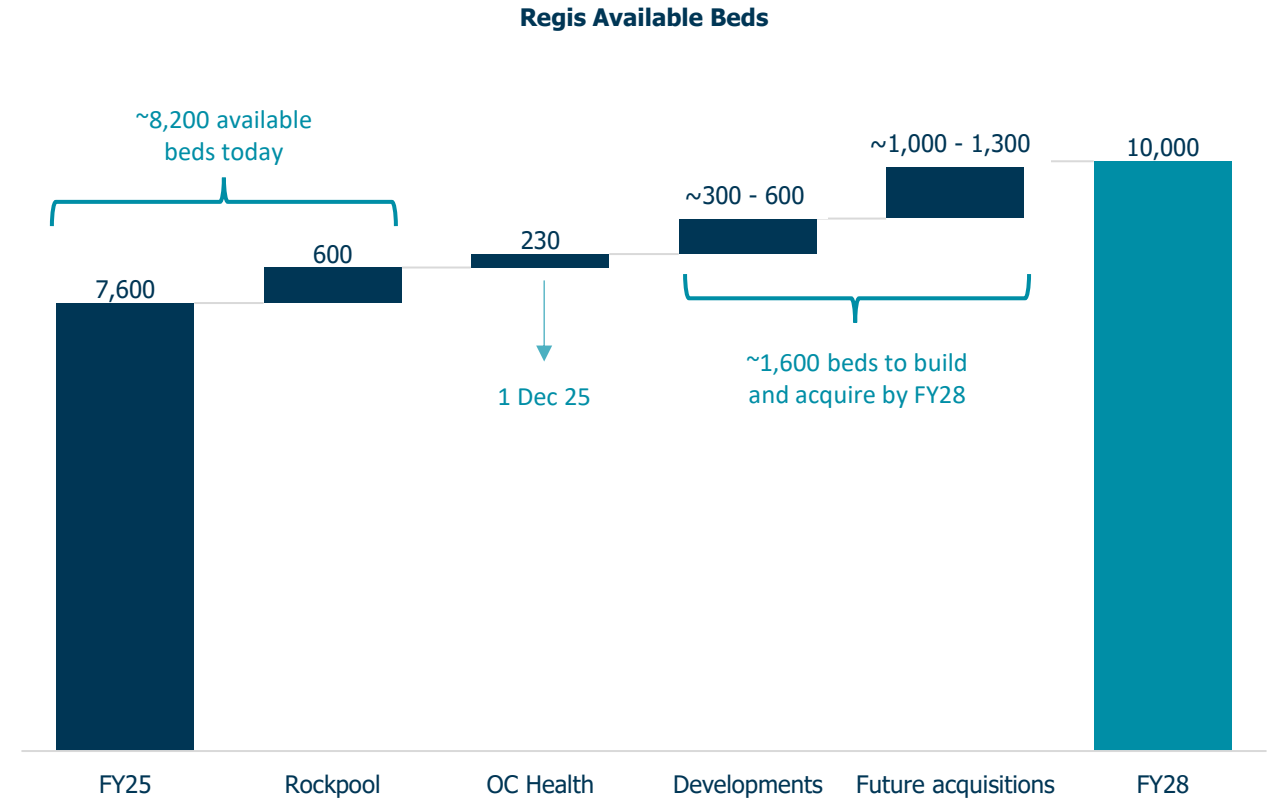


Artist's impression - Regis Carlingford, NSW

# Targeting 10,000 beds



- ▶ Core business generates substantial free cash flow to fund greenfield development pipeline and strategic acquisitions
- ▶ Strategic acquisitions and greenfield sites to enhance scale, leverage technology investment and improve overall quality of portfolio
- ▶ Targeting margin expansion over time driven by additional funding (ie. RAD retention), improved economies of scale and RAD price increases
- ▶ Maintain financial discipline - continue to buy higher quality assets at attractive valuations, which are earnings accretive
- ▶ Drive growth in beds, revenue and earnings to enhance shareholder returns



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# FY26 Update

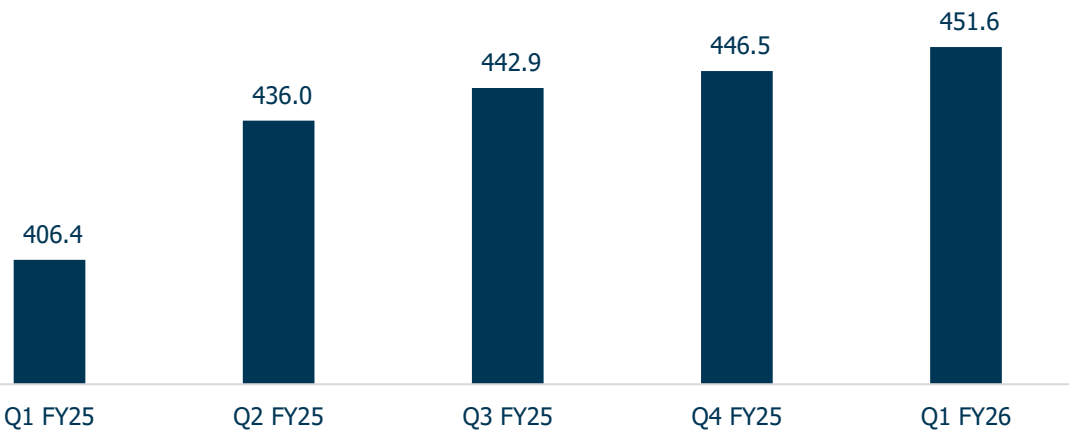


## Average Quarterly Occupancy - Mature homes (%)



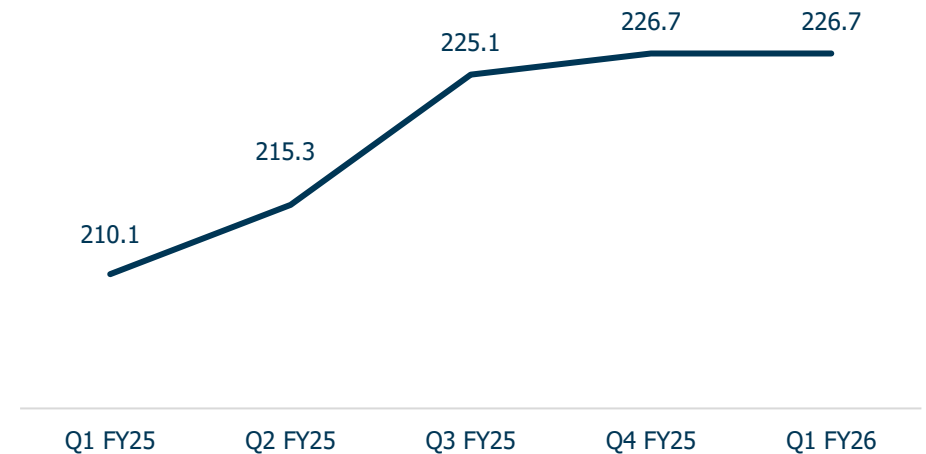
	Q1 FY25	Q2 FY25	Q3 FY25	Q4 FY25	Q1 FY26
Total occupied bed days	653,936	659,229	651,453	651,499	671,303

## Average Aged Care revenue per occupied bed day (\$)



- ▶ Q1 FY26 - average mature homes occupancy was 95.8%
- ▶ 31 October 2025 - spot occupancy was 96.5%
- ▶ Regis Camberwell achieved full occupancy in November
- ▶ Q1 FY26 - \$90m of net RAD inflows, included \$31m from Regis Camberwell
- ▶ 30 September 2025 - Regis held \$99 million of net cash

## Average total care minutes (prpd)



<sup>1</sup>Average available beds for Q1 FY26 were 7,782. Spot available beds at 31 October 2025 were 8,154

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# Outlook



## Funding Environment

- ▶ 1 November 2025 - New Aged Care Act
  - New funding legislation to improve longer-term provider returns
- ▶ Review of accommodation supplement by 31 July 2026

## Improved Workforce Availability

- ▶ Increased staffing levels reducing agency, turnover and training costs
  - Continuity of carer - improved resident outcomes

## M&A and Developments

- ▶ Complete and integrate Rockpool and OC Health acquisitions
- ▶ Specific M&A criteria drives disciplined approach
  - Acquire quality existing aged care businesses
- ▶ Ramp-up of Camberwell and Oxley
- ▶ 2 greenfield developments commenced

## Demand & Occupancy

- ▶ Demographic shift with ageing population and increasing requirements of Baby Boomers
- ▶ Occupancy remains high and stable
- ▶ Strategic capex investment into select homes to improve occupancy over longer-term and support higher room prices

**Regis expects FY26 underlying EBITDA to be in the range of \$130m - \$135m<sup>1</sup>**

# Formal Business



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# Item 1 Annual Financial Report



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# Item 2

Re-election of Directors

2.1 Ian Roberts

2.2 Sally Freeman



# Item 2.1

Re-election of Ian Roberts



# Proxy Position: Item 2.1



## Re-election of Ian Roberts as Director

Proxy position	In Favour	Undirected proxies* Open	Against	Total Valid Available Votes	As a % of Issued Capital	Abstain
Votes	254,609,192	70,639	4,060,900	258,740,731	85.55%	43,294
Holders	82	8	15			1
Percentage	98.40	0.03	1.57			

\* Undirected proxies for Chair of the meeting to vote (Chair will vote "in favour")

# Item 2.2

Re-election of Sally Freeman



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# Proxy Position: Item 2.2



## Re-election of Sally Freeman as Director

Proxy position	In Favour	Undirected proxies* Open	Against	Total Valid Available Votes	As a % of Issued Capital	Abstain
Votes	255,333,102	70,639	3,336,990	258,740,731	85.55%	43,294
Holdings	75	8	23			1
Percentage	98.68	0.03	1.29			

\* Undirected proxies for Chair of the meeting to vote (Chair will vote "in favour")



# Item 3

## Adoption of the Remuneration Report



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# Proxy Position: Item 3

## Adoption of the Remuneration Report

Proxy position	In Favour	Undirected proxies* Open	Against	Total Valid Available Votes	As a % of Issued Capital	Abstain
Votes	174,183,277	71,639	1,858,315	176,113,231	58.23%	442,350
Holdings	59	10	27			5
Percentage	98.90	0.04	1.06			

\* Undirected proxies for Chair of the meeting to vote (Chair will vote "in favour")



# Item 4

Approval of FY26 grant of Performance Rights to the MD/CEO under the LTI Plan



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# Proxy Position: Item 4



## Approval of FY26 grant of Performance Rights to the MD/CEO under the LTI Plan

Proxy position	In Favour	Undirected proxies* Open	Against	Total Valid Available Votes	As a % of Issued Capital	Abstain
Votes	175,841,501	71,389	239,236	176,152,126	58.24%	82,347,629
Holdings	54	10	33			4
Percentage	99.82	0.04	0.14			

\* Undirected proxies for Chair of the meeting to vote (Chair will vote "in favour")

## Item 5

Reinsertion of the proportional takeover approval provision



# Proxy Position: Item 5



## Reinsertion of the proportional takeover approval provision

Proxy position	In Favour	Undirected proxies* Open	Against	Total Valid Available Votes	As a % of Issued Capital	Abstain
Votes	258,126,658	92,481	544,125	258,763,264	85.55%	20,761
Holdings	71	13	14			4
Percentage	99.75	0.04	0.21			

\* Undirected proxies for Chair of the meeting to vote (Chair will vote "in favour")



# Meeting Concludes

The detailed results of the polls will be announced on the Company's website and ASX announcement platform later today



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All dollar values are in Australian dollars (A\$) unless otherwise stated.

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This presentation uses Non-IFRS financial information including capital expenditure, underlying EBITDA, underlying EBIT, underlying NPAT, operating cash flow, net cash and net debt. These terms are Non-IFRS measures used by the Group, the investment community and Regis Healthcare's Australian peers with similar business portfolios. Regis Healthcare uses these measures for its internal management reporting as it better reflects what Regis Healthcare considers to be the underlying performance of the Group.



# Annual General Meeting

18 November 2025



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