



# Seasons Strategic Vision (2026 to 2032)

## Our Purpose

*Why we do what we do.*

Create safe, vibrant, and caring communities where people can age independently.



## In 5 years', time Seasons will...

Continue to expand our market-leading communities while delivering a wide range of integrated lifestyle, care, and support services for our valued residents.

## Our Plan

*What we do as a business.*

Provide beautiful homes and quality care for senior Australians.



## Our Ambition

*What we aspire to achieve.*

Grow market-leading communities centered around our residents.

## Our Values

*How we work together to achieve our goals.*



## About this Vision

Seasons Living is a privately owned Australian business dedicated to supporting older Queenslanders with a variety of retirement living options. Through our integrated care model, we provide home care, residential aged care, respite, nursing, and allied health services, ensuring residents have access to the right care at the right time in their lives.

## Retirement Living

Seasons is committed to strengthening our retirement living model through the integration of care and support services and vibrant lifestyle programs.

- **Deliver Ageing-In-Place Options**  
Expand Seasons Care and support services with a focus on affordability and convenience. Services will be available in increments under one hour, ensuring tailored care for the benefit of residents.
- **Enhance Access To Healthcare**  
Establish allied health, medical, and doctors' rooms within selected retirement communities, making it easier for residents to connect with essential services.
- **Growth Through New Developments**
  - » **Sinamonon Park (Stage 2):** Open 2027, featuring a 20-bed co-located residential aged care facility.
  - » **Holland Park:** Deliver a new community that sets a higher standard for Seasons Living and delivers what retirees need and want in an outstanding environment.
  - » **Lawnton Lakes:** Extend the masterplan to include a co-located residential aged care facility, medical centre/facilities.
- **Flexible Living Options**  
Seasons Flexi communities, offer affordable rental accommodation for like-minded residents. These self-contained one-bedroom apartments provide older Australians with the independence, privacy, and comfort of home. Some communities also offer home care services.

## Home Care

Seasons will continue to expand our Home Care services, enabling a greater number of ageing Australians to live independently, for longer, within our retirement villages.

- **High-Quality Care & Support**  
Tailored services under the Support at Home Program or Fee-for-Service arrangements, ensuring residents receive person-centred care.
- **Strengthen Brand Presence**  
Actively market and raise the profile of Seasons Home Care to increase the number of residents accessing care and support within our communities.
- **Support Residents Living With Disability**  
Promote Seasons' capability to deliver care and support to NDIS participants within our communities, enhancing inclusivity and choice.
- **Explore NDIS Provider Status**  
Assess opportunities to become a registered National Disability Insurance Scheme (NDIS) provider to further expand services available to residents.
- **Maintain Compliance**  
Monitor and respond proactively to sector reforms — including the new Aged Care Act (2024), Strengthened Aged Care Standards, and the Support at Home Program, ensuring compliance and best practice with regulatory requirements.

## Residential Aged Care

Seasons will expand our residential aged care business, called Care Suites, to meet the needs of both current and future residents. This model allows residents to age in place with 24/7 clinical support.

- **Create High-Quality Facilities**  
Develop facilities designed to feel like home, delivering comfort and care that consistently exceed resident expectations. Scope future Care Suites opportunities and locations. Both integrated and stand-alone.
- **Resident-Driven Care**  
Offer a full range of options — respite, permanent, and palliative care, tailored to individual needs and circumstances.
- **Enable Support At Home Respite**  
Support residents and their families by allowing the use of Support at Home Packages for short-term stays.
- **Expand Through New Developments**  
Open and commission Sinamonon Park Care Suites to further strengthen our ageing in place offer.
- **Embed Innovation & Best Practice**  
Implement leading technologies, streamlined processes, and build strong community networks and referral pathways to enhance service delivery and resident experience.

## Our Brand

Seasons will continue to position itself as a trusted provider of high-quality retirement living communities, complemented by a range of integrated care and support services.

Our brand promise is built on delivering safe, comfortable, and connected environments where older Australians can live well with dignity, independence, and choice.

## Our People

**Seasons is committed to creating an environment where talent can thrive.**

We will continue to strengthen employee engagement, attract and retain skilled staff, and invest in the growth of our people through:

- Leadership development and career pathways
- Ongoing skills and capability building
- Recognition and reward programs
- Competitive and supportive employment conditions.

