

For personal use only

| Section 1: Issuer information  |  |
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| Name of issuer   | EBOS Group Limited   |
| NZX ticker code  | EBO  |
| Class of financial product   | Performance Rights representing an entitlement to ordinary shares pursuant to the EBOS Group Limited Performance Rights Plan (Plan).   |
| ISIN (If unknown, check on NZX website)  | Not applicable – the Performance Rights will not be listed on NZX or ASX.  |
| Currency   | Not applicable.  |
| Section 2: Capital change details  |  |
| Number issued/acquired/redeemed  | 39,823 Performance Rights  |
| Nominal value (if any)   | Not applicable.  |
| Issue/acquisition/redemption price per security  | Not applicable.  |
| Nature of the payment (for example, cash or other consideration)   | Not applicable.  |
| Amount paid up (if not in full)  | Not applicable.  |
| Percentage of total class of Financial Products issued/acquired/redeemed/ (calculated on the number of Financial Products of the Class, excluding any Treasury Stock, in existence) <sup>1</sup>   | 3.25340941% of Performance Rights on issue.  |
| 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) | <p>Vesting of tranches of Performance Rights is subject to the Chief Executive Officer remaining employed by the Group on the dates set out below (and the CEO not having given notice of termination before those dates):</p> <p>Date: 1 July 2026. Number of rights: 13,274.<br/> Date: 1 July 2027. Number of rights: 13,274.<br/> Date: 1 July 2028. Number of rights: 13,275.</p> <p>For each Performance Right that vests the CEO will be entitled to one fully paid ordinary share in EBOS Group Limited or an equivalent amount in cash or a combination of both (as determined by the Board). Any fully paid ordinary shares issued following vesting will rank equally with existing fully paid ordinary shares.</p> |

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

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|  | <p>The Performance Rights have no dividend entitlement prior to vesting.</p> <p>There is no amount payable by the CEO either on grant or exercise of the Performance Rights.</p>                |
| Reason for issue/acquisition/redemption and specific authority for issue/acquisition/redemption/ (the reason for change must be identified here)   | Issue of Performance Rights under the Plan and as part of the terms of Mr Hall's employment contract. See 'EBOS Leadership Transition' announcement dated 19 February 2025 for further details. |
| Total number of Financial Products of the Class after the issue/acquisition /redemption/Conversion (excluding Treasury Stock) and the total number of Financial Products of the Class held as Treasury Stock after the issue/acquisition/redemption. | 1,263,862 Performance Rights.   |
| In the case of an acquisition of shares, whether those shares are to be held as treasury stock   | Not applicable.   |
| Specific authority for the issue, acquisition, or redemption, including a reference to the rule pursuant to which the issue, acquisition, or redemption is made  | Directors' resolution.  |
| Terms or details of the issue, acquisition, or redemption (for example: restrictions, escrow arrangements)   | Please see above.   |
| Date of issue/acquisition/redemption <sup>2</sup>  | 3 September 2025  |
| <b>Section 3: Authority for this announcement and contact person</b>   |   |
| Name of person authorised to make this announcement  | Janelle Cain  |
| Contact person for this announcement   | Janelle Cain  |
| Contact phone number   | +61 3 9918 5555   |
| Contact email address  | janelle.cain@ebosgroup.com  |
| Date of release through MAP  | 3 September 2025  |

<sup>2</sup> 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).