



Announcement Summary

Entity name

EBOS GROUP LIMITED

Date of this announcement

Wednesday September 03, 2025

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
EBOAA	PERFORMANCE RIGHTS	39,823	03/09/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

EBOS GROUP LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ARBN

Registration number

166840973

1.3 ASX issuer code

EBO

1.4 The announcement is

New announcement

1.5 Date of this announcement

3/9/2025

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Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

has an existing ASX security code ("existing class")

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Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

EBOAA : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

3/9/2025

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Adam Hall	Adam Hall	39,823

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

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):

Date: 1 July 2026. Number of rights: 13,274.

Date: 1 July 2027. Number of rights: 13,274.

Date: 1 July 2028. Number of rights: 13,275.

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.

The Performance Rights have no dividend entitlement prior to vesting.

There is no amount payable by the CEO either on grant or exercise of the Performance Rights.

Any other information the entity wishes to provide about the +securities the subject of this notification

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.

Issue details

Number of +securities

39,823



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Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
EBO : ORDINARY FULLY PAID	203,238,478

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
EBOAA : PERFORMANCE RIGHTS	1,263,862



Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

39,823 performance rights

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

N/A

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