

(for Equity Security issuer/Equity and Debt Security issuer)

Results for announcement to the market		
Name of issuer	EBOS Group Limited	
Reporting Period	6 months to 31 December 2025	
Previous Reporting Period	6 months to 31 December 2024	
Currency	AUD	
	Amount (AUD \$000s)	Percentage change
Revenue from continuing operations	\$6,767,708	13.0%
Total Revenue	\$6,767,708	13.0%
Underlying net profit from continuing operations attributable to security holders¹	\$125,424	-4.3%
Net profit/(loss) from continuing operations	\$124,816	13.0%
Total net profit/(loss)	\$124,816	13.0%
Final Dividend		
Amount per Quoted Equity Security	NZD \$0.57000000	
Imputed amount per Quoted Equity Security	NZD \$0.05541667	
Record Date	6 March 2026	
Dividend Payment Date	27 March 2026	
	Current period	Prior comparable period
Net tangible assets per Quoted Equity Security ²	AUD(\$4.30)	AUD(\$4.42)
A brief explanation of any of the figures above necessary to enable the figures to be understood	Refer to the Interim Report, Results Presentation, Media Release and Letter to Shareholders for EBOS Group Limited for the six month period to 31 December 2025, issued on 25 February 2026.	
Authority for this announcement		
Name of person authorised to make this announcement	Janelle Cain	
Contact person for this announcement	Janelle Cain	
Contact phone number	+61 3 9918 5370	
Contact email address	Janelle.Cain@ebosgroup.com	
Date of release through MAP	25 February 2026	

Unaudited condensed consolidated interim financial statements accompany this announcement.

¹ Underlying earnings for the 31 December 2025 period excludes the amortisation expense attributable to acquisition purchase price accounting (PPA) of finite life intangible assets (\$15.0m pre tax, \$10.7m post tax), M&A transaction costs (\$3.3m pre tax, \$2.8m post tax), restructuring and site transition costs (\$20.4m pre tax, \$13.1m post tax) and net gain on acquisition related activities (\$26.0m). Underlying earnings for the 31 December 2024 period excludes the amortisation expense attributable to the acquisition PPA of finite life intangible assets (\$13.1m pre tax, \$9.2m post tax), M&A transaction costs (\$5.4m pre tax, \$4.3m post tax) and restructuring and site transition costs (\$9.8m pre tax, \$7.0m post tax).

² Net Tangible Assets excludes A\$434.2m (December 2024: A\$387.1m) of Right of Use assets, although includes A\$473.9m (December 2024: A\$408.2m) of lease liabilities in relation to the adoption of NZ IFRS 16 'Leases'.

Appendix 1:

Reconciliation of Reported to Underlying Earnings (Unaudited)	31 Dec 2025 AUD \$000	31 Dec 2024 AUD \$000	Change %
Reported EBITDA	302,726	275,838	9.7%
Underlying earnings adjustments in the period ¹	(2,290)	15,228	
Underlying EBITDA	300,436	291,066	3.2%
Reported EBIT	220,683	207,276	6.5%
Underlying earnings adjustments in the period ¹	12,746	28,318	
Underlying EBIT	233,429	235,594	(0.9%)
Reported PBT	162,744	155,846	4.4%
Underlying earnings adjustments in the period ¹	12,746	28,318	
Underlying PBT	175,490	184,164	(4.7%)
Reported Net Profit after Tax (NPAT) attributable to owners of the Company	124,816	110,489	13.0%
Underlying earnings adjustments in the period ¹ (net of tax and after non-controlling interests)	608	20,505	
Underlying Net Profit after Tax (NPAT) attributable to owners of the Company	125,424	130,994	(4.3%)

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