

Disclosure of beginning to have substantial holding

Section 276, Financial Markets Conduct Act 2013

To New Zealand Stock Exchange

and

To EBOS Group Ltd

Date this disclosure made: 23 March 2026

Date on which substantial holding began: 20 March 2026

Substantial product holder(s) giving disclosure

Full Name(s): Accident Compensation Corporation (ACC)

Summary of substantial holding to which disclosure relates

Class of quoted voting products: Ordinary shares (EBO NZ, EBO AU)

Summary for: Accident Compensation Corporation (ACC)

For **this** disclosure,—

- | | | |
|-----|---------------------------------|-------------|
| (a) | Total number held in class: | 10,737,285 |
| (b) | Total in class: | 205,045,669 |
| (c) | Total percentage held in class: | 5.237% |

Details of relevant interests

Details for ACC

Nature of relevant interest(s):

Beneficial owner of securities under §235(1)(b) of the Financial Markets Conduct Act
No relevant agreement document needs to be attached under regulation 139.

For that relevant interest,—

- | | | |
|-----|--|------------|
| (a) | Number held in class: | 10,737,285 |
| (b) | Percentage held in class: | 5.237% |
| (c) | Current registered holder(s): ACC holds 9,850,562 NZX listed shares via New Zealand Central Securities Depository Limited (NZCSD) and 886,723 ASX listed shares indirectly via J.P Morgan Nominees Australia Ltd | |
| (d) | Registered holder(s) once transfers are registered: unknown | |

Details of transactions and events giving rise to substantial holding

Details of the transactions or other events requiring disclosure:

From 20 November 2025 to 20 March 2026, ACC had the following aggregated on-market transactions in EBOS Group Ltd:

- Purchases of 1,942,991 NZX listed shares for consideration of NZD \$48,244,175.02
- Purchases of 521,180 ASX listed shares for consideration of AUD \$9,745,997.38
- Sales of 107,157 NZX listed shares for consideration of NZD \$3,042,422.89
- Sales of 15,512 ASX listed shares for consideration of AUD \$294,807.34

Additional information

Address of substantial product holder(s): ACC: Justice Centre, 19 Aitken Street, PO Box 242, Wellington, NZ

Contact details: Matthew Cunliffe +64 4 816 5743 investmentscompliance@acc.co.nz

In accordance with the Financial Markets Authority's Guidance Note: Guidance on Substantial Product Holder Disclosures issued on 27 September 2017, ACC has not made disclosures for employees who manage the financial products of which ACC is the beneficial owner.

Name of any other person believed to have given, or believed to be required to give, a disclosure under the Financial Markets Conduct Act 2013 in relation to the financial products to which this disclosure relates: n/a

Certification

I, Matthew Cunliffe, certify that, to the best of my knowledge and belief, the information contained in this disclosure is correct and that I am duly authorised to make this disclosure by all persons for whom it is made.