

Capital Change Notice

Section 1: Issuer information	
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	12,424 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) ¹	0.00868% 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)	Vesting of the Performance Rights is subject to the satisfaction of certain conditions relating to EBOS Group Limited financial performance and/or the continued employment of the holder of the Performance Rights (Performance Conditions). The Performance Conditions will be tested after the end of the performance period, being 1 July 2026 to 30 June 2029. For each Performance Right that vests the holder 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.

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

	The Performance Rights have no dividend entitlement prior to vesting. There is no amount payable by the Performance Rights holders either on grant or exercise of the Performance Rights.
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.
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.	1,443,114 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 ²	23 March 2026
Section 3: Authority for this announcement and contact person	
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	24 March 2026

² 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).