15 September 2026

NZX/ASX Code: EBO

ASX APPENDIX 3Y

EBOS Group Limited (**EBOS**) advises that an ASX Appendix 3Y has been lodged today in respect of Mr Matthew Muscio regarding the lapse of performance rights.

In respect of the timing of lodgement of the Appendix 3Y, EBOS confirms that:

- the late lodgement was due to an administrative error and is considered an isolated incident;
- the change in notifiable interest is solely related to the lapse of performance rights and not as a result of on-market trading. The performance rights lapsed in accordance with their terms and this was previously announced to the market; and
- the Company has procedures in place to ensure accurate and timely notification. Neither Mr Muscio, nor any other director, were responsible for the delay in disclosing the required information.

Authorised for lodgement with NZX and ASX by:

Janelle Cain
General Counsel
EBOS Group Limited

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Rule 3.19A.2

Appendix 3Y

Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity	EBOS Group Limited
ABN	N/A

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Matthew Muscio
Date of last notice	13 November 2025

Part 1 - Change of director's relevant interests in securities
In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	1. Direct 2. Direct (Matthew Peter Muscio and Angela Suzanne Muscio as trustees of the Black Room Trust. Mr Muscio is a trustee and beneficiary of the trust.)
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
Date of change	31 August 2026
No. of securities held prior to change	1. 17,859 performance rights 2. 3,800 ordinary shares
Class	1. Performance rights 2. Ordinary shares
Number acquired	N/A
Number disposed	1. 17,859 performance rights (lapsed) 2. No change
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	N/A

No. of securities held after change	1. Nil performance rights 2. 3,800 ordinary shares
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Lapse of performance rights in accordance with their terms of issue. No ordinary shares were acquired or disposed of.

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	
Nature of interest	
Name of registered holder **(if issued securities)**	
Date of change	
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

Part 3 – +Closed period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	No.
If so, was prior written clearance provided to allow the trade to proceed during this period?	N/A
If prior written clearance was provided, on what date was this provided?	N/A

+ See chapter 19 for defined terms.