



Announcement Summary

Entity name
EBOS GROUP LIMITED

Date of this announcement
Thursday October 09, 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	545,010	09/10/2025

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

9/10/2025



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")



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

9/10/2025

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	83,332
Alistair Gray	Alistair Gray	31,817
Brett Barons	Brett Barons	59,764

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 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 2025 to 30 June 2028.

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.

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.

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

N/A



Issue details

Number of +securities

545,010

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	205,007,188

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	1,491,852



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?

545,010 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