



NEW ZEALAND'S EXCHANGE
TE PAEHOKO O AOTEAROA

Capital Change Notice

Section 1: Issuer information	
Name of issuer	EBOS Group Limited
NZX ticker code	EBO
Class of financial product	Ordinary Shares
ISIN (If unknown, check on NZX website)	NZEBOE0001S6
Currency	NZD
Section 2: Capital change details	
Number issued/acquired/redeemed	13,274 fully paid ordinary shares issued
Nominal value (if any)	N/A
Issue/acquisition/redemption price per security	Nil
Nature of the payment (for example, cash or other consideration)	N/A
Amount paid up (if not in full)	N/A
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	0.00641413%
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)	<p>Issue of fully paid ordinary shares pursuant to CEO Sign On Award. The vesting of the first tranche of performance rights was subject to the CEO remaining employed by the Group on the date set out below (and the CEO not having given notice of termination before that date):</p> <p>Date: 1 July 2026. Number of rights: 13,274.</p> <p>There remains two further tranches (also subject to an employment condition as follows):</p> <p>Date: 1 July 2027. Number of rights: 13,274.</p> <p>Date: 1 July 2028. Number of rights: 13,275.</p>

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

	Any fully paid ordinary shares issued following vesting will rank equally with existing fully paid ordinary shares.
Reason for issue/acquisition/redemption and specific authority for issue/acquisition/redemption/ (the reason for change must be identified here)	Issue of ordinary shares pursuant to CEO Sign On Award.
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.	206,962,603
In the case of an acquisition of shares, whether those shares are to be held as treasury stock	N/A
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)	Issue of 13,274 ordinary shares pursuant to the terms of the EBOS performance rights plan
Date of issue/acquisition/redemption ²	2 July 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	2 July 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).