

| Section 1: Issuer information                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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| Name of issuer                                                                                                                                                                                                                                                                                                   | EBOS Group Limited                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| NZX ticker code                                                                                                                                                                                                                                                                                                  | EBO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Class of financial product                                                                                                                                                                                                                                                                                       | Performance Rights representing an entitlement to fully paid ordinary shares ( <b>Shares</b> ) pursuant to the EBOS Group Limited Equity 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                                                                                                                                                                                                                                                                                                    | 690,456 Performance Rights                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Nominal value (if any)                                                                                                                                                                                                                                                                                           | Not applicable.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Issue 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 (calculated on the number of Financial Products of the Class, excluding any Treasury Stock, in existence)                                                                                                                                                 | 69.79% 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) | <p>Vesting of the Performance Rights is subject to the satisfaction of certain conditions relating to EBOS Group Limited (the <b>Company</b>) financial performance and/or the continued employment of the holder of the Performance Rights (Performance Conditions). Subject to applicable law, the Board has discretion to allow Performance Rights to vest notwithstanding cessation of employment before the vesting date, for example in 'good leaver' circumstances.</p> <p>The Performance Conditions will be tested after the end of the performance period, being 1 July 2026 to 30 June 2029.</p> <p>For each Performance Right that vests the holder will be entitled to one Share in the Company or an equivalent amount in cash or a combination of both (as determined by the Board). Any Shares issued following vesting will rank equally with existing fully paid ordinary shares.</p> |

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|                                                                                                                                                                                            | <p>The Performance Rights have no dividend entitlement prior to vesting.</p> <p>There is no amount payable by the Performance Rights holders either on grant or exercise of the Performance Rights.</p> |
| Reason for issue and specific authority for issue (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 (excluding Treasury Stock) and the total number of Financial Products of the Class held as Treasury Stock after the issue. | 1,679,722 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                                                                                                                                                                              | 12 October 2026                                                                                                                                                                                         |
| <b>Section 3: Authority for this announcement and contact person</b>                                                                                                                       |                                                                                                                                                                                                         |
| 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                                                                                                                                                                | 12 October 2026                                                                                                                                                                                         |