

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)	<p>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).</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 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.</p>

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

	<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/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).



Announcement Summary

Entity name

EBOS GROUP LIMITED

Date of this announcement

Tuesday March 24, 2026

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	12,424	23/03/2026

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

24/3/2026



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

23/3/2026

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?

No

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 (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 relevant 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.

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 Right.

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

Issue details

Number of +securities

12,424



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	205,045,669

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	1,443,114



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?

12,424 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