

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	24,935 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	0.012047067%
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)	Issue of fully paid ordinary shares pursuant to performance rights plan following the vesting of performance rights. Performance rights that vest entitle the holder to one fully paid ordinary share in EBOS Group Limited for nil consideration or an amount in cash or a combination of both (as determined by the Board). The 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 to participants in performance rights plan.
Total number of Financial Products of the Class after the issue/acquisition/redemption/Conversion (excluding Treasury	207,004,775

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

Stock) and the total number of Financial Products of the Class held as Treasury Stock after the issue/acquisition/redemption.	
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 24,935 ordinary shares pursuant to the terms of the EBOS performance rights plan
Date of issue/acquisition/redemption ²	31 August 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	31 August 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

Announcement Type

New announcement

Date of this announcement

Monday August 31, 2026

The +securities to be quoted are:

+Securities issued, transferred or re-classified as a result of options being exercised or other +convertible securities being converted

Total number of +securities to be quoted

ASX +security code	Security description	Number of +securities to be quoted	Issue date
EBO	ORDINARY FULLY PAID	24,935	31/08/2026

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) apply for +quotation of the following +securities and agree to the matters set out in Appendix 2A of the ASX Listing Rules.

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

31/8/2026



Part 2 - Type of Issue

2.1 The +securities to be quoted are:

+Securities issued, transferred or re-classified as a result of options being exercised or other +convertible securities being converted

2.2 The +class of +securities to be quoted is:

Additional +securities in a class that is already quoted on ASX ("existing class")



Part 3B - number and type of +securities to be quoted (existing class) where issue has not previously been notified to ASX in an Appendix 3B

Existing +securities converting into additional +securities in an existing class

FROM (Existing Class)

ASX +security code and description

EBOAA : PERFORMANCE RIGHTS

TO (Existing Class)

ASX +security code and description

EBO : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted

24,935

The first date the options were exercised or other +convertible securities were converted

The last date the options were exercised or other +convertible securities were converted

31/8/2026

Is this all of the options or other +convertible securities on issue of that type (ie have all of those options now been exercised or have all of those convertible securities now been converted)?

No

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:

An issue of new +securities

The underlying +securities being received by the holder are:

Intended to be, but are not yet, quoted by ASX

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?

Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?

No

Issue date

31/8/2026

Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?

Yes



Issue details

Number of +securities to be quoted

24,935

Are the +securities being issued for a cash consideration?

No

Please describe the consideration being provided for the +securities

Nil

Please provide an estimate (in AUD) of the value of the consideration being provided per +security for the +securities to be quoted

0.000000

Any other information the entity wishes to provide about the +securities to be quoted

Part 4 - Issued capital following quotation

Following the quotation of the +securities the subject of this application, the issued capital 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 quoted on ASX following the +quotation of the +securities subject of this application)

ASX +security code and description	Total number of +securities on issue
EBO : ORDINARY FULLY PAID	207,004,775

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	1,363,188

31 August 2026

NZX/ASX Code: EBO

Performance Rights Update

EBOS Group Limited (EBOS) today announces that in relation to performance rights issued in respect of the performance period 1 July 2023 to 30 June 2026 the following rights have lapsed or vested and been settled as follows:

- in respect of 326,623 performance rights, these have lapsed as the relevant vesting condition/s had not been met; and
- in respect of 24,935 vested performance rights, the issue of 24,935 ordinary shares.

EBOS now has 1,036,565 performance rights on issue.

Authorised for lodgement with NZX and ASX by:

Janelle Cain
General Counsel
EBOS Group Limited
+ 61 3 9918 5555