NZX
NEW ZEALAND'S EXCHANGE

Capital Change Notice

Section 1: Issuer information	
Name of issuer	EBOS Group Limited
NZX ticker code	EBO
Class of financial product	Options to acquire fully paid ordinary shares (**Shares**) (with each Option granting the holder the right to acquire one Share as described below) pursuant to the EBOS Group Limited Equity Plan (**Plan**).
ISIN (If unknown, check on NZX website)	Not applicable – Options will not be listed on NZX or ASX.
Currency	AUD.
Section 2: Capital change details	
Number issued	1,030,520 Options
Nominal value (if any)	Not applicable.
Issue price per security	Options were issued for nil consideration. Exercise Price of A$16.55, which is payable on exercise of the relevant underlying Options.
Nature of the payment (for example, cash or other consideration)	To exercise the Options, cash consideration of A$16.55 is payable on the exercise of the relevant underlying Options. The Option holder may request that EBOS Group Limited (the **Company**) allows the relevant Options to be exercised on a cashless basis. If the Company agrees to the request: • the aggregate number of Shares that would otherwise be issued or transferred to the Option holder in connection with the exercise of the Options will be reduced by the aggregate Exercise Price in respect of the Options divided by the market value of an ordinary share as at the date of exercise of the Options (rounded down to the nearest whole number of Shares); and • the Exercise Price will be varied to nil such that the Option holder will not be required to pay any Exercise Price in connection with the exercise of the Options.
Amount paid up (if not in full)	Not applicable.
Percentage of total class of Financial Products issued (calculated on the number of Financial	100% of Options.

Products of the Class, excluding any Treasury Stock, in existence)	
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)	Vesting of the Options is generally subject to the Option holder remaining employed on the date that the Option holder is notified of the outcome of the testing of the vesting conditions for the performance rights issued to the Option holder for the period 1 July 2026 to 30 June 2029. Subject to applicable law, the Board has discretion to allow Options to vest notwithstanding cessation of employment before such date, for example in 'good leaver' circumstances. The Exercise Price is described above. The expiry date of the Options is 5 October 2036. For each Option that vests the Option 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. If the Option is to be satisfied with Shares, the Option holder may request that the Options are exercised on a cashless basis (as described above). The Options have no dividend entitlement prior to exercise.
Reason for issue and specific authority for issue (the reason for change must be identified here)	Grant of Options 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.	100% of Options
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 including a reference to the rule pursuant to which the issue is made	Directors' resolution in accordance with NZX Listing Rule 4.6.1.
Terms or details of the issue (for example: restrictions, escrow arrangements)	Please see above.
Date of issue	12 October 2026
Section 3: Authority for this announcement and contact person	
Name of person authorised to make this announcement	Janelle Cain

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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

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Section 1: Issuer information	
Name of issuer	EBOS Group Limited
NZX ticker code	EBO
Class of financial product	Performance Rights representing an entitlement to fully paid ordinary shares (**Shares**) 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)	Vesting of the Performance Rights is subject to the satisfaction of certain conditions relating to EBOS Group Limited (the **Company**) 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. The Performance Conditions will be tested after the end of the performance period, being 1 July 2026 to 30 June 2029. 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.

	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.
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
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	12 October 2026