

Ongoing Disclosure Notice

Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

Date of last disclosure:	30-Jun-25
Date of last disclosure: N/A	

Director or senior manager giving disclosure

Full name(s):	
Name of listed issuer:	
Name of related body corporate (if applicable):	
Position held in listed issuer:	

	EBOS Group Limited
	N/A
	Chief Financial Officer
c١	

Alistair Gray

Class of affected quoted financial products:	Ordinary shares
Nature of the affected relevant interest(s):	Appointment as trustee of the EBOS Staff Share Plan
For that relevant interest-	
Number held in class before acquisition or disposal:	Nil
Number held in class after acquisition or disposal:	71,592
Current registered holder(s):	Elizabeth Mary Coutts & John Matthew Cullity as trustees of the EBOS Staff Share Plan
Registered holder(s) once transfers are registered:	Elizabeth Mary Coutts & Alistair Alexander Gray as trustees of the EBOS Staff Share Plan

Summary of acquisition or disposal of specified derivatives relevant interest (if applied	cabl	le)
Type of affected derivative:		

Type of affected derivative:	
Class of underlying financial products:	
Details of affected derivative-	
The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):	
A statement as to whether the derivative is cash settled or physically settled:	
Maturity date of the derivative (if any):	
Expiry date of the derivative(if any):	
The price specified in the terms of the derivative (if any):	
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:	
For that derivative,-	
Parties to the derivative:	
If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:	
Details of transactions giving rise to acquisition or disposal	
Total number of transactions to which notice relates:	1
Details of transactions requiring disclosure-	· · · · · · · · · · · · · · · · · · ·
Date of transaction:	27-Jun-25
Nature of transaction:	Appointment as trustee of the EBOS Staff Share Plan
Name of any other party or parties to the transaction (if known):	N/A
The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily by converted into a cash value, describe the consideration:	Nil
Number of financial products to which the transaction related:	71,592 ordinary shares

include the following details—	
Whether relevant interests were acquired or disposed of during a closed period:	No
Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period:	N/A
Date of the prior written clearance (if any):	N/A
Summary of other relevant interests after acquisition or disposal:	
Class of quoted financial products:	N/A
Nature of relevant interest:	N/A
For that relevant interest,-	
Number held in class:	N/A
Current registered holder(s):	N/A
For a derivative relevant interest,-	
Type of derivative:	N/A
Details of derivative,-	
The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):	
A statement as to whether the derivative is cash settled or physically settled:	
Maturity date of the derivative (if any):	
Expiry date of the derivative (if any):	
The price's specified terms (if any):	
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:	
For that derivative relevant interest,-	
Parties to the derivative:	
If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:	
Certification	
I certify that, to the best of my knowledge and belief, the information contained in this	
disclosure is correct and that I am duly authorised to make this disclosure by all persons	
for whom it is made.	
Signature of director or officer:	
Date of signature:	

or

Signature of person authorised to sign on behalf of director or officer:

If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period)

Date of signature:

Name and title of authorised person:

Joul Co-	
	30-Jun-25

Janelle Cain, General Counsel, EBOS Group Limited



Ongoing Disclosure Notice

Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

To NZX Limited; and	
Name of listed issuer:	EBOS Group Limited
Date this disclosure made:	30-Jun-25
Date of last disclosure:	30-Aug-24

Director or senior manager giving disclosure

Full name(s):	John Cullity
Name of listed issuer:	EBOS Group Limited
Name of related body corporate (if applicable):	N/A
Position held in listed issuer:	Chief Executive Officer

Summary of acquisition or disposal of relevant interest (excluding	specified derivatives)
Class of affected quoted financial products:	Ordinary shares
Nature of the affected relevant interest(s):	Retirement as trustee of the EBOS Staff
	Share Plan
For that relevant interest-	
Number held in class before acquisition or disposal:	71,592
Number held in class after acquisition or disposal:	Nil
	Elizabeth Mary Coutts & John Matthew
Current registered holder(s):	Cullity as trustees of the EBOS Staff
	Share Plan
	Elizabeth Mary Coutts & Alistair
Registered holder(s) once transfers are registered:	Alexander Gray as trustees of the EBOS
	Staff Share Plan

Type of affected derivative:	
Class of underlying financial products:	
Details of affected derivative-	
The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):	
A statement as to whether the derivative is cash settled or physically settled:	
Naturity date of the derivative (if any):	
Expiry date of the derivative(if any):	
The price specified in the terms of the derivative (if any):	
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:	
For that derivative,-	
Parties to the derivative:	
f the director or senior manager is not a party to the derivative, the nature of the relevant nterest in the derivative:	
Details of transactions giving rise to acquisition or disposal	
Fotal number of transactions to which notice relates:	1
Details of transactions requiring disclosure-	
Date of transaction:	27-Jun-25
Nature of transaction:	Retirement as trustee of the EBOS Staff Share Plan
Name of any other party or parties to the transaction (if known):	N/A
The consideration, expressed in New Zealand dollars, paid or received for the acquisition	

Number of financial products to which the transaction related:

71,592 ordinary shares

No
N/A
N/A
Ordinary shares
 Registered holder - 2016 long term incentive plan Registered holder - 2017 long term incentive plan Registered holder
1. 95,000 ordinary shares 2. 110,000 ordinary shares 3. 71,248 ordinary shares
1, 2 and 3: John Cullity

Joul Co-
30-Jun-25
Janelle Cain, General Counsel, EBOS Group Limited



Ongoing Disclosure Notice

Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

To NZX Limited; and	
Name of listed issuer:	EBOS Group Limited
Date this disclosure made:	30-Jun-25
Date of last disclosure:	16-May-25

Director or senior manager giving disclosure

Full name(s):	Elizabeth Coutts
Name of listed issuer:	EBOS Group Limited
Name of related body corporate (if applicable):	
Position held in listed issuer:	Director

Summary of acquisition or disposal of relevant interest (excluding specified derivatives)

Class of affected quoted financial products:	Ordinary shares
Nature of the affected relevant interest(s):	Change to trustee of EBOS Staff Share Plan
For that relevant interest-	
Number held in class before acquisition or disposal:	71,592
Number held in class after acquisition or disposal:	71,592
Current registered holder(s):	Elizabeth Mary Coutts & John Matthew Cullity as trustees of the EBOS Staff Share Plan
Registered holder(s) once transfers are registered:	Elizabeth Mary Coutts & Alistair Alexander Gray as trustees of the EBOS Staff Share Plan

Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)

Type of affected derivative:	
Class of underlying financial products:	
Details of affected derivative-	
The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):	
A statement as to whether the derivative is cash settled or physically settled:	
Maturity date of the derivative (if any):	
Expiry date of the derivative(if any):	
The price specified in the terms of the derivative (if any):	
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:	
For that derivative,-	·
Parties to the derivative:	
If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:	
Details of transactions giving rise to acquisition or disposal	
Total number of transactions to which notice relates:	1
Details of transactions requiring disclosure-	
Date of transaction:	27-Jun-25

	Change to trustee of the EBOS Employee Share
Nature of transaction:	Plan
Name of any other party or parties to the transaction (if known):	N/A
The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily by converted into a cash value, describe the consideration:	Nil
Number of financial products to which the transaction related:	71,592 ordinary shares
If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—	
Whether relevant interests were acquired or disposed of during a closed period:	No
Whether prior written clearance was provided to allow the acquisition or disposal to	
proceed during the closed period:	N/A N/A
Date of the prior written clearance (if any):	
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Summary of other relevant interests after acquisition or disposal:	Ordinary shares
	Ordinary shares Indirect interest
Class of quoted financial products:	
Class of quoted financial products: Nature of relevant interest:	
Class of quoted financial products: Nature of relevant interest: For that relevant interest,-	Indirect interest
Class of quoted financial products: Nature of relevant interest: For that relevant interest,- Number held in class:	Indirect interest 37,112 ordinary shares
Class of quoted financial products: Nature of relevant interest: For that relevant interest,- Number held in class: Current registered holder(s):	Indirect interest 37,112 ordinary shares
Class of quoted financial products: Nature of relevant interest: For that relevant interest,- Number held in class: Current registered holder(s): For a derivative relevant interest,-	Indirect interest 37,112 ordinary shares
Class of quoted financial products: Nature of relevant interest: For that relevant interest,- Number held in class: Current registered holder(s): For a derivative relevant interest,- Type of derivative:	Indirect interest 37,112 ordinary shares
Class of quoted financial products: Nature of relevant interest: For that relevant interest,- Number held in class: Current registered holder(s): For a derivative relevant interest,- Type of derivative: Details of derivative,- The notional value of the derivative (if any) or the notional amount of underlying financial	Indirect interest 37,112 ordinary shares

Maturity date of the derivative (if any):

Expiry date of the derivative (if any):

The price's specified terms (if any):

Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:

For that derivative relevant interest,-

Parties to the derivative:

If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:

Certification

I certify that, to the best of my knowledge and belief, the information contained in this disclosure is correct and that I am duly authorised to make this disclosure by all persons for whom it is made.

Signature of director or officer:

Date of signature:

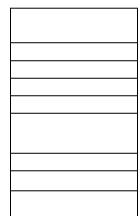
or

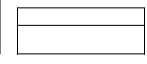
Signature of person authorised to sign on behalf of director or officer:

Date of signature:

Name and title of authorised person:

Change to trustee of the EBOS Employee Share Plan
N/A
Nil
71,592 ordinary shares





/mlBi 30-Jun-25

Janelle Cain, General Counsel EBOS Group Limited