

30 October 2018

**NZX/ASX Announcement
(NZX/ ASX Code: EBO)**

NOTIFICATION OF PERFORMANCE RIGHTS

For the purposes of Listing Rule 7.12.1 of the NZSX Listing Rules, EBOS Group Limited advises the following Performance Rights have been issued:

a	Class of security	Performance Rights representing an entitlement to ordinary shares pursuant to the EBOS Group Limited Performance Rights Plan (Plan).
b	ISIN	Not applicable – the Performance Rights will not be listed on NZX or ASX.
c	Number of securities issued	180,300 Performance Rights.
d	Nominal value	Not applicable.
e	Issue Price	Not applicable.
f	Payment in cash	No.
g	Amount paid up	Not applicable.
h	Principal terms of securities	See ‘Terms or details of the issue’ below.
i	Percentage of class of securities	100% of Performance Rights on issue
j	Reason for issue	Performance Rights issued under the Plan.
k	Authority for issue	Board resolution.
l	Terms or details of the issue	Vesting of the Performance Rights is subject to the satisfaction of certain conditions relating to EBOS Group Limited financial performance and the continued employment of the holder of the Performance Rights (Performance Conditions).

The Performance Conditions will be tested after the end of the performance period, being 1 July 2018 to 30 June 2021.

If the Performance Rights vest, the holder will be entitled to one fully paid ordinary share in EBOS Group Limited for each Performance Right 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 Rights.

m	Number of securities in existence after issue	180,300 Performance Rights.
n	Treasury stock	Not applicable.
o	Date of issue	30 October 2018.

Yours faithfully



Janelle Cain
General Counsel
EBOS Group Limited