



(for Equity Security issuer/Equity and Debt Security issuer)

| Results for announcement to the market | | | |
|--|---|-------------------------|--|
| Name of issuer | EBOS Group Limited | | |
| Reporting Period | 6 months to 31 December 2021 | | |
| Previous Reporting Period | 6 months to 31 December 2020 | | |
| Currency | AUD | | |
| | Amount (AUD000s) | Percentage change | |
| Revenue from continuing operations | \$5,250,860 | 12.8% | |
| Total Revenue | \$5,250,860 | 12.8% | |
| Underlying net profit from continuing operations attributable to security holders ¹ | \$109,271 | 15.8% | |
| Net profit/(loss) from continuing operations | \$101,866 | 9.7% | |
| Total net profit/(loss) | \$101,866 | 9.7% | |
| Interim Dividend (NZD) | | | |
| Amount per Quoted Equity Security | \$ 0.47 | | |
| Imputed amount per Quoted Equity Security | \$ 0.04569444 | | |
| Record Date | 4 March 2022 | | |
| Dividend Payment Date | 18 March 2022 | | |
| | Current period | Prior comparable period | |
| Net tangible assets per Quoted Equity Security ² | A\$2.18 | (A\$0.75) | |
| A brief explanation of any of the figures above necessary to enable the figures to be understood | Refer to attached Results Presentation, Media Release and Letter to Shareholders | | |
| Authority for this announcement | | | |
| Name of person authorised to make this announcement | Janelle Cain | | |
| Contact person for this announcement | Janelle Cain | | |
| Contact phone number | +61 3 9918 5370 | | |
| Contact email address | Janelle.Cain@ebosgroup.com | | |
| Date of release through MAP | 16 February 2022 | | |

Unaudited condensed consolidated interim financial statements accompany this announcement.

¹ Underlying net profit represents reported profit for the period adjusted for one-off costs in relation to merger and acquisition transaction costs incurred (\$7.8m). Refer to Appendix 1 for reconciliation between reported and underlying earnings.

² Net Tangible Assets excludes A\$237.4m (2020: A\$210.2m) of Right of Use assets but includes A\$256.7m (2020: A\$226.5m) of lease liabilities in relation to the adoption of NZ IFRS 16 *'Leases'*.

Appendix 1:

Reconciliation of Reported to Underlying Earnings

| Reconciliation of Reported vs Underlying Earnings | 31 Dec 2021 | 31 Dec 2020 | Change |
|---|-------------|-------------|--------|
| (Unaudited) | AUD \$000 | AUD \$000 | % |
| Reported EBITDA | 199,881 | 182,219 | 9.7% |
| Add back one-off items incurred during the period ¹ | 7,771 | 1,921 | 304.6% |
| Underlying EBITDA | 207,652 | 184,140 | 12.8% |
| | | | |
| Reported EBIT | 161,313 | 145,910 | 10.6% |
| Add back one-off items incurred during the period ¹ | 7,771 | 1,921 | 304.6% |
| Underlying EBIT | 169,084 | 147,831 | 14.4% |
| Reported Net Profit after Tax (NPAT) attributable to owners of the Company | 101,866 | 92,865 | 9.7% |
| Add back one-off items incurred during the period ¹ (net of tax and after non-controlling interests) | 7,405 | 1,481 | 399.8% |
| Underlying Net Profit after Tax (NPAT) attributable to owners of the Company | 109,271 | 94,346 | 15.8% |
| Basic EPS – (CPS) | 61.4 | 56.9 | 8.0% |
| Underlying EPS – (CPS) | 66.6 | 57.8 | 15.2% |

Underlying EBITDA, Underling EBIT and Underlying Net Profit after Tax attributable to the owners of the Company are non-GAAP measures, which adjust for the effects of one-off costs.

¹ One-off costs comprise merger and acquisition transaction costs of A\$7.8m (2020: A\$1.9m) on a pre-tax basis (A\$7.4m (2020: A\$1.5m) on a post-tax basis).