

**Form 603  
Corporations Act 2001  
Section 671B**

**Notice of Initial Substantial Holder**

To: **EBOS Group Limited**

ACN/ARSN:

**1. Details of substantial holder (1)**

Name: FMR LLC and the entities listed in Annexure A ("FMR")

ACN/ARSN (if applicable)

The holder became a substantial holder on 26 October 2020

**2. Details of voting power**

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

<b>Class of Securities (4)</b>	<b>Number of securities</b>	<b>Person's votes (5)</b>	<b>Voting power (6)</b>
COMMON STOCK	8,672,110	8,672,110	5.28%

**3. Details of relevant interests**

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

Refer to Annexure A

**4. Details of present registered holders**

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

Refer to Annexure A

**5. Consideration**

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

<b>Date of Acquisition</b>	<b>Holder of Relevant Interest</b>	<b>Consideration (9)</b>	<b>Class and Number of Securities</b>
		<b>NZD</b>	<b>Common Stock</b>
07/24/2020	FMR	22.3300	971
08/24/2020	FMR	22.4960	683
08/26/2020	FMR	22.4300	203
08/27/2020	FMR	22.6168	1,254
08/28/2020	FMR	22.7000	674
09/02/2020	FMR	24.0183	1,219

10/02/2020	FMR	24.1446	3,293
10/09/2020	FMR	23.7200	45,954
10/09/2020	FMR	23.7200	17,736
10/09/2020	FMR	23.7200	8,217
10/09/2020	FMR	23.7200	3,067
10/09/2020	FMR	23.7200	2,997
10/09/2020	FMR	23.7200	939
10/09/2020	FMR	23.7200	478
10/09/2020	FMR	23.7200	331
10/09/2020	FMR	23.7200	205
10/09/2020	FMR	23.7200	72
10/09/2020	FMR	23.7200	21
10/09/2020	FMR	23.7200	11
10/09/2020	FMR	23.7200	7
10/09/2020	FMR	23.9038	104
10/23/2020	FMR	26.2234	1,300
10/26/2020	FMR	25.9400	447,136
10/26/2020	FMR	25.9400	117,628
10/26/2020	FMR	25.9400	40,200
10/26/2020	FMR	25.9400	13,800
		<b>Total Acquisition</b>	<b>708,500</b>

## 6. Associates

The reasons the persons named in paragraph 3 above are associates of the substantial holder are all follows:

Name and ACN/ARSN (if applicable)	Nature of association
N/A	

## 7. Addresses

The addresses of persons named in this form are as follows:

Refer to Annexure A
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Sign Here \_\_\_\_\_

Dated: 28 October 2020

Jen Li

Head of Regulatory Reporting, Asia Pacific

Duly authorized under Powers of Attorney by and on behalf of FMR LLC

**Annexure A**

Investment Manager	Address	Custodian	Nature of Relevant Interest	Sum of Numerator Shares
FIAM LLC	900 Salem Street, Smithfield, RI 02917 United States	BROWN BROTHERS HARRIMAN AND CO	Investment Discretion / Voting Power	35,000
		JPMORGAN CHASE BANK		683
		STATE STREET BANK AND TR CO		11,922
FMR Investment Management (UK) Limited	1 St. Martin's Le Grand, London, EC1A 4AS	BROWN BROTHERS HARRIMAN AND CO		173,301
		JPMORGAN CHASE BANK		178,404
		NORTHERN TRUST CO (C)		2,683,622
Fidelity Institutional Asset Management Trust Company	900 Salem Street, Smithfield, RI 02917 United States	JP MORGAN, BOURNEMOUTH (C)		6,319
		STATE STREET BANK AND TR CO		73,514
Fidelity Management & Research (Hong Kong) Limited	Floor 19, 41 Connaught Road Central, Hong Kong	JPMORGAN CHASE BANK		416,179
Fidelity Management & Research (Japan) Limited	4-1-17 Kamiya-cho Prime Place, Toranomom, Minatoku, Tokyo 105-0001 Japan	NORTHERN TRUST CO (C)		904,310
Fidelity Management & Research Company LLC	Corporation Trust Center, 1200 Orange Street, Wilmington, New Castle County, Delaware 19801, United States	BROWN BROTHERS HARRIMAN AND CO		495,517
		JPMORGAN CHASE BANK		2,735,212
		NORTHERN TRUST CO (C)		468,341
		STATE STREET BANK AND TR CO		489,786
<b>Grand Total</b>				<b>8,672,110</b>