

Disclosure of movement of 1% or more in substantial holding
or change in nature of relevant interest, or both

Sections 277 and 278, Financial Markets Conduct Act 2013

To New Zealand Stock Exchange
and
To Ebos Group Limited

Relevant event being disclosed: *Movement of 1% or more in the substantial holding*

Date of relevant event: 8 July 2020

Date this disclosure made: 10 July 2020

Date last disclosure made: 20 April 2020

Substantial product holder(s) giving disclosure

Full name(s): FMR LLC and the entities listed in Annexure A ("FMR")

Summary of substantial holding

Class of quoted voting products: ordinary share

Summary for *FMR LLC*

For **this** disclosure,—

- (a) total number held in class: **13,214,395**
- (b) total in class: **162,864,001**
- (c) total percentage held in class: **8.1138%**

For **last** disclosure,—

- (a) total number held in class: **14,868,783**
- (b) total in class: **162,851,135**
- (c) total percentage held in class: **9.130%**

Details of transactions and events giving rise to relevant event

Details of the transactions or other events requiring disclosure:

Date of change	Holder of Relevant Interest	Nature of change (6)	Consideration given in relation to change (7)	Class and number of securities affected	Person's votes affected
			NZD	Common Stock	Common Stock
20-Apr-20	FMR	SELL	24.1093	26,400	26,400
21-Apr-20	FMR	SELL	24.3392	16,223	16,223

22-Apr-20	FMR	SELL	24.0000	7,500	7,500
23-Apr-20	FMR	SELL	23.0000	14,160	14,160
23-Apr-20	FMR	SELL	23.3117	1,517	1,517
30-Apr-20	FMR	SELL	22.4432	521	521
14-May-20	FMR	SELL	21.8374	57,900	57,900
18-May-20	FMR	BUY	21.8000	61,000	61,000
20-May-20	FMR	BUY	21.7878	4,200	4,200
27-May-20	FMR	SELL	22.2270	9,480	9,480
28-May-20	FMR	SELL	22.2601	3,334	3,334
28-May-20	FMR	SELL	22.2601	800	800
28-May-20	FMR	SELL	22.2601	11,300	11,300
28-May-20	FMR	SELL	22.2601	700	700
28-May-20	FMR	SELL	22.2601	400	400
29-May-20	FMR	SELL	21.9827	2,900	2,900
29-May-20	FMR	SELL	21.9827	700	700
29-May-20	FMR	SELL	21.9827	9,821	9,821
29-May-20	FMR	SELL	21.9827	600	600
29-May-20	FMR	SELL	21.9827	400	400
2-Jun-20	FMR	SELL	22.4909	1,600	1,600
2-Jun-20	FMR	SELL	22.4909	400	400
2-Jun-20	FMR	SELL	22.4909	5,382	5,382
2-Jun-20	FMR	SELL	22.4909	400	400
2-Jun-20	FMR	SELL	22.4909	400	400
3-Jun-20	FMR	SELL	22.5028	3,300	3,300
3-Jun-20	FMR	SELL	22.5028	738	738
3-Jun-20	FMR	SELL	22.5028	11,000	11,000
3-Jun-20	FMR	SELL	22.5028	700	700
3-Jun-20	FMR	SELL	22.5028	400	400
4-Jun-20	FMR	SELL	22.2260	700	700
4-Jun-20	FMR	SELL	22.2260	400	400
4-Jun-20	FMR	SELL	22.2260	2,438	2,438
4-Jun-20	FMR	SELL	22.2260	400	400
4-Jun-20	FMR	SELL	22.2260	400	400
5-Jun-20	FMR	SELL	22.0051	2,900	2,900
5-Jun-20	FMR	SELL	22.0051	606	606
5-Jun-20	FMR	SELL	22.0051	9,700	9,700
5-Jun-20	FMR	SELL	22.0051	600	600
5-Jun-20	FMR	SELL	22.0051	400	400
8-Jun-20	FMR	SELL	22.5007	4,700	4,700
8-Jun-20	FMR	SELL	22.5007	1,038	1,038
8-Jun-20	FMR	SELL	22.5007	15,900	15,900
8-Jun-20	FMR	SELL	22.5007	1,000	1,000
8-Jun-20	FMR	SELL	22.5007	400	400
9-Jun-20	FMR	SELL	22.1000	28,900	28,900
9-Jun-20	FMR	SELL	22.4600	3,200	3,200

9-Jun-20	FMR	SELL	22.1000	6,600	6,600
9-Jun-20	FMR	SELL	22.4600	700	700
9-Jun-20	FMR	SELL	22.1000	97,600	97,600
9-Jun-20	FMR	SELL	22.4600	11,000	11,000
9-Jun-20	FMR	SELL	22.4865	381	381
9-Jun-20	FMR	SELL	22.1000	6,100	6,100
9-Jun-20	FMR	SELL	22.4600	700	700
9-Jun-20	FMR	SELL	22.1000	800	800
9-Jun-20	FMR	SELL	22.4600	400	400
10-Jun-20	FMR	SELL	22.1000	660	660
10-Jun-20	FMR	SELL	22.1375	600	600
10-Jun-20	FMR	SELL	22.1000	400	400
10-Jun-20	FMR	SELL	22.1375	400	400
10-Jun-20	FMR	SELL	22.1000	2,200	2,200
10-Jun-20	FMR	SELL	22.1375	2,066	2,066
10-Jun-20	FMR	SELL	22.1000	400	400
10-Jun-20	FMR	SELL	22.1375	400	400
10-Jun-20	FMR	SELL	22.1000	400	400
10-Jun-20	FMR	SELL	22.1375	400	400
11-Jun-20	FMR	SELL	22.0933	2,300	2,300
11-Jun-20	FMR	SELL	22.0933	503	503
11-Jun-20	FMR	SELL	22.0933	7,900	7,900
11-Jun-20	FMR	SELL	22.0933	500	500
11-Jun-20	FMR	SELL	22.0933	400	400
12-Jun-20	FMR	SELL	21.4050	24,307	24,307
12-Jun-20	FMR	SELL	21.4393	10,200	10,200
12-Jun-20	FMR	SELL	21.4017	919	919
12-Jun-20	FMR	SELL	21.4050	10,500	10,500
12-Jun-20	FMR	SELL	21.4393	2,300	2,300
12-Jun-20	FMR	SELL	21.4017	400	400
12-Jun-20	FMR	SELL	21.4050	155,593	155,593
12-Jun-20	FMR	SELL	21.4393	34,400	34,400
12-Jun-20	FMR	SELL	21.4017	3,200	3,200
12-Jun-20	FMR	SELL	21.4050	9,600	9,600
12-Jun-20	FMR	SELL	21.4393	2,100	2,100
12-Jun-20	FMR	SELL	21.4017	400	400
12-Jun-20	FMR	SELL	21.4017	128	128
15-Jun-20	FMR	SELL	22.0000	26,315	26,315
15-Jun-20	FMR	SELL	22.0000	229,819	229,819
15-Jun-20	FMR	SELL	22.0000	13,400	13,400
15-Jun-20	FMR	SELL	22.0000	200	200
23-Jun-20	FMR	BUY	21.5200	27,169	27,169
23-Jun-20	FMR	BUY	21.5200	20,100	20,100
23-Jun-20	FMR	SELL	21.7055	3,700	3,700
23-Jun-20	FMR	SELL	21.7055	5,900	5,900

23-Jun-20	FMR	SELL	21.7055	9,300	9,300
23-Jun-20	FMR	SELL	21.7055	1,100	1,100
24-Jun-20	FMR	SELL	21.7453	3,700	3,700
24-Jun-20	FMR	SELL	21.7453	5,900	5,900
24-Jun-20	FMR	SELL	21.7453	9,300	9,300
24-Jun-20	FMR	SELL	21.7453	1,100	1,100
25-Jun-20	FMR	SELL	21.5031	5,500	5,500
25-Jun-20	FMR	SELL	21.5031	8,900	8,900
25-Jun-20	FMR	SELL	21.5031	13,900	13,900
25-Jun-20	FMR	SELL	21.5031	1,700	1,700
26-Jun-20	FMR	SELL	21.7000	30,500	30,500
26-Jun-20	FMR	SELL	21.8000	7,300	7,300
26-Jun-20	FMR	SELL	21.7000	49,553	49,553
26-Jun-20	FMR	SELL	21.8000	11,900	11,900
26-Jun-20	FMR	SELL	21.7000	77,400	77,400
26-Jun-20	FMR	SELL	21.8000	18,500	18,500
26-Jun-20	FMR	SELL	21.7000	9,500	9,500
26-Jun-20	FMR	SELL	21.8000	2,300	2,300
29-Jun-20	FMR	SELL	21.6688	3,300	3,300
29-Jun-20	FMR	SELL	21.6688	5,347	5,347
29-Jun-20	FMR	SELL	21.6688	8,400	8,400
29-Jun-20	FMR	SELL	21.6688	1,000	1,000
30-Jun-20	FMR	SELL	21.6255	4,600	4,600
30-Jun-20	FMR	SELL	21.6255	7,400	7,400
30-Jun-20	FMR	SELL	21.6255	11,600	11,600
30-Jun-20	FMR	SELL	21.6255	1,400	1,400
1-Jul-20	FMR	SELL	21.7267	5,300	5,300
1-Jul-20	FMR	SELL	21.8003	4,400	4,400
1-Jul-20	FMR	SELL	21.7267	8,600	8,600
1-Jul-20	FMR	SELL	21.8003	7,200	7,200
1-Jul-20	FMR	SELL	21.7267	400	400
1-Jul-20	FMR	SELL	21.8003	400	400
1-Jul-20	FMR	SELL	21.7267	13,500	13,500
1-Jul-20	FMR	SELL	21.8003	11,200	11,200
1-Jul-20	FMR	SELL	21.7267	500	500
1-Jul-20	FMR	SELL	21.8003	400	400
1-Jul-20	FMR	SELL	21.7267	1,700	1,700
1-Jul-20	FMR	SELL	21.8003	1,400	1,400
2-Jul-20	FMR	SELL	21.5700	81,700	81,700
2-Jul-20	FMR	SELL	21.5700	69,300	69,300
2-Jul-20	FMR	SELL	21.5700	1,600	1,600
2-Jul-20	FMR	SELL	21.5700	106,900	106,900
2-Jul-20	FMR	SELL	21.5700	8,300	8,300
2-Jul-20	FMR	SELL	21.5700	18,800	18,800
2-Jul-20	FMR	SELL	21.5700	10,200	10,200

3-Jul-20	FMR	SELL	21.8033	1,500	1,500	
3-Jul-20	FMR	SELL	21.8033	2,600	2,600	
3-Jul-20	FMR	SELL	21.8033	4,095	4,095	
3-Jul-20	FMR	SELL	21.8033	500	500	
6-Jul-20	FMR	SELL	21.9700	6,600	6,600	
6-Jul-20	FMR	SELL	21.9824	1,505	1,505	
6-Jul-20	FMR	SELL	21.9700	11,200	11,200	
6-Jul-20	FMR	SELL	21.9824	2,600	2,600	
6-Jul-20	FMR	SELL	21.9700	17,600	17,600	
6-Jul-20	FMR	SELL	21.9824	4,200	4,200	
6-Jul-20	FMR	SELL	21.9700	2,100	2,100	
6-Jul-20	FMR	SELL	21.9824	500	500	
7-Jul-20	FMR	SELL	22.1618	5,300	5,300	
7-Jul-20	FMR	SELL	22.1618	9,000	9,000	
7-Jul-20	FMR	SELL	22.1618	14,000	14,000	
7-Jul-20	FMR	SELL	22.1618	1,700	1,700	
8-Jul-20	FMR	SELL	22.1600	8,092	8,092	
8-Jul-20	FMR	SELL	22.2110	5,916	5,916	
8-Jul-20	FMR	SELL	22.1600	13,700	13,700	
8-Jul-20	FMR	SELL	22.2110	10,200	10,200	
8-Jul-20	FMR	SELL	22.1600	21,500	21,500	
8-Jul-20	FMR	SELL	22.2110	15,900	15,900	
8-Jul-20	FMR	SELL	22.1600	2,600	2,600	
8-Jul-20	FMR	SELL	22.2110	1,900	1,900	
				Total Buys	112,469	112,469
				Total Sells	(1,766,857)	(1,766,857)
				Total Movement	(1,654,388)	(1,654,388)

Details after relevant event

Details for *Refer to Annexure A*

Nature of relevant interest(s): Investment discretion and/or voting power

For that relevant interest,—

- (a) number held in class: *Refer to Annexure A*
- (b) percentage held in class: *Refer to Annexure A*
- (c) current registered holder(s): *Refer to Annexure A*
- (d) registered holder(s) once transfers are registered: N/A

For a derivative relevant interest, also—

- (a) type of derivative: N/A

- (b) details of derivative: N/A
- (c) parties to the derivative: N/A
- (d) if the substantial product holder is not a party to the derivative, the nature of the relevant interest in the derivative:

Additional information

Address(es) of substantial product holder(s): *Refer to Annexure A*

Contact details: *Jen Li, Head of Regulatory Reporting, C/O FIL Asia Holdings Pte Limited, +852 2629 2657, apac.regulatory.filings@fil.com*

*Nature of connection between substantial product holders:

**Omit if disclosure is made for only 1 substantial product holder.*

Name of any other person believed to have given, or believed to be required to give, a disclosure under the Financial Markets Conduct Act 2013 in relation to the financial products to which this disclosure relates: N/A

***Disclosure has effect for purposes of directors' and senior managers' disclosure**

[Name] is also a [specify either director or senior manager] of [name of listed issuer].

This disclosure also constitutes disclosure for the purposes of the directors' and senior managers' disclosure obligations.

**Omit if inapplicable (see section 302 of the Financial Markets Conduct Act 2013).*

Certification

I, **Jen Li**, 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.



Sign Here _____

Dated: 10 July 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
		STATE STREET BANK AND TR CO		11,717
FMR Investment Management (UK) Limited	1 St. Martin's Le Grand, London, EC1A 4AS	BROWN BROTHERS HARRIMAN AND CO		170,304
		JPMORGAN CHASE BANK		174,645
		NORTHERN TRUST CO (C)		2,761,017
Fidelity Institutional Asset Management Trust Company	900 Salem Street, Smithfield, RI 02917 United States	JP MORGAN, BOURNEMOUTH (C)		6,215
		STATE STREET BANK AND TR CO		72,244
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, Toranomon, Minatoku, Tokyo 105- 0001 Japan	NORTHERN TRUST CO (C)		1,221,274
Fidelity Management & Research Company LLC	Corporation Trust Center, 1200 Orange Street, Wilmington, New Castle County, Delaware 19801, United States	BROWN BROTHERS HARRIMAN AND CO		2,410,005
		JPMORGAN CHASE BANK		4,984,227
		NORTHERN TRUST CO (C)		460,041
		STATE STREET BANK AND TR CO		491,527
Grand Total				