

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: 4 Aug 2020

Date this disclosure made: 6 Aug 2020

Date last disclosure made: 10 July 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: **10,145,229**

(b) total in class: **162,869,721**

(c) total percentage held in class: **6.229%**

For **last** disclosure,—

(a) total number held in class: **13,214,395**

(b) total in class: **162,864,001**

(c) total percentage held in class: **8.114%**

Details of transactions and events giving rise to relevant event

Details of the transactions or other events requiring disclosure:

Date of Change	Person whose relevant interest changed	Nature of change	Consideration given in relation to change	Class and number of securities affected	Person's votes affected
				COMMON STOCK	COMMON STOCK

07/09/2020	FMR	SELL	22.4883 NZD	1,600	1,600
07/09/2020	FMR	SELL	22.4883 NZD	5,020	5,020
07/09/2020	FMR	SELL	22.4883 NZD	8,600	8,600
07/09/2020	FMR	SELL	22.4883 NZD	13,400	13,400
07/10/2020	FMR	SELL	22.0997 NZD	400	400
07/10/2020	FMR	SELL	22.0997 NZD	400	400
07/10/2020	FMR	SELL	22.0997 NZD	400	400
07/10/2020	FMR	SELL	22.0997 NZD	400	400
07/10/2020	FMR	SELL	22.0997 NZD	400	400
07/10/2020	FMR	SELL	22.0997 NZD	546	546
07/10/2020	FMR	SELL	22.0997 NZD	900	900
07/10/2020	FMR	SELL	22.0997 NZD	1,500	1,500
07/10/2020	FMR	SELL	22.0997 NZD	1,800	1,800
07/13/2020	FMR	SELL	22.0963 NZD	12,965	12,965
07/13/2020	FMR	SELL	22.1695 NZD	400	400
07/13/2020	FMR	SELL	22.1695 NZD	400	400
07/13/2020	FMR	SELL	22.1695 NZD	400	400
07/13/2020	FMR	SELL	22.1695 NZD	400	400
07/13/2020	FMR	SELL	22.1695 NZD	524	524
07/14/2020	FMR	SELL	22.0514 NZD	400	400
07/14/2020	FMR	SELL	22.0514 NZD	400	400
07/14/2020	FMR	SELL	22.0514 NZD	400	400
07/14/2020	FMR	SELL	22.0514 NZD	400	400
07/14/2020	FMR	SELL	22.0514 NZD	600	600
07/14/2020	FMR	SELL	22.0514 NZD	900	900
07/14/2020	FMR	SELL	22.0514 NZD	1,500	1,500

07/14/2020	FMR	SELL	22.0514 NZD	2,364	2,364
07/14/2020	FMR	SELL	22.0514 NZD	2,900	2,900
07/14/2020	FMR	SELL	22.0514 NZD	3,400	3,400
07/15/2020	FMR	SELL	22.0326 NZD	400	400
07/15/2020	FMR	SELL	22.0326 NZD	400	400
07/15/2020	FMR	SELL	22.0326 NZD	400	400
07/15/2020	FMR	SELL	22.0326 NZD	400	400
07/15/2020	FMR	SELL	22.0326 NZD	900	900
07/15/2020	FMR	SELL	22.0326 NZD	1,393	1,393
07/15/2020	FMR	SELL	22.0326 NZD	2,300	2,300
07/15/2020	FMR	SELL	22.0326 NZD	3,600	3,600
07/15/2020	FMR	SELL	22.0326 NZD	4,400	4,400
07/15/2020	FMR	SELL	22.0326 NZD	5,200	5,200
07/16/2020	FMR	SELL	22.2762 NZD	400	400
07/16/2020	FMR	SELL	22.2762 NZD	400	400
07/16/2020	FMR	SELL	22.2762 NZD	503	503
07/16/2020	FMR	SELL	22.2762 NZD	1,100	1,100
07/16/2020	FMR	SELL	22.2762 NZD	1,700	1,700
07/16/2020	FMR	SELL	22.2762 NZD	2,800	2,800
07/16/2020	FMR	SELL	22.2762 NZD	4,400	4,400
07/16/2020	FMR	SELL	22.2762 NZD	5,400	5,400
07/16/2020	FMR	SELL	22.2762 NZD	6,300	6,300
07/17/2020	FMR	SELL	22.2200 NZD	600	600
07/17/2020	FMR	SELL	22.2200 NZD	1,100	1,100
07/17/2020	FMR	SELL	22.2200 NZD	2,200	2,200
07/17/2020	FMR	SELL	22.2200 NZD	3,400	3,400

07/17/2020	FMR	SELL	22.2200 NZD	5,800	5,800
07/17/2020	FMR	SELL	22.2200 NZD	9,000	9,000
07/17/2020	FMR	SELL	22.2200 NZD	11,000	11,000
07/17/2020	FMR	SELL	22.2200 NZD	12,900	12,900
07/17/2020	FMR	SELL	22.2549 NZD	300	300
07/17/2020	FMR	SELL	22.2549 NZD	400	400
07/17/2020	FMR	SELL	22.2549 NZD	400	400
07/17/2020	FMR	SELL	22.2549 NZD	400	400
07/17/2020	FMR	SELL	22.2549 NZD	500	500
07/17/2020	FMR	SELL	22.2549 NZD	900	900
07/17/2020	FMR	SELL	22.2549 NZD	1,300	1,300
07/17/2020	FMR	SELL	22.2549 NZD	1,690	1,690
07/17/2020	FMR	SELL	22.2549 NZD	1,900	1,900
07/20/2020	FMR	SELL	22.1734 NZD	400	400
07/20/2020	FMR	SELL	22.1734 NZD	400	400
07/20/2020	FMR	SELL	22.1734 NZD	413	413
07/20/2020	FMR	SELL	22.1734 NZD	700	700
07/20/2020	FMR	SELL	22.1734 NZD	1,200	1,200
07/20/2020	FMR	SELL	22.1734 NZD	1,900	1,900
07/20/2020	FMR	SELL	22.1734 NZD	2,300	2,300
07/20/2020	FMR	SELL	22.1734 NZD	2,700	2,700
07/21/2020	FMR	SELL	22.0000 NZD	400	400
07/21/2020	FMR	SELL	22.0000 NZD	500	500
07/21/2020	FMR	SELL	22.0000 NZD	700	700
07/21/2020	FMR	SELL	22.0000 NZD	1,200	1,200
07/21/2020	FMR	SELL	22.0000 NZD	2,000	2,000

07/21/2020	FMR	SELL	22.0000 NZD	2,400	2,400
07/21/2020	FMR	SELL	22.0000 NZD	2,800	2,800
07/21/2020	FMR	SELL	22.0897 NZD	1,700	1,700
07/21/2020	FMR	SELL	22.0897 NZD	3,600	3,600
07/21/2020	FMR	SELL	22.0897 NZD	5,400	5,400
07/21/2020	FMR	SELL	22.0897 NZD	9,200	9,200
07/21/2020	FMR	SELL	22.0897 NZD	14,400	14,400
07/21/2020	FMR	SELL	22.0897 NZD	17,600	17,600
07/21/2020	FMR	SELL	22.0897 NZD	20,600	20,600
07/21/2020	FMR	SELL	22.1105 NZD	400	400
07/21/2020	FMR	SELL	22.1105 NZD	400	400
07/21/2020	FMR	SELL	22.1105 NZD	400	400
07/21/2020	FMR	SELL	22.1105 NZD	400	400
07/21/2020	FMR	SELL	22.1105 NZD	400	400
07/21/2020	FMR	SELL	22.1105 NZD	448	448
07/21/2020	FMR	SELL	22.1105 NZD	500	500
07/22/2020	FMR	SELL	22.1146 NZD	2,787	2,787
07/22/2020	FMR	SELL	22.1146 NZD	3,600	3,600
07/22/2020	FMR	SELL	22.1146 NZD	11,400	11,400
07/22/2020	FMR	SELL	22.1146 NZD	19,500	19,500
07/22/2020	FMR	SELL	22.1146 NZD	28,638	28,638
07/22/2020	FMR	SELL	22.1146 NZD	30,500	30,500
07/22/2020	FMR	SELL	22.1146 NZD	43,575	43,575
07/23/2020	FMR	SELL	22.4235 NZD	600	600
07/23/2020	FMR	SELL	22.4235 NZD	2,000	2,000
07/23/2020	FMR	SELL	22.4235 NZD	3,400	3,400

07/23/2020	FMR	SELL	22.4235 NZD	5,300	5,300
07/23/2020	FMR	SELL	22.4235 NZD	7,686	7,686
07/24/2020	FMR	SELL	22.3100 NZD	600	600
07/24/2020	FMR	SELL	22.3100 NZD	2,000	2,000
07/24/2020	FMR	SELL	22.3100 NZD	3,355	3,355
07/24/2020	FMR	SELL	22.3100 NZD	3,845	3,845
07/24/2020	FMR	SELL	22.3100 NZD	5,200	5,200
07/24/2020	FMR	SELL	22.4012 NZD	400	400
07/24/2020	FMR	SELL	22.4012 NZD	500	500
07/24/2020	FMR	SELL	22.4012 NZD	900	900
07/24/2020	FMR	SELL	22.4012 NZD	1,400	1,400
07/24/2020	FMR	SELL	22.4012 NZD	1,929	1,929
07/28/2020	FMR	SELL	22.0400 NZD	2,300	2,300
07/28/2020	FMR	SELL	22.0400 NZD	7,400	7,400
07/28/2020	FMR	SELL	22.0400 NZD	12,600	12,600
07/28/2020	FMR	SELL	22.0400 NZD	19,700	19,700
07/30/2020	FMR	SELL	22.0147 NZD	400	400
07/30/2020	FMR	SELL	22.0147 NZD	738	738
07/30/2020	FMR	SELL	22.0147 NZD	1,300	1,300
07/30/2020	FMR	SELL	22.0147 NZD	2,000	2,000
07/31/2020	FMR	SELL	22.0344 NZD	400	400
07/31/2020	FMR	SELL	22.0344 NZD	908	908
07/31/2020	FMR	SELL	22.0344 NZD	1,600	1,600
07/31/2020	FMR	SELL	22.0344 NZD	2,500	2,500
08/03/2020	FMR	SELL	21.9878 NZD	400	400
08/03/2020	FMR	SELL	21.9878 NZD	439	439

08/03/2020	FMR	SELL	22.0000 NZD	1,100	1,100
08/03/2020	FMR	SELL	22.0000 NZD	3,500	3,500
08/03/2020	FMR	SELL	22.0000 NZD	6,000	6,000
08/03/2020	FMR	SELL	22.0000 NZD	9,400	9,400
08/04/2020	FMR	SELL	21.4000 NZD	73,500	73,500
08/04/2020	FMR	SELL	21.4000 NZD	139,000	139,000
08/04/2020	FMR	SELL	21.4000 NZD	437,100	437,100
08/04/2020	FMR	SELL	21.4000 NZD	746,200	746,200
08/04/2020	FMR	SELL	21.4000 NZD	1,166,200	1,166,200
			Total Sells	3,069,166	3,069,166

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: 6 August 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)		2,634,717
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)		1,147,774
Fidelity Management & Research Company LLC	Corporation Trust Center, 1200 Orange Street, Wilmington, New Castle County, Delaware 19801, United States	BROWN BROTHERS HARRIMAN AND CO		1,112,702
		JPMORGAN CHASE BANK		3,418,264
		NORTHERN TRUST CO (C)		457,041
		STATE STREET BANK AND TR CO		488,427
Grand Total				10,145,229