



**Ongoing Disclosure Notice**

**Disclosure of Directors and Senior Managers Relevant Interests**

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

To NZX Limited; and	
Name of listed issuer:	EBOS Group Limited
Date this disclosure made:	15-Oct-20
Date of last disclosure:	9-Apr-20

**Director or senior manager giving disclosure**

Full name(s):	Elizabeth Coutts
Name of listed issuer:	EBOS Group Limited
Name of related body corporate (if applicable):	
Position held in listed issuer:	Director

**Summary of acquisition or disposal of relevant interest (excluding specified derivatives)**

Class of affected quoted financial products:	Ordinary shares
Nature of the affected relevant interest(s):	Issue of shares pursuant to dividend reinvestment plan
<b>For that relevant interest-</b>	
Number held in class before acquisition or disposal:	33,313
Number held in class after acquisition or disposal:	33,874
Current registered holder(s):	N/A
Registered holder(s) once transfers are registered:	Como Nominees Limited

**Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)**

Type of affected derivative:	
Class of underlying financial products:	
<b>Details of affected derivative-</b>	
The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):	
A statement as to whether the derivative is cash settled or physically settled:	
Maturity date of the derivative (if any):	
Expiry date of the derivative(if any):	
The price specified in the terms of the derivative (if any):	
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:	
<i>For that derivative,-</i>	
Parties to the derivative:	
If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:	

**Details of transactions giving rise to acquisition or disposal**

Total number of transactions to which notice relates:	1
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**Details of transactions requiring disclosure-**

Date of transaction:	9-Oct-20
Nature of transaction:	Issue of shares pursuant to dividend reinvestment plan
Name of any other party or parties to the transaction (if known):	N/A

The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily converted into a cash value, describe the consideration:	\$13,306.92
Number of financial products to which the transaction related: <i>If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—</i>	561 ordinary shares
Whether relevant interests were acquired or disposed of during a closed period:	No
Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period:	N/A
Date of the prior written clearance (if any):	N/A


**Summary of other relevant interests after acquisition or disposal:**

Class of quoted financial products:	Ordinary shares
Nature of relevant interest:	Non-beneficial interest
<i>For that relevant interest,-</i>	
Number held in class:	71592 ordinary shares
Current registered holder(s):	Elizabeth Mary Coutts & John Matthew Cullity as trustees of the EBOS Staff Share Plan
<i>For a derivative relevant interest,-</i>	
Type of derivative:	

**Details of derivative,-**

The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):	
A statement as to whether the derivative is cash settled or physically settled:	
Maturity date of the derivative (if any):	
Expiry date of the derivative (if any):	
The price's specified terms (if any):	
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:	
<i>For that derivative relevant interest,-</i>	
Parties to the derivative:	
If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:	

**Certification**

I 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.	
Signature of director or officer:	
Date of signature:	
or	
Signature of person authorised to sign on behalf of director or officer:	
Date of signature:	15-Oct-20
Name and title of authorised person:	Janelle Cain, General Counsel EBOS Group Limited



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To NZX Limited; and	
Name of listed issuer:	EBOS Group Limited
Date this disclosure made:	15-Oct-20
Date of last disclosure:	9-Apr-20

**Director or senior manager giving disclosure**

Full name(s):	Stuart McLauchlan
Name of listed issuer:	EBOS Group Limited
Name of related body corporate (if applicable):	N/A
Position held in listed issuer:	Director

**Summary of acquisition or disposal of relevant interest (excluding specified derivatives)**

Class of affected quoted financial products:	Ordinary shares
Nature of the affected relevant interest(s):	Issue of shares pursuant to dividend reinvestment plan
<b>For that relevant interest-</b>	
Number held in class before acquisition or disposal:	2,037
Number held in class after acquisition or disposal:	2,071
Current registered holder(s):	N/A
Registered holder(s) once transfers are registered:	JBWere (NZ) Nominees Limited

**Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)**

Type of affected derivative:	
Class of underlying financial products:	
<b>Details of affected derivative-</b>	
The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):	
A statement as to whether the derivative is cash settled or physically settled:	
Maturity date of the derivative (if any):	
Expiry date of the derivative(if any):	
The price specified in the terms of the derivative (if any):	
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:	
<i>For that derivative,-</i>	
Parties to the derivative:	
If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:	

**Details of transactions giving rise to acquisition or disposal**

Total number of transactions to which notice relates:	1
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**Details of transactions requiring disclosure-**

Date of transaction:	9-Oct-20
Nature of transaction:	Issue of shares pursuant to dividend reinvestment plan
Name of any other party or parties to the transaction (if known):	N/A

The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily converted into a cash value, describe the consideration:

\$806.48

Number of financial products to which the transaction related:

34 ordinary shares

If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—

Whether relevant interests were acquired or disposed of during a closed period:

No

Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period:

N/A

Date of the prior written clearance (if any):

N/A

#### Summary of other relevant interests after acquisition or disposal:

Class of quoted financial products:

N/A

Nature of relevant interest:

N/A

For that relevant interest,-

Number held in class:

Current registered holder(s):

For a derivative relevant interest,-

Type of derivative:

#### Details of derivative,-

The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):

A statement as to whether the derivative is cash settled or physically settled:

Maturity date of the derivative (if any):

Expiry date of the derivative (if any):

The price's specified terms (if any):

Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:

For that derivative relevant interest,-

Parties to the derivative:

If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:

#### Certification

I 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.

Signature of director or officer:

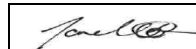
Date of signature:

or

Signature of person authorised to sign on behalf of director or officer:

Date of signature:

Name and title of authorised person:



15-Oct-20

Janelle Cain, General Counsel,  
EBOS Group Limited



## Ongoing Disclosure Notice

### Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

To NZX Limited; and	
Name of listed issuer:	EBOS Group Limited
Date this disclosure made:	15-Oct-20
Date of last disclosure:	9-Apr-20

#### Director or senior manager giving disclosure

Full name(s):	Sarah Ottrey
Name of listed issuer:	EBOS Group Limited
Name of related body corporate (if applicable):	N/A
Position held in listed issuer:	Director

#### Summary of acquisition or disposal of relevant interest (excluding specified derivatives)

Class of affected quoted financial products:	Ordinary shares
Nature of the affected relevant interest(s):	Issue of shares pursuant to dividend reinvestment plan
<b>For that relevant interest-</b>	
Number held in class before acquisition or disposal:	8,380
Number held in class after acquisition or disposal:	8,484
Current registered holder(s):	Sarah Christine Ottrey & Peter Calder Groves
Registered holder(s) once transfers are registered:	Sarah Christine Ottrey & Peter Calder Groves

#### Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)

Type of affected derivative:	N/A
Class of underlying financial products:	N/A
<b>Details of affected derivative-</b>	
The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):	N/A
A statement as to whether the derivative is cash settled or physically settled:	N/A
Maturity date of the derivative (if any):	N/A
Expiry date of the derivative(if any):	N/A
The price specified in the terms of the derivative (if any):	N/A
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:	N/A
<i>For that derivative, -</i>	
Parties to the derivative:	N/A
If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:	N/A

#### Details of transactions giving rise to acquisition or disposal

Total number of transactions to which notice relates:	1
<b>Details of transactions requiring disclosure-</b>	
Date of transaction:	9-Oct-20
Nature of transaction:	Issue of shares pursuant to dividend reinvestment plan
Name of any other party or parties to the transaction (if known):	N/A

The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily converted into a cash value, describe the consideration:

\$2,466.88

Number of financial products to which the transaction related:

104 ordinary shares

*If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—*

Whether relevant interests were acquired or disposed of during a closed period:

No

Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period:

N/A

Date of the prior written clearance (if any):

N/A

**Summary of other relevant interests after acquisition or disposal:**

Class of quoted financial products:

Ordinary shares

Nature of relevant interest:

Beneficial interest

*For that relevant interest,-*

Number held in class:

3050 ordinary shares

Current registered holder(s):

FNZ Nominees Limited which holds shares on behalf of The Phil Ingham Family Trust

*For a derivative relevant interest,-*

Type of derivative:

N/A

**Details of derivative,-**

The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):

N/A

A statement as to whether the derivative is cash settled or physically settled:

N/A

Maturity date of the derivative (if any):

N/A

Expiry date of the derivative (if any):

N/A

The price's specified terms (if any):

N/A

Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:

N/A

*For that derivative relevant interest,-*

Parties to the derivative:

N/A

If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:

N/A

**Certification**

I 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.

Signature of director or officer:

Date of signature:

or

Signature of person authorised to sign on behalf of director or officer:



Date of signature:

15-Oct-20

Name and title of authorised person:

Janelle Cain, General Counsel,  
EBOS Group Limited



## Ongoing Disclosure Notice

### Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

To NZX Limited; and	
Name of listed issuer:	EBOS Group Limited
Date this disclosure made:	15-Oct-20
Date of last disclosure:	10-Jun-20

#### Director or senior manager giving disclosure

Full name(s):	Leonard Hansen
Name of listed issuer:	EBOS Group Limited
Name of related body corporate (if applicable):	N/A
Position held in listed issuer:	Interim CFO

#### Summary of acquisition or disposal of relevant interest (excluding specified derivatives)

Class of affected quoted financial products:	Ordinary shares
Nature of the affected relevant interest(s):	Issue of shares pursuant to dividend reinvestment plan
<b>For that relevant interest-</b>	
Number held in class before acquisition or disposal:	323
Number held in class after acquisition or disposal:	327
Current registered holder(s):	N/A
Registered holder(s) once transfers are registered:	Leonard Hansen

#### Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)

Type of affected derivative:	N/A
Class of underlying financial products:	N/A
<b>Details of affected derivative-</b>	
The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):	N/A
A statement as to whether the derivative is cash settled or physically settled:	N/A
Maturity date of the derivative (if any):	N/A
Expiry date of the derivative(if any):	N/A
The price specified in the terms of the derivative (if any):	N/A
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:	N/A
<i>For that derivative, -</i>	
Parties to the derivative:	N/A
If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:	N/A

#### Details of transactions giving rise to acquisition or disposal

Total number of transactions to which notice relates:	1
<b>Details of transactions requiring disclosure-</b>	
Date of transaction:	9-Oct-20
Nature of transaction:	Issue of shares pursuant to dividend reinvestment plan
Name of any other party or parties to the transaction (if known):	N/A

The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily converted into a cash value, describe the consideration:

\$94.88

Number of financial products to which the transaction related:

4 ordinary shares

*If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—*

Whether relevant interests were acquired or disposed of during a closed period:

No

Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period:

N/A

Date of the prior written clearance (if any):

N/A

**Summary of other relevant interests after acquisition or disposal:**

Class of quoted financial products:

N/A

Nature of relevant interest:

N/A

*For that relevant interest,-*

Number held in class:

N/A

Current registered holder(s):

N/A

*For a derivative relevant interest,-*

Type of derivative:

N/A

**Details of derivative,-**

The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):

N/A

A statement as to whether the derivative is cash settled or physically settled:

N/A

Maturity date of the derivative (if any):

N/A

Expiry date of the derivative (if any):

N/A

The price's specified terms (if any):

N/A

Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:

N/A

*For that derivative relevant interest,-*

Parties to the derivative:

N/A

If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:

N/A

**Certification**

I 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.

Signature of director or officer:

Date of signature:

or

Signature of person authorised to sign on behalf of director or officer:



Date of signature:

15-Oct-20

Name and title of authorised person:

Janelle Cain, General Counsel,  
EBOS Group Limited





## Ongoing Disclosure Notice

### Disclosure of Directors and Senior Managers Relevant Interests

Sections 297(2) and 298(2), Financial Markets Conduct Act 2013

To NZX Limited; and	
Name of listed issuer:	EBOS Group Limited
Date this disclosure made:	15-Oct-20
Date of last disclosure:	9-Apr-20

#### Director or senior manager giving disclosure

Full name(s):	Sean Duggan
Name of listed issuer:	EBOS Group Limited
Name of related body corporate (if applicable):	N/A
Position held in listed issuer:	CEO, Animal Care and Consumer Brands

#### Summary of acquisition or disposal of relevant interest (excluding specified derivatives)

Class of affected quoted financial products:	Ordinary shares
Nature of the affected relevant interest(s):	Issue of shares pursuant to dividend reinvestment plan
<b>For that relevant interest-</b>	
Number held in class before acquisition or disposal:	320
Number held in class after acquisition or disposal:	324
Current registered holder(s):	Sean Duggan
Registered holder(s) once transfers are registered:	N/A

#### Summary of acquisition or disposal of specified derivatives relevant interest (if applicable)

Type of affected derivative:	N/A
Class of underlying financial products:	N/A
<b>Details of affected derivative-</b>	
The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):	N/A
A statement as to whether the derivative is cash settled or physically settled:	N/A
Maturity date of the derivative (if any):	N/A
Expiry date of the derivative(if any):	N/A
The price specified in the terms of the derivative (if any):	N/A
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:	N/A
<i>For that derivative, -</i>	
Parties to the derivative:	N/A
If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:	N/A

#### Details of transactions giving rise to acquisition or disposal

Total number of transactions to which notice relates:	1
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#### Details of transactions requiring disclosure-

Date of transaction:	9-Oct-20
Nature of transaction:	Issue of shares pursuant to dividend reinvestment plan
Name of any other party or parties to the transaction (if known):	N/A
The consideration, expressed in New Zealand dollars, paid or received for the acquisition or disposal. If the consideration was not in cash and cannot be readily by converted into a cash value, describe the consideration:	\$94.88
Number of financial products to which the transaction related:	4 ordinary shares
<i>If the issuer has a financial products trading policy that prohibits directors or senior managers from trading during any period without written clearance (a closed period) include the following details—</i>	
Whether relevant interests were acquired or disposed of during a closed period:	No

Whether prior written clearance was provided to allow the acquisition or disposal to proceed during the closed period:
Date of the prior written clearance (if any):

N/A
N/A

**Summary of other relevant interests after acquisition or disposal:**

Class of quoted financial products:
Nature of relevant interest:

Ordinary shares
Registered holder - 2017 long term incentive plan

*For that relevant interest,-*

Number held in class:
Current registered holder(s):

50,000 ordinary shares
Sean Duggan

*For a derivative relevant interest,-*

Type of derivative:
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N/A
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**Details of derivative,-**

The notional value of the derivative (if any) or the notional amount of underlying financial products (if any):
A statement as to whether the derivative is cash settled or physically settled:
Maturity date of the derivative (if any):
Expiry date of the derivative (if any):
The price's specified terms (if any):
Any other details needed to understand how the amount of the consideration payable under the derivative or the value of the derivative is affected by the value of the underlying financial products:
<i>For that derivative relevant interest,-</i>
Parties to the derivative:
If the director or senior manager is not a party to the derivative, the nature of the relevant interest in the derivative:


N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A

**Certification**

I 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.
Signature of director or officer:
Date of signature:


or

Signature of person authorised to sign on behalf of director or officer:
Date of signature:
Name and title of authorised person:


15-Oct-20
Janelle Cain, General Counsel, EBOS Group Limited