



Announcement Summary

Entity name

SGH LIMITED

Date of this announcement

Thursday October 09, 2025

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
SGHAB	SHARE RIGHTS	505,471	03/10/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

SGH LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted securities.

1.2 Registered number type

ABN

Registration number

46142003469

1.3 ASX issuer code

SGH

1.4 The announcement is

New announcement

1.5 Date of this announcement

9/10/2025

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Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

has an existing ASX security code ("existing class")

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Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

SGHAB : SHARE RIGHTS

Date the +securities the subject of this notification were issued

3/10/2025

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Vik Bansal	Vik Bansal	19,752
Gitanjali Bhalla	Gitanjali Bhalla	6,518
Robert Cotterill	Robert Cotterill	5,450
Jarvas Croome	Jarvas Croome	12,448
Richard Richards	Richard Richards	11,951
Murray Vitlich	Murray Vitlich	4,203

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

For further details refer to the Remuneration Report contained in SGH Ltd's 2025 Annual Report (accessible at <https://sghl.com.au/assets/Uploads/ASX-SGH-2025-Annual-Report-Final-12-August-2025.pdf>)

Any other information the entity wishes to provide about the +securities the subject of this notification

SGH Ltd deferred share rights issued under the FY25 SGH Ltd Short-Term Incentive Plan.

Issue details

Number of +securities

114,032

**ASX +security code and description**

SGHAB : SHARE RIGHTS

Date the +securities the subject of this notification were issued

3/10/2025

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Vik Bansal	Vik Bansal	29,094
Gitanjali Bhalla	Gitanjali Bhalla	15,517
Robert Cotterill	Robert Cotterill	14,062
Jarvas Croome	Jarvas Croome	23,275
Richard Richards	Richard Richards	25,214
Murray Vitlich	Murray Vitlich	19,396

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

For further details refer to the Remuneration Report contained in SGH Ltd's 2025 Annual Report (accessible at <https://sghl.com.au/assets/Uploads/ASX-SGH-2025-Annual-Report-Final-12-August-2025.pdf>)

Any other information the entity wishes to provide about the +securities the subject of this notification

SGH Ltd share rights issued under the SGH Ltd FY26 Long-Term Incentive Plan.

Issue details

Number of +securities

354,246

ASX +security code and description

SGHAB : SHARE RIGHTS

Date the +securities the subject of this notification were issued

3/10/2025

Will these +securities rank equally in all respects from their issue date with the existing issued



+securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Richard Richards	Richard Richards	37,193

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Grant of share rights are rights to acquire fully paid ordinary SGH shares conditional upon the participant's continued employment with SGH through to the respective vesting dates, with no notice of separation issued by either party, vesting as follows: 50% of the award will vest following the release of the FY26 results; 12.5% of the award will vest following the release of the HY27 results; 12.5% of the award will vest following the release of the FY27 results; 12.5% of the award will vest following the release of the HY28 results; 12.5% of the award will vest following the release of the FY28 results. The number of share rights allocated was determined by dividing the award by SGH's five-day VWAP calculated up to and including 1 July 2025 rounded to the nearest whole number.

Any other information the entity wishes to provide about the +securities the subject of this notification

Issue details

Number of +securities

37,193

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Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
SGH : ORDINARY FULLY PAID	406,998,167

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
SGHAB : SHARE RIGHTS	1,677,124



Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

505,471

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

N/A

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