



Announcement Summary

Entity name

SOUTHERN CROSS ELECTRICAL ENGINEERING LTD

Date of this announcement

Wednesday October 15, 2025

The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
SXEAI	PERFORMANCE RIGHT	907,327	15/10/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

SOUTHERN CROSS ELECTRICAL ENGINEERING LTD

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

92009307046

1.3 ASX issuer code

SXE

1.4 The announcement is

New announcement

1.5 Date of this announcement

15/10/2025

For personal use only



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

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")

For personal use only



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

Additional +securities in an existing class issued under an +employee incentive scheme

ASX +security code and description

SXEAI : PERFORMANCE RIGHT

Date the +securities the subject of this notification were issued

15/10/2025

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
Graeme Dunn	GM & JT Dunn Pty Ltd <Kaleidoscope Investments A/c>	372,159
Chris Douglass	Alfiedoug Pty Ltd <CCALO A/c>	222,348

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

<https://wcsecure.weblink.com.au/pdf/SXE/02992491.pdf>

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

FY2^ Performance Rights granted under the Company's Senior Management Long Term Incentive Plan.

Included in the issue are FY26 Performance Rights issued to the Managing Director following receipt of approval by shareholders at the 2025 AGM on 14 October 2025.

Issue details

Number of +securities

907,327

For personal use only



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
SXE : ORDINARY FULLY PAID	265,973,797

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
SXEAI : PERFORMANCE RIGHT	3,448,910



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?

Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

13

For personal use only