



Announcement Summary

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**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**

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

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**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



## Part 2 - Issue details

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### **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")



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

Part 4 - +Securities on issue

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**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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
SXE : ORDINARY FULLY PAID	265,973,797

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

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
SXEAI : PERFORMANCE RIGHT	3,448,910



Part 5 - Other Listing Rule requirements

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**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**

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