



Announcement Summary

Entity name

MATRIX COMPOSITES & ENGINEERING LIMITED

Date of this announcement

Thursday December 18, 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
MCEAA	PERFORMANCE RIGHTS	5,985,958	16/12/2025
New class - code to be confirmed	OPTION EXPIRING 16-DEC-2030 EX \$0.434	1,391,071	16/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

MATRIX COMPOSITES & ENGINEERING 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

54009435250

1.3 ASX issuer code

MCE

1.4 The announcement is

New announcement

1.5 Date of this announcement

18/12/2025



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")

does not have an existing ASX security code ("new 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

MCEAA : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

16/12/2025

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
Aaron Begley	Aaron Begley	554,039
Aaron Begley	Aaron Begley	1,683,609
Brendan Cocks	Brendan Cocks	377,754
Brendan Cocks	Brendan Cocks	1,141,926

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://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-03012754-6A1292466&v=undefined>

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

Issue of FY24 Performance Rights to CEO (554,039) and CFO (377,754)
Issue of FY25 Performance Rights to CEO (1,683,609) and CFO (1,141,926)
Issue of FY25 Performance Rights (2,228,630) to other senior staff

Issue details

Number of +securities

5,985,958



Part 3C - number and type of +securities the subject of this notification (new class)

New +securities issued under an +employee incentive scheme

ASX +security code

New class - code to be confirmed

+Security description

OPTION EXPIRING 16-DEC-2030 EX \$0.434

+Security type

Options

ISIN code

Date the +securities the subject of this notification were issued

16/12/2025

Will all the +securities issued in this class rank equally in all respects from their issue date?

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
Aaron Begley	Aaron Begley	827,123
Brendan Cocks	Aaron Begley	563,948

Have you received confirmation from ASX that the terms of the +securities are appropriate and equitable under listing rule 6.1?

Yes

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

<https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-03012754-6A1292466&v=undefined>

Options Details

+Security currency	Exercise price	Expiry date
AUD - Australian Dollar	AUD 0.43400000	16/12/2030

Details of the existing class of +security that will be issued upon exercise or conversion of this new class of company option

MCE : ORDINARY FULLY PAID

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://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-03012754-6A1292466&v=undefined>

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

Issues of FY24 Options to CEO and CFO



Issue details

Number of +securities

1,391,071

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
MCE : ORDINARY FULLY PAID	224,685,996

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
MCEAE : OPTION EXPIRING 10-APR-2029 EX \$0.35	202,124
MCEAA : PERFORMANCE RIGHTS	9,106,977
MCEAN : OPTION EXPIRING 22-DEC-2028 EX \$0.35	2,172,835
MCEAF : OPTION EXPIRING 14-OCT-2030 EX \$0.434	526,316
New class - code to be confirmed : OPTION EXPIRING 16-DEC-2030 EX \$0.434	1,391,071



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