



Announcement Summary

Entity name

SOUTHERN CROSS MEDIA GROUP LIMITED

Date of this announcement

Monday December 22, 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 |
|--------------------|----------------------|--|------------|
| SXLAA | PERFORMANCE RIGHTS | 3,963,428 | 19/12/2025 |

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

SOUTHERN CROSS MEDIA GROUP 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

ACN

Registration number

116024536

1.3 ASX issuer code

SXL

1.4 The announcement is

New announcement

1.5 Date of this announcement

22/12/2025



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")



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

SXLAA : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

19/12/2025

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 |
|---------------|---------------------------|-----------------------|
| John Kelly | John Kelly | 1,426,154 |
| Tobias Potter | Tobias Potter | 432,692 |
| Seb Rennie | Seb Rennie | 479,567 |

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

Please refer to the summary of the Company's FY26 Executive Incentive Scheme (EIS) set out in the Remuneration Report on pages 35 to 48 of Southern Cross Austereo's 2025 Annual Report which can be accessed at: https://asx.api.markitdigital.com/asx-research/1.0/file/2924-03012267-3A679532?access_token=83ff96335c2d45a094df02a206a39ff4

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

Issue of Share Rights pursuant to EIS. Plan Rules can be found at: <https://www.sca.com.au/wp-content/uploads/2024/10/Senior-Executive-Incentive-Plan-2025-1.pdf>

Issue details

Number of +securities

3,963,428

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 |
|---|---|
| SXL : ORDINARY FULLY PAID | 239,899,149 |

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 |
|---|---|
| SXLAA : PERFORMANCE RIGHTS | 4,391,289 |



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

15