

2 September 2026

The Manager
Market Announcements Office
ASX Limited Level 4, Bridge Street
SYDNEY NSW 2000
Sims Limited

(ASX: SGM) - APPENDIX 3Y

Dear Sir/Madam,

Attached is an Appendix 3Y Change in Director's Interest Notice for Stephen Mikkelsen.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Gretchen Johanns', with a large, stylized loop at the end.

Gretchen Johanns
Company Secretary

Rule 3.19A.2

APPENDIX 3Y

CHANGE OF DIRECTOR'S INTEREST NOTICE

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity	SIMS LIMITED
ABN	69 114 838 630

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

NAME OF DIRECTOR	STEPHEN MIKKELSEN
Date of last notice	21 November 2025

Part 1 - Change of director's relevant interests in securities

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Direct and Indirect
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+ See chapter 19 for defined terms.

Appendix 3Y

Change of Director's Interest Notice

Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	The ordinary shares acquired are held for the benefit of Mr Mikkelsen by the registered holder HSBC Custody Nominees (Australia) Limited – A/C 2 on behalf of Morgan Stanley Smith Barney LLC, which company provides services in connection with the entity's global employee share plan.
Date of change	31 August 2026

+ See chapter 19 for defined terms.

Change of Director's Interest Notice

No. of securities held prior to change	<u>Direct Interest</u> 4,600 Ordinary Shares 532,811 Performance Rights <u>Indirect Interest</u> 156,914 Ordinary Shares* *Includes 5,283 ordinary shares that are subject to a holding period until 31/8/2026 and 8,211 ordinary shares that are subject to a holding period until 31/8/2027.
Class	(1) Performance Rights (2) Ordinary Shares

+ See chapter 19 for defined terms.

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Change of Director's Interest Notice

Number acquired	(1) 88,449 Ordinary Shares following the vesting of 63,448 Strategic Performance Rights and 25,001 TSR Performance Rights.
Number disposed	140,996 Performance Rights, comprising: (1) 63,448 Strategic Performance Rights vested. (2) 25,001 TSR Performance Rights vested and 6,018 TSR Performance Rights were forfeited and canceled. (3) 46,529 ROPA Performance Rights were forfeited and canceled.
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	Ordinary shares received following the vesting of Strategic Performance Rights and TSR Performance Rights were valued at an average price of \$24.34 per share.

+ See chapter 19 for defined terms.

Change of Director's Interest Notice

No. of securities held after change	<u>Direct Interest</u> 4,600 Ordinary Shares 391,815 Performance Rights <u>Indirect Interest</u> 245,363 Ordinary Shares* *Includes 8,211 ordinary shares that are subject to a holding period until 31/8/2027.
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+ See chapter 19 for defined terms.

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Change of Director's Interest Notice

Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	(1) Acquisition of 88,449 Ordinary Shares following the vesting of Strategic Performance Rights and the partial vesting of TSR Performance Rights under the SimsMM Plan. (2) Forfeiture and subsequent cancellation of 52,547 Performance Rights, comprising 6,018 TSR Performance Rights and 46,529 ROPA Performance Rights, due to non-vesting of Performance Rights under the SimsMM Plan.
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Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of “notifiable interest of a director” should be disclosed in this part.

Detail of contract	N/A
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+ See chapter 19 for defined terms.

Change of Director's Interest Notice

Nature of interest	
Name of registered holder (if issued securities)	
Date of change	
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

Part 3 – ⁺Closed period

Were the interests in the securities or contracts detailed above traded during a ⁺closed period where prior written clearance was required?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	
If prior written clearance was provided, on what date was this provided?	

⁺ See chapter 19 for defined terms.

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Change of Director's Interest Notice

+ See chapter 19 for defined terms.