

Announcement Summary

Entity name

SOUTHERN CROSS ELECTRICAL ENGINEERING LTD

Date of this announcement

Tuesday September 22, 2026

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	253,195	22/09/2026

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

22/9/2026

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")

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

22/9/2026

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
Chris Douglass	Alfiedoug Pty Ltd <CCALO A/c>	99,868

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

FY27 Performance Rights granted under the Company's Senior Management Long Term Incentive Plan.

The FY27 Performance Rights will be performance tested over a 3 year period from 1 July 2026 to 30 June 2029.

The FY27 grant will be performance tested 50% against Absolute Total Shareholder Return (¿TSR¿) performance, and 50% against Earnings per Share (¿EPS¿) performance.

The threshold TSR performance is 8% per annum compounded over the Performance Period and the stretch TSR performance is 12% per annum compounded over the Performance Period.

The EPS performance will be measured in the FY29. For the purposes of performance testing the Performance Rights, EPS in FY29 will be the Basic EPS for the year, as set out in the Company's Financial Reports, adjusted by the Board to reflect the Company¿s underlying profitability. The threshold EPS target in FY29 is 21.98cps and the stretch target is 23.63cps.

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

Issue details

Number of +securities

253,195

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	308,489,534

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	2,058,507

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