Announcement Summary

Entity name

PWR HOLDINGS LIMITED

Date of this announcement

Friday November 20, 2026

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
PWHAA	PERFORMANCE RIGHTS	475,216	19/11/2026

Refer to next page for full details of the announcement

Part 1 - Entity and announcement details

1.1 Name of entity

PWR HOLDINGS 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

85105326850

1.3 ASX issuer code

PWH

1.4 The announcement is

New announcement

1.5 Date of this announcement

20/11/2026

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

PWHAA : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

19/11/2026

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
Sharyn Williams	Same	103,187
Matthew Bryson	Same	46,814
Robert Shore	Same	33,529
Ben Jackson	Same	31,942

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

These rights have been issued in under the FY26 STI Service Rights, FY26 LTI Top Up and FY27 LTI schemes.

These schemes are described in more detail in the PWH 2026 AGM Notice of Meeting: https://www.pwr.com.au/app/uploads/2026/09/2026-AGM-Chairman-Letter-Notice-of-Meeting-and-Proxy-Form.pdf

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

Issue details

Number of +securities

370,220

Number of +securities

95,834

Number of +securities

9,162

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
PWH : ORDINARY FULLY PAID	100,574,122

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
PWHAA : PERFORMANCE RIGHTS	1,024,095

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

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