



Announcement Summary

Entity name

SAUNDERS INTERNATIONAL LIMITED

Date of this announcement

Friday May 17, 2024

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
SNDAB	PERFORMANCE RIGHTS	1,641,886	17/05/2024

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

SAUNDERS INTERNATIONAL 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

14050287431

1.3 ASX issuer code

SND

1.4 The announcement is

New announcement

1.5 Date of this announcement

17/5/2024



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

SNDAB : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

17/5/2024

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
Mark Benson	Shares Held by Benson Family Trust Holdings Pty Ltd ATF Benson Family Trust	924,146
Brett Gregory	Mr Brett James Gregory	160,434

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

Refer to SND's Notice of AGM for 2023 for a copy of the Company's Rights Plan Rules - <https://saundersint.com/wp-content/uploads/2023/09/230925-SND-ASX-Announcement-Notice-of-AGM.pdf>

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

This announcement corrects the number of SNDAB Rights previously reported to the ASX by SND following a full reconciliation of rights granted, lapsed, forfeited and vested. The current total balance of SNDAB Rights is 2,497,911 and comprises:

1. KMP and other executive 3 year LTIs with 50% RTSR and 50% NEPSG vesting conditions:

- FY22: 01/09/2021 grant; 01/09/2024 vest = 574,716 maximum can vest (310,056 granted to M Benson)
- FY23: 01/09/2022 grant; 01/09/2025 vest = 500,188 maximum can vest (250,000 granted to M Benson)
- FY24: 01/09/2023 grant; 01/09/2026 vest = 1,100,022 maximum can vest (364,090 granted to M Benson and 160,434 granted to B Gregory)

2. Employee Retention LTIs with employment service condition only

- Saunders PlantWeave Acquisition related incentives: Grant 01/08/2021; vest 01/08/2024 = 94,900
- David Tolmie incentive: Grant 01/11/2022; vest 01/11/2024 = 20,000
- Saunders Piping Solutions Acquisition related incentives: Grant 01/12/2023; vest 01/07/2026 = 208,085



Issue details

Number of +securities

1,641,886



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
SND : ORDINARY FULLY PAID	116,821,531

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
SND AI : ORDINARY FULLY PAID	1,466,492
SND AA : OPTION EXPIRING VARIOUS DATES EX NIL	2,235,625
SND AB : PERFORMANCE RIGHTS	2,497,911



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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