

2 September 2025

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

<b>Name of entity</b>	<b>SIMS LIMITED</b>
<b>ABN</b>	<b>69 114 838 630</b>

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.

<b>NAME OF DIRECTOR</b>	<b>STEPHEN MIKKELSEN</b>
<b>Date of last notice</b>	<b>7 May 2025</b>

#### **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.

<b>Direct or indirect interest</b>	<b>Direct and Indirect</b>
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+ See chapter 19 for defined terms.

## Appendix 3Y

### Change of Director's Interest Notice

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<b>Nature of indirect interest</b> <b>(including registered holder)</b>  <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	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.
<b>Date of change</b>	29 August 2025

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+ See chapter 19 for defined terms.

## Change of Director's Interest Notice

No. of securities held prior to change	<p><u>Direct Interest</u></p> <p>4,600 ordinary shares</p> <p>417,698 Performance Rights</p> <p><u>Indirect Interest</u></p> <p>134,522 ordinary shares*</p> <p>*Includes 16,599 ordinary shares that are subject to a holding period (11,316 ordinary shares are released on 31/8/2025 and 5,283 ordinary shares are released on 31/8/2026).</p>
Class	<p>(1) Performance Rights</p> <p>(2) Ordinary Shares</p>

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+ See chapter 19 for defined terms.

## Appendix 3Y

### Change of Director's Interest Notice

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<b>Number acquired</b>	(1) 26,781 Ordinary Shares following the vesting of Strategic Performance Rights.
<b>Number disposed</b>	(1) 26,781 Strategic Performance Rights vested  (2) 47,610 Performance Rights (6,695 Strategic Performance Rights, 16,366 TSR Performance Rights, and 24,549 ROPA Rights) were forfeited and cancelled.
<b>Value/Consideration</b>  Note: If consideration is non-cash, provide details and estimated valuation	Ordinary shares received following the vesting of Strategic Performance Rights were valued at an average price of \$14.23 per share.

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+ See chapter 19 for defined terms.

## Change of Director's Interest Notice

No. of securities held after change	<p><u>Direct Interest</u></p> <p>4,600 Ordinary Shares</p> <p>343,307 Performance Rights</p> <p><u>Indirect Interest</u></p> <p>161,303 Ordinary Shares*</p> <p>*Includes 5,283 ordinary shares that are subject to a holding period until 31/8/2026.</p>
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+ See chapter 19 for defined terms.

## Appendix 3Y

### Change of Director's Interest Notice

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<b>Nature of change</b>  Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	(1) Acquisition of 26,781 Ordinary Shares following the partial vesting of Strategic Performance Rights.  (2) Forfeiture and subsequent cancellation of 47,610 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.

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

## Change of Director's Interest Notice

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

Part 3 – <sup>+</sup>Closed period

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

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<sup>+</sup> See chapter 19 for defined terms.



## **Appendix 3Y**

### **Change of Director's Interest Notice**

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