
**HUDSON GLOBAL RESOURCES (AUST) PTY LTD
(THE COMPANY)**

UPDATED EMPLOYEES AND PAYG CONTRACTORS FAQ

Superannuation Entitlements

Questions	Answers
I am owed superannuation. What does this mean ?	<p>You are a creditor in the Administration for the amount of your unpaid superannuation.</p> <p>Superannuation is a priority entitlement, which means that it receives a priority over other Company creditors.</p>
Why hasn't superannuation been paid yet?	<p>Superannuation for the quarter to 31 March 2026 was not due for payment until 28 April 2026. The Administrators were appointed on 22 April 2026 which crystallised the superannuation as a pre appointment claim.</p> <p>Under the Corporations Act 2001 (Cth), a voluntary administrator is generally prohibited from paying pre-appointment unsecured claims during the administration period. This means that the Administrators were unable to pay the Superannuation Entitlements for the period ending 31 March 2026 on or before 28 April 2026.</p> <p>Once an administrator is appointed, a statutory moratorium applies. This means:</p> <ul style="list-style-type: none">• Pre-appointment debts are "frozen" and are dealt with in the Administration Process;• Creditors cannot be paid outside the collective process <p>The Claims of priority creditors will be dealt with through either a Deed of Company Arrangement (DOCA) or liquidation. Further details are provided below.</p>

<p>What about my superannuation for period April 1 - April 22nd?</p>	<p>Like superannuation for the period ending 31 March 2026, any unpaid superannuation for the period 1 April 2026 to 22 April 2026 (prior to the Administrators appointment) will represent a priority claim in the Administration.</p> <p>The DOCA proposal received provides for all employee entitlements to be paid in full which includes superannuation for the period from 1 April – 22 April 2026.</p>
<p>What is Superannuation Guarantee Charge (SGC)?</p>	<p>The Superannuation Guarantee Charge (SGC) is imposed when superannuation contributions are not paid on time under the Superannuation Guarantee (Administration) Act 1992 (Cth). It is made up of unpaid superannuation, nominal interest and administration fees.</p> <p>When a SGC charge arises, the Australian Taxation Office (ATO) takes control of the recovery and administration of the debts and becomes the creditor.</p> <p>At the due date for superannuation payments fell during the Administration, the ATO will now administer the unpaid superannuation of employees and PAYG contractors for the quarter ending 31 March 2026.</p> <p>The nominal interest charged is not for the benefit of the ATO but is instead paid to the relevant superannuation fund when the SGC debt is cleared by the Company. This is intended to cover any interest lost by the employee in not having their superannuation remitted to their nominated fund on time.</p>
<p>Will I be entitled to vote for the entirety of my superannuation entitlements in the Administration.</p>	<p>Superannuation for the period 1 January 2026 to 31 March 2026 is subject to the Superannuation Guarantee Charge (SGC) and will be Administered by the ATO on behalf of employees and PAYG Contractors. The ATO will be entitled to participate in the Administration for these amounts.</p> <p>Employees and PAYG Contractors will be entitled to participate in the Administration (and will be entitled to vote) at the creditors</p>

	<p>meeting for any unpaid entitlements and superannuation for the period 1 April 2026 to 22 April 2026.</p> <p>The Administrators will notify employees and PAYG contractors of their pre appointment superannuation entitlements (including amounts owing for April 2026), prior to the Second Meeting of Creditors.</p>
What assurance can you provide that super will be paid ahead of other creditors?	<p>Section 556 of the Corporations Act gives priority status to employee entitlements. Superannuation contributions (including SGC) are afforded the highest priority amongst the entitlements.</p>
When will super be paid?	<p>The claims of priority creditors will be dealt with at the conclusion of the voluntary administration, either through a DOCA or a liquidation.</p> <p>Creditors, including employees and PAYG Contractors will determine whether to accept at DOCA or place the Company into liquidation at the Second Meeting of Creditors.</p> <p>This is expected to be held between 15 and 29 May 2026.</p>
Is the superannuation going to be paid?	<p>The Administrators have received a draft proposal for a Deed of Company Arrangement (DOCA) which provides for superannuation (including SGC) and other priority employee entitlements to be paid in full.</p> <p>The Deed Proponent has initially placed \$4m in trust, with the balance to be paid prior to completion of the DOCA. Should creditors vote in favour of the DOCA, all superannuation payments that were incurred prior to our appointment will be released asap and paid to either the ATO or your nominated superannuation fund.</p> <p>If your super is paid to the ATO you will receive notification and further details of how to claim the payment of your superannuation in order that it can be transferred to your nominated superannuation fund.</p>

<p>What is the date that my super be paid?</p>	<p>If creditors vote in favour of the current DOCA proposal then it is expected that superannuation will be paid upon completion of the DOCA, which is expected to be shortly after the second meeting of creditors although timings have not yet been confirmed.</p> <p>If the Company is placed into liquidation, a liquidator, once appointed, will provide further details on the likelihood and expected timing of a dividend to priority creditors for the payment of their unpaid superannuation.</p>
<p>How will I know whether to vote in favour for or against a DOCA?</p>	<p>Prior to the Second Meeting of creditors, the Administrators will provide all creditors with a detailed report outlining the options available to creditors, together with their recommendation as to which option they consider to be in the interests of creditors as a whole.</p> <p>This report will detail the expected likelihood and timing of a dividend to priority creditors under each scenario.</p>
<p>Does the Administration affect super going forward or my pay?</p>	<p>The Administrators are personally liable for any superannuation that has accrued during the trade on (from 22 April 2026 onwards). This superannuation will be paid to the nominated superannuation funds in the period between the end of the Administration and before the due date.</p> <p>If the Administrators are successful in securing a continuation of the business through a DOCA or sale, then Administration will cease and the Company (or its new owner/s) will be liable for and maintain any ongoing payments of Superannuation from that date onwards.</p> <p>The same applies to all ongoing wages and associated entitlements.</p>