



Notice of Employee Meetings

Waco Kwikform Limited ACN 002 835 396 t/as Waco Kwikform, Star Scaffolds
Kwikform Labour Services Pty Ltd ACN 646 377 013
Kwikform Industrial Services Pty Limited ACN 165 660 551
Kwikform Maintenance Services Pty Limited ACN 622 981 202
Waco Business Services Pty Ltd ACN 688 765 764
(collectively, DOCA Employee Group)

NOTICE PURSUANT TO SECTION 444DA(3) OF THE CORPORATIONS ACT 2001 (Cth) OF MEETINGS OF ELIGIBLE EMPLOYEE CREDITORS OF A COMPANY UNDER EXTERNAL ADMINISTRATION

1. Notice is now given that the meetings of the employee creditors of the DOCA Employee Group will be held virtually only on **Wednesday, 13 May 2026 at 10:00AM (AEST)**. The notional location for the Employee Meetings is Level 12, 44 Martin Place, Sydney NSW 2000 (provided for compliance purposes only – please do not attend in person).
2. The Employee Meetings will be held **virtually using online video conferencing**. The online video conference can be joined from a computer (preferred) or telephone. Questions can be typed or asked verbally during the Employee Meetings.
3. Please use the following link to register for the meeting:
https://mcgrathnicol.zoom.us/webinar/register/WN_MiZ_QvhuQJeNRueGXCP8bq
4. Should you wish to attend or nominate someone to attend by proxy or attorney on your behalf, please ensure you or your proxy register via the [proxy link](#) by no later **than 2:00PM (AEST) on Tuesday, 12 May 2026**. If you have any issues registering at this link, please contact the Administrators by email at wacoaustralasia@mcgrathnicol.com or telephone +61 2 6222 1424.
5. The Employee Meetings will be held before the Second Meetings convened under section 439A of the *Corporations Act 2001* (Cth) (**Act**), at which all creditors will be asked to consider a proposed Deed of Company Arrangement (**DOCA**).
6. The purpose of the Employee Meetings is for eligible employee creditors to consider a resolution agreeing that the provision set out in section 444DA(2) of the Act, that the proposed DOCA will not include a provision to the effect that, for the purpose of the application by the administrator of the property of the DOCA Employee Group coming under their control under the Deed, all eligible employee creditors are entitled to a priority at least equal to what they would have been entitled if the property were applied in accordance with section 556, 560, and 561 of the Act (the **Priority Provision**).
7. It is proposed that claims for leave entitlements of continuing employee creditors of the DOCA Employee Group will not be paid from the DOCA. **Instead, such claims will be preserved and be paid by the DOCA Employee Group in the ordinary course of its business as part of employees' continuity of employment.** Similarly, continuing employee creditors of the DOCA Employee Group will not be able to make claims for redundancy or other termination entitlements.
8. The non-inclusion of the Priority Provision will result in the payment of outstanding superannuation as part of the DOCA (to the extent that there are sufficient funds available); however, other employee entitlements will be preserved and employees will be able to take leave as and when they require it (subject to usual business requirements).
9. It is the Administrators' opinion that the non-inclusion of the Priority Provision would be likely to result in the same or a better outcome for eligible employee creditors as a whole than would result from an immediate winding up of the DOCA Employee Group because of the following:



- a. If the Administrators sought to include the Priority Provision for continuing employees, the DOCA would not be workable and would likely be withdrawn. If the DOCA was withdrawn, the alternative would be to place the DOCA Employee Group in liquidation.
 - b. It is anticipated the DOCA Employee Group would cease trading in a winding up scenario, which would result in the termination of all employees.
 - c. It is estimated that there would be insufficient asset realisations in a winding up scenario to enable the payment of all employee entitlements in full.
 - d. Although the Fair Entitlements Guarantee (FEG) government assistance program might enable payment in a liquidation scenario of some or all of each employees' claim (subject to the program's usual eligibility requirements), we note the following:
 - i. the FEG program does not necessarily cover all entitlements;
 - ii. employees would no longer have ongoing employment in a liquidation scenario; however, under the proposed DOCA, continuing employees will retain their employment; and
 - iii. if the DOCA proposal is voted for by a majority at the second creditors' meetings convened under section 439A of the Act, is put in place, but later fails, the DOCA Employee Group would then be placed into liquidation and employees would, at that time, have access to the FEG program (subject to the program's usual eligibility requirements).
10. The effect of Insolvency Practice Rules (Corporations) section 75-85 (entitlement to vote as a creditor at meeting of creditors) is:
 - a. A person other than an employee creditor (or the creditor's proxy or attorney) is not entitled to vote at a meeting of employee creditors.
 - b. Subject to subsections (c) and (d), each employee creditor is entitled to vote and has one vote.
 - c. A person is not entitled to vote as an employee creditor at a meeting of employee creditors unless:
 - i. his or her debt or claim has been admitted wholly or in part by the external administrator; or
 - ii. he or she has lodged, with the person presiding at the meeting, or with the person named in the notice convening the meeting as the person who may receive particulars of the debt or claim:
 - those particulars; or
 - if required - a formal proof of the debt or claim.
 - d. An employee creditor must not vote in respect of:
 - i. an unliquidated debt; or
 - ii. a contingent debt; or
 - iii. an unliquidated or a contingent claim; or
 - iv. a debt the value of which is not established;
unless a just estimate of its value has been made.
11. Proxy forms must be submitted **by 2:00PM (AEST) on Tuesday, 12 May 2026** to the Administrators via the secure webform [proxy link](#).



If you have any queries, please contact us on +61 2 6222 1424 or via email at wacoaustralasia@mcgrathnicol.com.

Dated: 6 May 2026

Melissa Smith

Joint and Several Administrator

McGrathNicol

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