



Announcement Summary

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**Entity name**

LOVISA HOLDINGS LIMITED

**Date of this announcement**

Friday December 13, 2024

**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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
New class - code to be confirmed	Performance Rights expiring 30 September 2027	26,331	12/12/2024

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

LOVISA 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**

ACN

**Registration number**

602304503

**1.3 ASX issuer code**

LOV

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

13/12/2024



Part 2 - Issue details

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**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:**

does not have an existing ASX security code ("new class")



## Part 3C - number and type of +securities the subject of this notification (new class)

**ASX +security code**

New class - code to be confirmed

**+Security description**

Performance Rights expiring 30 September 2027

**+Security type**

Other

**ISIN code****Date the +securities the subject of this notification were issued**

12/12/2024

**Will all the +securities issued in this class rank equally in all respects from their issue date?**

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
Chris Lauder	Chris Lauder	6,462

**Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.**

**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**

Performance Rights over ordinary shares issued under the Lovisa Equity Incentive Plan with the following key terms:  
 Exercise Price: Nil  
 Performance Period: 3 years ending 27 June 2027  
 Vesting: 1/3rd annually in August 2025, 2026, 2027  
 Primary performance hurdle: EBIT growth for FY25 over FY24 of between 18.5% (20% vesting) and 25% (100% vesting)  
 Secondary performance hurdle: Continued employment at each vesting date, with vesting for each of FY25 and FY26 years based on performance achieved in Year 1 in relation to the FY25 EBIT growth hurdle above  
 Expiry: 30 September 2027  
 Holding restriction period: 1 year after the conversion of vested Performance Rights into Ordinary Shares

If employment with the Company is terminated for Cause, all Performance Rights will lapse unless the Board determines otherwise.

Further information in relation to the Lovisa Equity Incentive Plan can be found in the Company's Annual Report at: <https://www.lovisa.com.au/pages/investor-centre>

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



Issue details

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**Number of +securities**

26,331

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## 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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
LOV : ORDINARY FULLY PAID	110,715,589

**4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
LOVAG : PERFORMANCE RIGHTS EXPIRING 31-AUG-2025	17,919
LOVAI : PERFORMANCE RIGHTS EXPIRING 30-SEP-2026	9,972
New class - code to be confirmed : Performance Rights expiring 30 September 2027	26,331



Part 5 - Other Listing Rule requirements

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**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?**

No

**5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?**

No

**5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?**

No

**5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?**

N/A