



Announcement Summary

Entity name

LOVISA HOLDINGS LIMITED

Date of this announcement

Friday December 19, 2025

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

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
New class - code to be confirmed	Performance Rights expiring 30 September 2028	38,601	19/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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

19/12/2025



Part 2 - Issue details

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 2028

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

19/12/2025

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	9,576

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 2 July 2028
Vesting: 1/3rd annually in August 2026, 2027, 2028
Primary Performance Hurdle: EBIT Growth for FY26 over FY25 of between 18.5% (8% vesting) and 30% (100% vesting)
Secondary Performance Hurdle: Continued employment at each vesting date, with vesting for each of FY27 and FY28 years based on performance achieved in Year 1 in relation to the FY26 EBIT growth hurdle above
Expiry: 30 September 2028
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

Number of +securities

38,601

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
LOV : ORDINARY FULLY PAID	110,738,494

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
LOVAI : PERFORMANCE RIGHTS EXPIRING 30-SEP-2026	4,986
New class - code to be confirmed : Performance Rights expiring 30 September 2028	38,601



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?

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