



Announcement Summary

Entity name

LOVISA HOLDINGS LIMITED

Date of this announcement

Thursday October 12, 2023

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 2026 | 34,170 | 06/10/2023 |

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

12/10/2023

For personal use only



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")

For personal use only



Part 3C - number and type of +securities the subject of this notification (new class) where issue has not previously been notified to ASX in an Appendix 3B

For personal use only

ASX +security code

New class - code to be confirmed

+Security description

Performance Rights expiring 30 September 2026

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

6/10/2023

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

8,692

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 28 June 2026
 Vesting: 1/3rd annually in August 2024, 2025, 2026
 Primary Performance Hurdle: EBIT growth for FY24 over FY23 of between 17.5% (20% vesting) and 30% (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 FY24 EBIT Growth hurdle above
 Expiry: 30 September 2026
 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

34,170

For personal use only



Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)

4.1 Quoted +Securities (Total number of each +class of +securities quoted)

| ASX +security code and description | Total number of +securities on issue |
|------------------------------------|--------------------------------------|
| LOV : ORDINARY FULLY PAID | 109,692,639 |

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 |
|--|--------------------------------------|
| LOVAD : OPTION EXPIRING 31-AUG-2025 EX \$14.37 | 60,000 |
| LOVAH : PERFORMANCE RIGHTS EXPIRING 31-AUG-2024 | 1,242,995 |
| LOVAG : PERFORMANCE RIGHTS EXPIRING 31-AUG-2025 | 35,838 |
| New class - code to be confirmed : Performance Rights expiring 30 September 2026 | 34,170 |



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

For personal use only