



Announcement Summary

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**Entity name**

SHINE JUSTICE LTD

**Date of this announcement**

Thursday December 21, 2023

**The +securities the subject of this notification are:**

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

**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>
SHJAA	PERFORMANCE RIGHTS	5,786,051	15/12/2023

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**

SHINE JUSTICE LTD

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**

162817905

**1.3 ASX issuer code**

SHJ

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

21/12/2023



Part 2 - Issue details

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**2.1 The +securities the subject of this notification are:**

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

**2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:**

has an existing ASX security code ("existing class")



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

**Additional +securities in an existing class issued under an +employee incentive scheme**

**ASX +security code and description**

SHJAA : PERFORMANCE RIGHTS

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

15/12/2023

**Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class**

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
Jodie Maree Willey	Jodie Maree Willey	200,394
Lisa Marie Flynn	Lisa Marie Flynn	200,394
Ravin Raj	Ravin Raj	219,716

**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**

Refer Remuneration Report in FY23 Annual Report:  
<http://www.shinejustice.com.au/investors/?page=annual-reports>

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

Each new (FY24) Performance Right provides a long term incentive for a Shine Justice Ltd Group employee to receive one fully paid ordinary share, subject to satisfaction of performance measures during the three year period from 1 July 2023 to 30 June 2026 relating to:

- Earnings per share growth (50%);
- Total Shareholder Return (25%); and
- Strategic Objectives (25%).

The number of performance rights offered was calculated based on a percentage of each offeree's remuneration divided by the volume weighted average price of Shine Justice shares on the 15 days before and the 15 days after after the release of the FY23 Annual Report on 29 August 2023 (\$0.6203).

On the vesting of performance rights, shares which are allocated as a result are intended to be existing shares purchased on market.



Issue details

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**Number of +securities**

5,786,051

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Part 4 - +Securities on issue

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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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
SHJ : ORDINARY FULLY PAID	173,261,812

**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>
SHJAA : PERFORMANCE RIGHTS	10,145,669
SHJAB : SALARY SACRIFICE RIGHTS	281,755



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?**

Yes

**5.1a Select the number of the applicable exception in Listing Rule 7.2**

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