



Announcement Summary

Entity name

LOVISA HOLDINGS LIMITED

Date of this announcement

Wednesday October 19, 2022

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 31 August 2025	53,757	29/09/2022

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

19/10/2022



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) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code

New class - code to be confirmed

+Security description

Performance Rights expiring 31 August 2025

+Security type

Other

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

29/9/2022

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

11,607

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 29 June 2025

Vesting: 1/3rd annually in August 2023, 2024, 2025

Primary Performance Hurdle: EBIT growth for FY23 over FY22 of between 17.5% (20% vesting) and 30.0% (100% vesting).

Secondary Performance Hurdle: Continued employment at each vesting date, with vesting for each of 2024 and 2025 years based on performance achieved in Year 1 in relation to the FY23 EBIT Growth hurdle above

Expiry: 31 August 2025

Holding Restriction Period: 1 year after 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

53,757

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	107,831,863

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
LOVAC : OPTION EXPIRING 31-AUG-2024 EX \$7.15	100,000
LOVAF : PERFORMANCE RIGHTS EXPIRING 31-AUG-2023	1,742,857
New class - code to be confirmed : Performance Rights expiring 31 August 2025	53,757



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