

Appendix 3G - Late Lodgement

Joyce Corporation Ltd (ASX: JYC or “Joyce Group” or “Joyce” or “the Company”) advises that due to an administrative oversight, the Company has not lodged the required Appendix 3G documentation relating to Long-Term Incentive (“LTI”) and Short-Term Incentive (“STI”) Performance Rights (“Rights”) issued under the Joyce Corporation Rights Plan (“Plan”) as required by Listing Rule 3.10.3A for issues of Rights between 1 July 2019 and 1 December 2023.

Details of all Rights issued under the Plan during the affected period to members of the Company’s Key Management Personnel were disclosed in the Company’s annual and half-year reports in the relative reporting period immediately following the issue of each tranche of Rights. The Company confirms that no Rights have been issued to Directors under the Plan. Details of the issues of Rights during the affected period are set out below:

Description of Performance Rights	Issue Date	Expiry Date	Number of Rights	Other Changes	Rights Eligible for Vesting	Rights Vested ¹
FY20 LTI Rights	01/07/2019 ²	01/07/2034	213,419	(137,032) ⁴	76,387	76,387
	06/08/2021 ³	06/08/2036	253,742	-	253,742	253,742
FY21 LTI Rights⁵	01/07/2020	01/07/2035	140,484	-	140,484	140,484
	01/12/2020	01/12/2035	127,002	-	127,002	127,002
	06/08/2021	06/08/2036	373,327	-	373,327	373,327
FY22 LTI Rights⁶	30/12/2021	30/12/2036	440,479	-	440,479	-
FY22 STI Rights⁷	29/09/2022	29/09/2037	16,562	-	16,562	16,562
FY23 LTI Rights⁸	13/12/2022	13/12/2037	544,247	-	544,247	-
FY24 LTI Rights⁹	01/12/2023	01/12/2038	405,569	-	405,569	-
Total			2,514,831	(137,032)	2,377,799	987,504

Notes:

- As at the date of this Announcement, no Rights have been exercised, notwithstanding that they have vested.
- Further details regarding the issue of FY20 LTI Rights on 1 July 2019 are set out in Joyce’s 2020 Annual Report.
- Further details regarding the issue of FY20 LTI Rights on 6 August 2021 are set out in Joyce’s 2021 Annual Report.
- Rights issued to Mr Keith Smith lapsed in accordance with their terms. Please refer to Joyce’s ASX announcement dated 9 October 2020 for further details.
- Further details regarding the FY21 LTI Rights are set out in Joyce’s 2021 Annual Report.
- Further details regarding the FY22 LTI Rights are set out in Joyce’s 2022 Annual Report.
- Further details regarding the FY22 STI Rights are set out in Joyce’s 2023 Annual Report.

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8. Further details regarding the FY23 LTI Rights are set out in Joyce's 2023 Annual Report. This includes 18,436 Rights that were issued to an employee of the Joyce Group that is not a member of KMP.
9. Further details regarding the FY24 LTI Rights are set out in Joyce's 2024 Half-Year Report. This includes 20,861 Rights that were issued to an employee of the Joyce Group that is not a member of KMP.

The Company also confirms that, as at the date of this Announcement, its issued capital is as follows:

Quoted Securities	
JYC: Ordinary Fully Paid	28,509,158
Unquoted Securities	
New class - code to be confirmed: FY20 LTI Rights	330,129
New class - code to be confirmed: FY21 LTI Rights	640,813
New class - code to be confirmed: FY22 LTI Rights	440,479
New class - code to be confirmed: FY22 STI Rights	16,562
New class - code to be confirmed: FY23 LTI Rights	544,247
New class - code to be confirmed: FY24 LTI Rights	405,569

The Company considers that these missed lodgements are part of an isolated incident and believes that its current practices are adequate to ensure compliance with the ASX Lising Rules. Additional training initiatives for those tasked with the Company's compliance activities will be implemented following resolution of this matter.

Three Appendix 3G notices setting out the Rights on issue as at the date of this Announcement will follow this Announcement.

ENDS

For further information, please contact:

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This announcement has been authorised for release by Joyce's Board of Directors