



Announcement Summary

Entity name

SHINE JUSTICE LTD

Date of this announcement

Thursday March 06, 2025

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

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
SHJAA	PERFORMANCE RIGHTS	4,025,517	03/03/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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

6/3/2025

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Part 2 - Issue details

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")

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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

3/3/2025

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
Carolyn Barker AM	Carolyn Barker AM	82,632
Marc Devine	Marc Devine	85,483
Lisa Flynn	Lisa Flynn	160,493
Jodie Willey	Jodie Willey	160,493

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

The Equity Plan was described in the 2024 Notice of Annual General Meeting:
<https://www.shinejustice.com.au/DownloadFile.axd?file=/Report/ComNews/20240920/02855132.pdf>

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

Each new (FY25) 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 2024 to 30 June 2027 relating to:

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

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 FY24 Annual Report on 29 August 2024 (\$0.7745).

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



Issue details

Number of +securities

4,025,517

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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
SHJ : ORDINARY FULLY PAID	172,751,036

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
SHJAA : PERFORMANCE RIGHTS	10,326,348
SHJAB : SALARY SACRIFICE RIGHTS	228,862



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?

Yes

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

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