



Announcement Summary

---

**Entity name**

SHINE JUSTICE LTD

**Date of this announcement**

Wednesday March 04, 2026

**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**

<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	4,977,970	03/03/2026

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**

4/3/2026



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:**

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

**ASX +security code and description**

SHJAA : PERFORMANCE RIGHTS

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

3/3/2026

**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	126,729
Marc Devine	Marc Devine	126,729
Lisa Flynn	Lisa Flynn	198,770
Jodie Willey	Jodie Willey	190,135

**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**

<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 (FY26) 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 2025 to 30 June 2028 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 FY25 Annual Report on 28 August 2025 (\$0.6949).

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**

4,977,970

---

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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
SHJ : ORDINARY FULLY PAID	169,390,396

**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	12,018,281
SHJAB : SALARY SACRIFICE RIGHTS	223,267



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**

13