
30 September 2026

Jcurve Long-Term Incentive Framework and CEO Contract Clarification

JCURVE SOLUTIONS LIMITED (ASX: JCS) (Jcurve), the company that develops partnerships that help businesses grow, advises that, following the 12 August 2026 announcement regarding the Company's Chief Executive Officer and his long-term incentive arrangements, the Company is extending its long-term incentive framework across key management.

In addition to the CEO service and performance-based rights the Company currently has 5,500,000 performance-based rights allocated to staff with a performance hurdle of 10 cents and an expiry date of 31 December 2026. With these rights coming to their expiry date and with the new CEO incentives in place, the Company is putting in place its Long-Term Incentive Plan which provides for a single management program comprising tenure-based rights and performance-based rights.

Tenure-based rights: The program provides for a pool of up to 10,000,000 tenure-based rights, of which 8,000,000 will be allocated initially. The remaining 2,000,000 rights will be retained for future allocations. Participants must remain employees through 30 June 2029.

Performance-based rights: A further pool of up to 5,000,000 performance-based rights is available, of which 4,000,000 will be allocated initially. The remaining 1,000,000 rights will be retained for future allocations. The performance hurdle is the Company's share price achieving 10 cents, measured by a 30 consecutive trading day VWAP, on or before 30 June 2029. Participants must be employees at the time of vesting.

These arrangements complement the long-term incentive arrangements applicable to the CEO and are intended to ensure that key management remain focused on the Company's performance and the creation of sustainable long-term shareholder value.

The Board believes that providing key management with an appropriate interest in the Company's future is an important part of retaining and motivating the team, particularly in a highly competitive technology environment.

The program also provides a clear focus on continuity through the three-year period, while linking a component of potential reward directly to the Company's share price performance.

Jcurve Chair Mark Jobling stated: "We are putting in place a consistent long-term incentive framework across the Company's management team, with rewards increasingly linked to the success of Jcurve and its shareholders. This provides a strong platform for Jcurve as the incoming Board takes the Company to its next phase of growth."

Finally, it is noted that the CEO contract rights offer letter issued pursuant to Jcurve's Long Term Incentive Plan has included a clarification of one of the contractual terms advised to the market on 12 August 2026 with respect to the vesting of service rights and performance shares if the Company is sold. This has been clarified to vest the service-based rights and performance-based rights in the event that the Company is sold, including by way of a sale of all or substantially all of its business or assets or a takeover bid which becomes or is declared unconditional and under which acceptances are received in respect of more than 50% of the issued shares of the Company. No other amendment or clarification of the CEO contract has been made.

As outlined in the ASX Release titled “Chief Executive Officer Service Contract” dated 12 August 2026, the incentive securities to be issued to the CEO are being issued under Listing Rule 7.2 Exemption 13.

In respect to the incentive securities noted in this announcement, being 12,000,000 incentive securities in total, these securities will be issued under Listing Rule 7.1.

This announcement has been authorised for release by the Board of Jcurve Solutions Limited.

For more information, please visit: www.jcurvesolutions.com.