Announcement Summary

Entity name

JOYCE CORPORATION LTD

Date of this announcement

Wednesday December 03, 2025

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
JYCAA	LTI RIGHTS	253,255	03/12/2025

Refer to next page for full details of the announcement

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Part 1 - Entity and announcement details

1.1 Name of entity

JOYCE CORPORATION 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

009116269

1.3 ASX issuer code

JYC

1.4 The announcement is

New announcement

1.5 Date of this announcement

3/12/2025

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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")

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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

ASX +security code and description

JYCAA : LTI RIGHTS

Date the +securities the subject of this notification were issued

3/12/2025

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
Daniel Madden	Daniel Madden	77,157
Gavin Culmsee	Gavin Culmsee	39,952
Timothy Allison	Timothy Allison	34,958
John Bourke	John Bourke	56,179
James Versace	James Versace	32,330

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

Refer to Joyce's 2024 AGM Notice: https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02869174-6A1232283&v=undefined

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

Issue of performance rights to KMP and other employees (12,679 performance rights) pursuant to the terms and conditions of the Joyce Corporation Rights Plan approved by shareholders on 21/11/2024.

Issue details

Number of +securities

253,255

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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
JYC : ORDINARY FULLY PAID	29,569,269

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
JYCAC : STI RIGHTS	11,071
JYCAA : LTI RIGHTS	1,412,949

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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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