Rule 3.19A.2

Appendix 3Y

Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity	**PLS GROUP LIMITED**
ABN	**95 112 425 788**

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Dale Robert Henderson
Date of last notice	23 June 2025

Part 1 - Change of director's relevant interests in securities

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Direct
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
Date of change	16 December 2025
No. of securities held prior to change	2,849,687 Ordinary Shares (ASX:PLS) 843,075 Performance Rights with a three-year vesting period ending on 30 June 2025 (ASX:PLSAT) 501,582 Performance Rights with a three-year vesting period ending on 30 June 2026 (ASX:PLSAAA) 804,060 Performance Rights with a three-year vesting period ending on 30 June 2027 (ASX:PLSAAC)
Class	Share Rights with a one-year vesting period ending on 30 November 2026 (ASX: to be advised) Performance Rights with a three-year vesting period ending on 30 June 2028 (ASX: to be advised)

+ See chapter 19 for defined terms.

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Number acquired	a) 264,496 Share Rights (ASX: to be advised) b) 1,741,217 Performance Rights (ASX: to be advised)
Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	a) As detailed in the Company's Appendix 3G lodged on 17 December 2025, Mr Henderson was issued share rights in lieu of receiving an elected portion (40%) of his fixed annual salary for the 12 month period from 1 December 2025 to 30 November 2026. b) Nil.
No. of securities held after change	2,849,687 Ordinary Shares (ASX:PLS) 843,075 Performance Rights with a three-year vesting period ending on 30 June 2025 (ASX:PLSAT) 501,582 Performance Rights with a three-year vesting period ending on 30 June 2026 (ASX:PLSAAA) 804,060 Performance Rights with a three-year vesting period ending on 30 June 2027 (ASX:PLSAAC) 264,496 Share Rights with a one-year vesting period ending on 30 November 2026 (ASX: to be advised) 1,741,217 Performance Rights with a three-year vesting period ending on 30 June 2028 (ASX: to be advised)
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	a) Issue of unlisted Share Rights to Mr Henderson pursuant to the Company's Employee Award Plan and 2025 Executive Salary Sacrifice Offer for FY26. Issue of Share Rights was approved by shareholders at the Company's AGM on 25 November 2025. b) Issue of unlisted Performance Rights to Mr Henderson pursuant to the Company's Employee Award Plan and Remuneration Framework for FY26. Issue of Performance Rights was approved by shareholders at the Company's AGM on 25 November 2025.

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	N/A
Nature of interest	

+ See chapter 19 for defined terms.

Name of registered holder (if issued securities)	
Date of change	
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

Part 3 – +Closed period

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Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	N/A
If prior written clearance was provided, on what date was this provided?	N/A

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