Announcement Summary

Entity name

PLS GROUP LIMITED

Announcement Type

New announcement

Date of this announcement

Thursday September 03, 2026

The +securities to be quoted are:

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

Total number of +securities to be quoted

ASX +security code	Security description	Number of +securities to be quoted	Issue date
PLS	ORDINARY FULLY PAID	1,003,795	29/01/2026
PLS	ORDINARY FULLY PAID	164,031	11/06/2026

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

PLS GROUP LIMITED

We (the entity named above) apply for +quotation of the following +securities and agree to the matters set out in Appendix 2A of the ASX Listing Rules.

1.2 Registered number type

ABN

Registration number

95112425788

1.3 ASX issuer code

PLS

1.4 The announcement is

New announcement

1.5 Date of this announcement

3/9/2026

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Part 2 - Type of Issue

2.1 The +securities to be quoted are:
+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

2.2 The +class of +securities to be quoted is:
Additional +securities in a class that is already quoted on ASX ("existing class")

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Part 3B - number and type of +securities to be quoted (existing class) where issue has not previously been notified to ASX in an Appendix 3B

Additional +securities to be quoted in an existing class issued under an +employee incentive scheme

FROM (Existing Class)
ASX +security code and description

PLSAAJ : ORDINARY FULLY PAID EMPLOYEE

TO (Existing Class)
ASX +security code and description

PLS : ORDINARY FULLY PAID

Please state the number of +securities issued under the +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

1,003,795

Please provide details of a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

PLS Group Limited Loan Share Plan approved by shareholders at the AGM on 24 November 2025. Refer to the Notice of AGM released on 24 October 2025: https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-03013207-6A1292648&v=undefined

Are any of these +securities being 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
Dale Henderson	CPU Share Plans Pty Ltd as Trustee of the PLS Loan Share Plan Bare Trust. Dale Henderson is the beneficiary of the shares in accordance with the Bare Trust Deed and Loan Share Plan Rules.	200,759
Brett McFadgen	CPU Share Plans Pty Ltd as Trustee of the PLS Loan Share Plan Bare Trust. Brett McFadgen is the beneficiary of the shares in accordance with the Bare Trust Deed and Loan Share Plan Rules.	200,759

Issue date

29/1/2026

Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?

Yes

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Issue details

Number of +securities to be quoted

1,003,795

Are the +securities being issued for a cash consideration?

Yes

In what currency is the cash consideration being paid?	What is the issue price per +security?
AUD - Australian Dollar	AUD 4.98110000

Any other information the entity wishes to provide about the +securities to be quoted

The change in quotation status of these ordinary shares is administrative in nature. No other change has been made. Shares issued to eligible executives under the Loan Share Plan remain restricted & are subject to a 4-year service based vesting period from the date of issue.
Each participant was granted an interest free $1M loan to acquire Ordinary Shares, with the number determined by reference to the applicable 5-day VWAP. No additional consideration is payable in connection with quotation.

Additional +securities to be quoted in an existing class issued under an +employee incentive scheme

FROM (Existing Class)
ASX +security code and description

PLSAAJ : ORDINARY FULLY PAID EMPLOYEE

TO (Existing Class)
ASX +security code and description

PLS : ORDINARY FULLY PAID

Please state the number of +securities issued under the +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

164,031

Please provide details of a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

PLS Group Limited Loan Share Plan approved by shareholders at the AGM on 24 November 2025. Refer to the Notice of AGM released on 24 October 2025: https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-03013207-6A1292648&v=undefined

Are any of these +securities being 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
Alex Willcocks	CPU Share Plans Pty Ltd as Trustee of the PLS Loan Share Plan Bare Trust. Alex Willcocks is the beneficiary of the shares in accordance with the Bare Trust Deed and Loan Share Plan Rules.	164,031

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Issue date

11/6/2026

Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?
Yes

Issue details

Number of +securities to be quoted

164,031

Are the +securities being issued for a cash consideration?

Yes

In what currency is the cash consideration being paid?	What is the issue price per +security?
AUD - Australian Dollar	AUD 6.09640000

Any other information the entity wishes to provide about the +securities to be quoted

The change in quotation status of these ordinary shares is administrative in nature. No other change has been made.
Shares issued to eligible executives under the Loan Share Plan remain restricted & are subject to a 4-year service based vesting period from the date of issue.
Each participant was granted an interest free $1M loan to acquire Ordinary Shares, with the number determined by reference to the applicable 5-day VWAP. No additional consideration is payable in connection with quotation.

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Part 4 - Issued capital following quotation

Following the quotation of the +securities the subject of this application, the issued capital 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 quoted on ASX following the +quotation of the +securities subject of this application)

ASX +security code and description	Total number of +securities on issue
PLS : ORDINARY FULLY PAID	3,225,946,768

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
PLSAT : PERFORMANCE RIGHTS EXPIRING 31-DEC-2026	437,481
PLSAAC : PERFORMANCE RIGHTS EXPIRING 31-DEC-2028	3,699,698
PLSAAG : PERFORMANCE RIGHTS EXPIRING 31-AUG-2026	47,462
PLSAAH : PERFORMANCE RIGHTS EXPIRING 30-SEP-2026	779,155
PLSAAI : PERFORMANCE RIGHTS EXPIRING 31-DEC-2029	8,599,444
PLSAZ : SHARE RIGHTS	807,345
PLSAAJ : ORDINARY FULLY PAID EMPLOYEE	0
PLSAB : PERFORMANCE RIGHTS	1,716,481
PLSAR : CONVERTIBLE BONDS	79,603,050
PLSAAF : PERFORMANCE RIGHTS EXPIRING 31-JUL-2026	20,505
PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027	3,025,373

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Part 5 - Other Listing Rule requirements

5.1 Are the +securities being issued under an exception in Listing Rule 7.2 and therefore the issue does 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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