Announcement Summary

Entity name

PLS GROUP LIMITED

Date of this announcement

Wednesday October 07, 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

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
New class - code to be confirmed	Matching Rights expiring 30 June 2027	265,773	01/07/2026

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) give notice of the issue, conversion or payment up of the following unquoted +securities.

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

7/10/2026

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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:
does not have an existing ASX security code ("new class")

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Part 3C - number and type of +securities the subject of this notification (new class)

ASX +security code

New class - code to be confirmed

+Security description

Matching Rights expiring 30 June 2027

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

1/7/2026

Will all the +securities issued in this class rank equally in all respects from their issue date?

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

No

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

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

PLS Group Limited Employee Share Purchase Plan approved by shareholders at the AGM on 25 November 2025. Refer to Notice of Annual General Meeting released on 24 October 2025 -https://asx.api.cmfyapp.com/asx-research/1.0/file/2924-03013207-6A1292648&v=undefined

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

Matching Rights issued pursuant to the Company's employee share purchase plan. The Matching Rights are subject to a 12 month vesting period from 1 July 2026 to 30 June 2027 and will convert to shares at the end of the 12 month vesting period subject to a continuing service condition.

Issue details

Number of +securities

265,773

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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
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
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	3,017,228
New class - code to be confirmed : Matching Rights expiring 30 June 2027	265,773

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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

13

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