Announcement Summary

Entity name

PLS GROUP LIMITED

Date of this announcement

Monday October 12, 2026

The +securities the subject of this notification are:

Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
PLS	ORDINARY FULLY PAID	16,206	26/08/2026
PLS	ORDINARY FULLY PAID	48,131	27/08/2026
PLS	ORDINARY FULLY PAID	50,513	28/08/2026
PLS	ORDINARY FULLY PAID	3,591	29/08/2026
PLS	ORDINARY FULLY PAID	84,239	01/09/2026
PLS	ORDINARY FULLY PAID	7,222	02/09/2026
PLS	ORDINARY FULLY PAID	4,330	05/09/2026
PLS	ORDINARY FULLY PAID	4,072	24/09/2026
PLS	ORDINARY FULLY PAID	779,155	31/08/2026
PLS	ORDINARY FULLY PAID	1,371	25/09/2026

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

12/10/2026

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Part 2 - Issue details

2.1 The +securities the subject of this notification are:
Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

2.2b The +securities being issued, transferred or re-classified as a result of the options being exercised or other +convertible securities being converted are:
securities that have already been quoted on ASX ("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

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:
A transfer of existing +securities

The underlying securities being received by the holder are:
Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)
ASX +Security code and description

PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027

TO (Existing Class)
ASX +Security code and description

PLS : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted	The first date the options were exercised or other +convertible securities were converted	The last date the options were exercised or other +convertible securities were converted
16,206		26/8/2026

Is this all of the options or other +convertible securities on issue of that type?
No

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?
Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?
No

Date the +securities the subject of this notification were issued/transferred

26/8/2026

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

Allocation of fully paid ordinary shares from PLS's Employee Award Trust to participants on exercise of vested performance rights held under the FY2024 LTI scheme. Unvested securities were forfeited.

Issue details

Number of +securities

16,206

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:
A transfer of existing +securities

The underlying securities being received by the holder are:
Already quoted by ASX

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Existing +securities converting into an existing class

FROM (Existing Class)
ASX +Security code and description

PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027

TO (Existing Class)
ASX +Security code and description

PLS : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted	The first date the options were exercised or other +convertible securities were converted	The last date the options were exercised or other +convertible securities were converted
48,131		27/8/2026

Is this all of the options or other +convertible securities on issue of that type?
No

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?
Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?
No

Date the +securities the subject of this notification were issued/transferred

27/8/2026

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

Allocation of fully paid ordinary shares from PLS's Employee Award Trust to participants on exercise of vested performance rights held under the FY2024 LTI scheme. Unvested performance rights were forfeited.

Issue details

Number of +securities

48,131

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:
A transfer of existing +securities

The underlying securities being received by the holder are:
Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)
ASX +Security code and description

PLSAT : PERFORMANCE RIGHTS EXPIRING 31-DEC-2026

TO (Existing Class)
ASX +Security code and description

PLS : ORDINARY FULLY PAID

Please state the number of options	The first date the options were	The last date the options were

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that were exercised or other +convertible securities that were converted	exercised or other +convertible securities were converted	exercised or other +convertible securities were converted
39,517		28/8/2026

Is this all of the options or other +convertible securities on issue of that type?
No

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?
Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?
No

Date the +securities the subject of this notification were issued/transferred

28/8/2026

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

Allocation of fully paid ordinary shares from PLS's Employee Award Trust to participants on exercise of vested performance rights held under the FY2023 LTI scheme. Unvested performance rights were forfeited.

Issue details

Number of +securities

39,517

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:
A transfer of existing +securities

The underlying securities being received by the holder are:
Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)
ASX +Security code and description

PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027

TO (Existing Class)
ASX +Security code and description

PLS : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted	The first date the options were exercised or other +convertible securities were converted	The last date the options were exercised or other +convertible securities were converted
10,996		28/8/2026

Is this all of the options or other +convertible securities on issue of that type?
No

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?
Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?

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No

Date the +securities the subject of this notification were issued/transferred

28/8/2026

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

Allocation of fully paid ordinary shares from PLS's Employee Award Trust to participants on exercise of vested performance rights held under the FY2024 LTI scheme. Unvested performance rights were forfeited.

Issue details

Number of +securities

10,996

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:
A transfer of existing +securities

The underlying securities being received by the holder are:
Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)
ASX +Security code and description

PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027

TO (Existing Class)
ASX +Security code and description

PLS : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted	The first date the options were exercised or other +convertible securities were converted	The last date the options were exercised or other +convertible securities were converted
3,591		29/8/2026

Is this all of the options or other +convertible securities on issue of that type?
No

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?
Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?
No

Date the +securities the subject of this notification were issued/transferred

29/8/2026

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

Allocation of fully paid ordinary shares from PLS's Employee Award Trust to participants on exercise of vested performance rights held under the FY2024 LTI scheme. Unvested performance rights were forfeited.

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Issue details

Number of +securities

3,591

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:
A transfer of existing +securities
The underlying securities being received by the holder are:
Already quoted by ASX
Existing +securities converting into an existing class

FROM (Existing Class)
ASX +Security code and description

PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027

TO (Existing Class)
ASX +Security code and description

PLS : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted	The first date the options were exercised or other +convertible securities were converted	The last date the options were exercised or other +convertible securities were converted
59,947		1/9/2026

Is this all of the options or other +convertible securities on issue of that type?
No
Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?
Yes
Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?
No

Date the +securities the subject of this notification were issued/transferred

1/9/2026

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

Allocation of fully paid ordinary shares from PLS's Employee Award Trust to participants on exercise of vested performance rights held under the FY2024 LTI scheme. Unvested performance rights were forfeited.

Issue details

Number of +securities

59,947

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:
A transfer of existing +securities

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The underlying securities being received by the holder are:
Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)
ASX +Security code and description

PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027

TO (Existing Class)
ASX +Security code and description

PLS : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted	The first date the options were exercised or other +convertible securities were converted	The last date the options were exercised or other +convertible securities were converted
7,222		2/9/2026

Is this all of the options or other +convertible securities on issue of that type?
No

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?
Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?
No

Date the +securities the subject of this notification were issued/transferred

2/9/2026

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

Allocation of fully paid ordinary shares from PLS's Employee Award Trust to participants on exercise of vested performance rights held under the FY2024 LTI scheme. Unvested performance rights were forfeited.

Issue details

Number of +securities

7,222

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:
A transfer of existing +securities

The underlying securities being received by the holder are:
Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)
ASX +Security code and description

PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027

TO (Existing Class)
ASX +Security code and description

PLS : ORDINARY FULLY PAID

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Please state the number of options that were exercised or other +convertible securities that were converted

4,330

The first date the options were exercised or other +convertible securities were converted

The last date the options were exercised or other +convertible securities were converted

5/9/2026

Is this all of the options or other +convertible securities on issue of that type?
No

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?
Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?
No

Date the +securities the subject of this notification were issued/transferred

5/9/2026

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

Allocation of fully paid ordinary shares from PLS's Employee Award Trust to participants on exercise of vested performance rights held under the FY2024 LTI scheme. Unvested performance rights were forfeited.

Issue details

Number of +securities

4,330

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:
A transfer of existing +securities

The underlying securities being received by the holder are:
Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)
ASX +Security code and description

PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027

TO (Existing Class)
ASX +Security code and description

PLS : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted

4,072

The first date the options were exercised or other +convertible securities were converted

The last date the options were exercised or other +convertible securities were converted

24/9/2026

Is this all of the options or other +convertible securities on issue of that type?
No

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?
Yes

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Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?
No

Date the +securities the subject of this notification were issued/transferred

24/9/2026

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

Allocation of fully paid ordinary shares from PLS's Employee Award Trust to participants on exercise of vested performance rights held under the FY2024 LTI scheme. Unvested performance rights were forfeited.

Issue details

Number of +securities

4,072

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:
A transfer of existing +securities

The underlying securities being received by the holder are:
Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)
ASX +Security code and description

PLSAAH : PERFORMANCE RIGHTS EXPIRING 30-SEP-2026

TO (Existing Class)
ASX +Security code and description

PLS : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted	The first date the options were exercised or other +convertible securities were converted	The last date the options were exercised or other +convertible securities were converted
779,155		31/8/2026

Is this all of the options or other +convertible securities on issue of that type?
Yes

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?
Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?
No

Date the +securities the subject of this notification were issued/transferred

31/8/2026

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

Allocation of fully paid ordinary shares from PLS's Employee Award Trust to participants on exercise of vested performance rights held under the FY25 STI equity election scheme. Unvested performance rights were forfeited.

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Issue details

Number of +securities

779,155

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:
A transfer of existing +securities
The underlying securities being received by the holder are:
Already quoted by ASX
Existing +securities converting into an existing class

FROM (Existing Class)
ASX +Security code and description

PLSAT : PERFORMANCE RIGHTS EXPIRING 31-DEC-2026

TO (Existing Class)
ASX +Security code and description

PLS : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted	The first date the options were exercised or other +convertible securities were converted	The last date the options were exercised or other +convertible securities were converted
24,292		1/9/2026

Is this all of the options or other +convertible securities on issue of that type?
No
Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?
Yes
Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?
No

Date the +securities the subject of this notification were issued/transferred

1/9/2026

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

Allocation of fully paid ordinary shares from PLS's Employee Award Trust to participants on exercise of vested performance rights held under the FY2023 LTI scheme. Unvested performance rights were forfeited.

Issue details

Number of +securities

24,292

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:

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A transfer of existing +securities

The underlying securities being received by the holder are:
Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)
ASX +Security code and description

PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027

TO (Existing Class)
ASX +Security code and description

PLS : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted	The first date the options were exercised or other +convertible securities were converted	The last date the options were exercised or other +convertible securities were converted
1,371		25/9/2026

Is this all of the options or other +convertible securities on issue of that type?
No

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?
Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?
No

Date the +securities the subject of this notification were issued/transferred

25/9/2026

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

Allocation of fully paid ordinary shares from PLS's Employee Award Trust to participants on exercise of vested performance rights held under the FY2024 LTI scheme. Unvested performance rights were forfeited.

Issue details

Number of +securities

1,371

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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	373,672
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	0
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
PLSAAK : MATCHING RIGHTS	265,773
PLSAAF : PERFORMANCE RIGHTS EXPIRING 31-JUL-2026	20,505
PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027	2,861,362

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