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	31 August 2026

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	A: Direct B: Indirect
Nature of indirect interest **(including registered holder)** Note: Provide details of the circumstances giving rise to the relevant interest.	B: Citicorp Nominees Pty Limited on behalf of CPU Share Plans Pty Ltd as trustee of the PLS Loan Share Plan Trust. Dale Henderson is beneficiary of the Trust and beneficial owner of 200,759 shares.
Date of change	20 October 2026
No. of securities held prior to change	A: 2,881,462 Ordinary Shares (ASX:PLS) 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:PLSAZ) 1,741,217 Performance Rights with a three-year vesting period ending on 30 June 2028 (ASX:PLSAAI) B: 200,759 Ordinary Shares with a four-year vesting period ending on 28 January 2030 (ASX:PLSAAJ)
Class	Performance Rights with a one-year vesting period ending on 30 June 2027 (New class to be advised)
Number acquired	A: 665,145 Performance Rights

+ See chapter 19 for defined terms.

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Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	As detailed in the Company's Appendix 3G, lodged on 27 October 2026, and in the Notice of Meeting for the Company's 2025 AGM, Mr Henderson was issued share rights in lieu of receiving an elected portion (50%) of his FY26 STI Award as cash.
No. of securities held after change	A: 2,881,462 Ordinary Shares (ASX:PLS) 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:PLSAZ) 1,741,217 Performance Rights with a three-year vesting period ending on 30 June 2028 (ASX:PLSAAI) 665,145 Performance Rights with a one-year vesting period ending on 30 June 2027 (ASX: to be advised) B: 200,759 Ordinary Shares with a four-year vesting period ending on 28 January 2030 (ASX:PLSAAJ)
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	The issue of unlisted Performance Rights is pursuant to the Company's FY26 Remuneration Framework and STI Equity Deferral Scheme and 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	
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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