Announcement Summary

Entity name

PLS GROUP LIMITED

Date of this announcement

Tuesday October 27, 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	Performance Rights	1,850,322	20/10/2026

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

27/10/2026

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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)

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ASX +security code

New class - code to be confirmed

+Security description

Performance Rights

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

20/10/2026

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?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Dale Henderson	Dale Robert Henderson	665,145
Brett McFadgen	Laura Cecelia McFadgen	280,046
Alex Willcocks	Alex Elizabeth Willcocks and Wade Russell Willcocks as The Trustee for Willcocks Family Trust	49,922

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

Refer to the 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

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 Award Plan approved by shareholders at the AGM on 23 November 2023. Refer to Notice of Annual General Meeting released on 20 October 2023: https://1pls.irmau.com/site/pdf/b6c13d3b-82e3-4aff-91a4-a2c956b1527f/2023-Notice-of-Annual-General-Meeting-Proxy-Form.pdf

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

Unlisted Performance Rights issued to participating employees under the Company's STI Equity Deferral Scheme approved for Executives as part of the FY26 Remuneration Framework.

Mr Henderson's grant was approved by shareholders at the AGM held on 25 November 2025. Mr Henderson elected to receive 50% of his total FY26 STI Award as PLS equity.

Each Performance Right is subject to a 12 month Vesting Period of 1 July 2026 to 30 June 2027. Vesting is subject to a service based condition that the employee remain in office during the Vesting Period.

Vested Performance Rights can be exercised at the election of the employee up to 15 years from the date granted.

Issue details

Number of +securities

1,850,322

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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	51,189
PLSAAC : PERFORMANCE RIGHTS EXPIRING 31-DEC-2028	3,699,698
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	261,585
PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027	1,309,598
New class - code to be confirmed : Performance Rights	1,850,322

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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

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