

## 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

<b>Name of entity</b> PLS GROUP LIMITED
<b>ABN</b> 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.

<b>Name of Director</b>	Sally-Anne Layman
<b>Date of last notice</b>	6 December 2021

**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.

<b>Direct or indirect interest</b>	Indirect
<b>Nature of indirect interest (including registered holder)</b> <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	(a) BNP Paribas Securities Services <Envision Capital Management Pty Ltd as trustee for ET Trust> (b) Envision Capital Management Pty Ltd as trustee for ET Trust
<b>Date of change</b>	12 December 2025
<b>No. of securities held prior to change</b>	(a) 100,257 ordinary shares (ASX:PLS) (b) 71,395 ordinary shares (ASX:PLS)
<b>Class</b>	(b) Share rights (ASX: new class)
<b>Number acquired</b>	(b) 40,124 Share Rights
<b>Number disposed</b>	Nil
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	As detailed in the Company's Appendix 3G lodged on 17 December 2025, Ms Layman was issued share rights in lieu of 40% of her pre-tax Director's fees for the 12-month period from 1 December 2025 to 30 November 2026.

+ See chapter 19 for defined terms.

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<b>No. of securities held after change</b>	(a) 100,257 ordinary shares (ASX:PLS) (b) 71,395 ordinary shares (ASX:PLS) 40,124 Share Rights (ASX: new class)
<b>Nature of change</b> <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	Share Rights granted pursuant to the Company's Employee Award Plan and pursuant to Tranche 3 of the Non-Executive Director Fee Sacrifice Scheme approved by shareholders at the Annual General Meeting on 23 November 2023.

### 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.

<b>Detail of contract</b>	N/A
<b>Nature of interest</b>	
<b>Name of registered holder (if issued securities)</b>	
<b>Date of change</b>	
<b>No. and class of securities to which interest related prior to change</b> <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	
<b>Interest acquired</b>	
<b>Interest disposed</b>	
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
<b>Interest after change</b>	

### Part 3 – <sup>+</sup>Closed period

<b>Were the interests in the securities or contracts detailed above traded during a <sup>+</sup>closed period where prior written clearance was required?</b>	No
<b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>	N/A
<b>If prior written clearance was provided, on what date was this provided?</b>	N/A

<sup>+</sup> See chapter 19 for defined terms.

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