

Form 604
Corporations Act 2001
Section 671B

Notice of change of interests of substantial holder

To Company Name/Scheme PeopleIN Ltd
ACN/ARSN: 39 615 173 076 Source: Australian Securities & Investments Commission

1. Details of substantial holder (1)

Name: Perennial Value Management Limited (PVM)
ACN/ARSN (if applicable) 22 090 879 904

There was a change in the interest of the substantial holder on 17 December 2025
The previous notice was given to the company on 11 August 2025
The previous notice was dated 11 August 2025

2. Previous and present voting power

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in when last required, and when now required to give a substantial holding notice to the company or scheme, are as follows:

Class of securities (4)	Previous notice		Present notice	
	Person's votes	Voting Power (%) (5)	Person's votes	Voting Power (%) (5)
Ordinary	12,083,761	11.12	8,951,588	8.19

3. Changes in relevant interests

Particulars of each change in, or change in the nature of, a relevant interest of the substantial holder or an associate in voting securities of the company or scheme, since the substantial holder was last required to give a substantial holding notice to the company or scheme are as follows:

Date of change	Person whose relevant interest changed	Nature of change (6)	Consideration given in relation to change (7)	Class & number of securities affected	Person's votes affected
21/08/2025	HSBC	Sell on the Market	\$ 112,268.56	182,953	182,953
21/08/2025	HSBC	Sell on the Market	\$ 243,646.70	397,047	397,047
26/08/2025	HSBC	Sell on the Market	\$ 7,448.36	10,000	10,000
27/08/2025	HSBC	Buy on the Market	\$ 29,029.65	39,953	39,953
28/08/2025	HSBC	Buy on the Market	\$ 20,608.41	28,363	28,363
5/09/2025	HSBC	Buy on the Market	\$ 22,222.30	31,492	31,492
5/09/2025	HSBC	Buy on the Market	\$ 17,973.59	25,471	25,471
9/09/2025	HSBC	Buy on the Market	\$ 18,926.35	26,048	26,048
9/09/2025	HSBC	Buy on the Market	\$ 15,308.63	21,069	21,069
10/09/2025	HSBC	Buy on the Market	\$ 18,593.46	25,247	25,247
10/09/2025	HSBC	Buy on the Market	\$ 15,038.55	20,420	20,420
11/09/2025	HSBC	Buy on the Market	\$ 4,175.22	5,657	5,657
11/09/2025	HSBC	Buy on the Market	\$ 5,161.27	6,993	6,993
30/09/2025	HSBC	Sell on the Market	\$ 809.82	1,000	1,000
14/10/2025	Citicorp Nominees Pty Limited	Buy on the Market	\$ 10,564.82	12,500	12,500
23/10/2025	HSBC	Sell on the Market	\$ 4,436.52	5,000	5,000
4/11/2025	HSBC	Sell on the Market	\$ 13,357.06	16,000	16,000
14/11/2025	HSBC	Buy on the Market	\$ 1,554,610.01	1,797,237	1,797,237
14/11/2025	HSBC	Sell on the Market	\$ 869,337.98	1,005,015	1,005,015
14/11/2025	HSBC	Sell on the Market	\$ 685,272.03	792,222	792,222
1/12/2025	HSBC	Sell on the Market	\$ 161,566.03	182,963	182,963
1/12/2025	Northern Trust	Sell on the Market	\$ 191,655.17	217,037	217,037
4/12/2025	HSBC	Sell on the Market	\$ 21,745.22	25,000	25,000
9/12/2025	HSBC	Sell on the Market	\$ 24,498.24	28,885	28,885
17/12/2025	HSBC	Sell on the Market	\$ 82,061.79	100,296	100,296
17/12/2025	HSBC	Sell on the Market	\$ 1,426,403.63	1,743,352	1,743,352
17/12/2025	Northern Trust	Sell on the Market	\$ 381,159.06	465,853	465,853

4. Present Relevant Interests

Particulars of each relevant interest of the substantial holder in voting securities after the change are as follows:

Holder of relevant interest	Registered holder of securities	Person entitled to be registered as holder (8)	Nature of relevant interest (6)	Class & number of securities (Ord)	Person's votes
Perennial Value Management Limited	HSBC	HSBC	1,128,304	1,128,304	1,128,304
Perennial Value Management Limited	Northern Trust	Northern Trust	4,550,454	4,550,454	4,550,454
Perennial Value Management Limited	Citicorp Nominees Pty Limited	Citicorp Nominees Pty Limited	3,272,830	3,272,830	3,272,830

5. Changes in association

The persons who have become associates (2) of, ceased to be associates of, or have changed the nature of their association (9) with, the substantial holder in relation to voting interests in the company or scheme are as follows:

Name & ACN	Nature of association
Not applicable	

6. Addresses

The addresses of persons named in this form as as follows:

Name	Address
Perennial Value Management Ltd	Level 27, 88 Phillip St Sydney NSW 2000
PeopleIN Ltd	69-75 Sandgate Road, Albion, Qld 4010

Signature

Print Name	Bill Anastasopoulos	Capacity	Company Secretary
------------	---------------------	----------	-------------------

Sign Here		Date	18/12/2025
-----------	---	------	------------

DIRECTIONS

- (1) If there are a number of substantial holders with similar or related relevant interests (eg. a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and addresses of members is clearly set out in paragraph 6 of the form.
- (2) See the definition of "associate" in section 9 of the Corporations Act 2001.
- (3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.
- (4) The voting shares of a company constitute one class unless divided into separate classes.
- (5) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.
- (6) Include details of:
 - (a) any relevant agreement or other circumstances because of which the change in relevant interest occurred. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and
 - (b) any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.
- (7) Details of the consideration must include any and all benefits, money and other, that any person from whom a relevant interest was acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder or its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.
- (8) If the substantial holder is unable to determine the identity of the person (eg. if the relevant interest arises because of an option) write "unknown".
- (9) Give details, if appropriate, of the present association and any change in that association since the last substantial holding notice.