

Form 604

Corporations Act 2001
Section 671B

Notice of change of interests of substantial holder

Company Name/Scheme PLS Group Ltd

ACN/ARSN 112 425 788

1. Details of Substantial Holder (1)

Name AustralianSuper Pty Ltd

ACN/ARSN (if applicable) 006 457 987

There was a change in the interests of the substantial holder on 22/12/2025

The previous notice was given to the company on 12/09/2025

The previous notice was dated 10/09/2025

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	564,721,217	17.54%	523,907,297	16.27%

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	Nature of change (6)	Consideration given in relation to change (7)	Class and number of securities affected	Person's votes affected
See Annexure 'A'					

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 and number of securities	Person's votes
AustralianSuper Pty Ltd	JPMorgan Nominees Australia Ltd	JPMorgan Nominees Australia Ltd	Shareholder	ORD 523,907,297	523,907,297

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 and ACN/ARSN (if applicable)	Nature of association
N/A	

6. Addresses

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

Name	Address
AustralianSuper Pty Ltd	Level 30, 130 Lonsdale Street Melbourne VIC 3000

Signature

print name	Amar Rashid	capacity	Principal, Portfolio Compliance Fund Services
sign here		date	24/12/2025

Annexure A

This is Annexure A of 3 pages referred to in form 604 Notice of change of interests of substantial shareholder.

Authorised Signatory: Amar Rashid **Date:** 24/12/2025

Date of change	Person whose relevant interest changed	Nature of change (6)	Consideration given in relation to change (7)	Class and number of securities affected	Person's votes affected
10/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.04	ORD 370,894	370,894
10/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.03	ORD -288,936	-288,936
11/09/2025	JPMorgan Nominees Australia Ltd	BUY	1.97	ORD 20,453	20,453
11/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.00	ORD 116,450	116,450
11/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.00	ORD -154,134	-154,134
12/09/2025	JPMorgan Nominees Australia Ltd	SELL	1.96	ORD -136,649	-136,649
12/09/2025	JPMorgan Nominees Australia Ltd	BUY	1.96	ORD 91,228	91,228
15/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.06	ORD 68,210	68,210
15/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.09	ORD -73,563	-73,563
16/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.21	ORD 2,001	2,001
16/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.22	ORD -77,509	-77,509
17/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.24	ORD -244,369	-244,369
17/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.23	ORD 28,555	28,555
18/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.28	ORD -51,093	-51,093
18/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.31	ORD 14,970	14,970
19/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.31	ORD 22,792	22,792
19/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.35	ORD -53,996	-53,996
19/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.34	ORD 40,683	40,683
19/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.31	ORD 115,941	115,941
19/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.31	ORD 1,290	1,290
22/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.28	ORD 12,749	12,749
22/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.33	ORD -116,934	-116,934
23/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.30	ORD -133,242	-133,242
23/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.29	ORD 154,371	154,371
24/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.36	ORD -81,825	-81,825
24/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.35	ORD 30,599	30,599
25/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.40	ORD 46,769	46,769
25/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.35	ORD 24,034	24,034
25/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.36	ORD -39,470	-39,470
26/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.42	ORD -50,264	-50,264
26/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.42	ORD 28,018	28,018
29/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.41	ORD -40,888	-40,888
29/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.41	ORD 31,243	31,243
30/09/2025	JPMorgan Nominees Australia Ltd	SELL	2.46	ORD -125,635	-125,635
30/09/2025	JPMorgan Nominees Australia Ltd	BUY	2.48	ORD 90,745	90,745
1/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.35	ORD 126,164	126,164
1/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.34	ORD -44,704	-44,704
2/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.46	ORD -544,838	-544,838
2/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.46	ORD -216,205	-216,205
2/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.45	ORD 36,551	36,551
3/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.51	ORD -138,407	-138,407
3/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.51	ORD 20,954	20,954
6/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.60	ORD -52,542	-52,542
6/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.62	ORD 54,735	54,735
7/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.63	ORD 30,635	30,635
7/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.64	ORD -74,347	-74,347
8/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.71	ORD 79,841	79,841
8/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.70	ORD -96,203	-96,203
9/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.71	ORD 53,172	53,172
9/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.70	ORD -56,754	-56,754
10/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.75	ORD -54,775	-54,775
10/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.75	ORD 22,632	22,632
13/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.60	ORD 37,283	37,283
13/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.58	ORD -84,082	-84,082
14/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.74	ORD -45,097	-45,097

14/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.74	ORD	45,414	45,414
15/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.74	ORD	47,924	47,924
15/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.72	ORD	-48,402	-48,402
16/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.69	ORD	38,523	38,523
16/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.67	ORD	-76,365	-76,365
17/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.62	ORD	71,250	71,250
17/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.62	ORD	-66,496	-66,496
20/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.75	ORD	-138,334	-138,334
20/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.74	ORD	46,858	46,858
21/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.86	ORD	-124,503	-124,503
21/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.85	ORD	51,086	51,086
22/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.81	ORD	-74,686	-74,686
22/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.79	ORD	13,403	13,403
23/10/2025	JPMorgan Nominees Australia Ltd	SELL	2.87	ORD	-86,624	-86,624
23/10/2025	JPMorgan Nominees Australia Ltd	BUY	2.85	ORD	44,120	44,120
24/10/2025	JPMorgan Nominees Australia Ltd	BUY	3.17	ORD	79,208	79,208
24/10/2025	JPMorgan Nominees Australia Ltd	SELL	3.14	ORD	-315,155	-315,155
27/10/2025	JPMorgan Nominees Australia Ltd	BUY	3.29	ORD	95,265	95,265
27/10/2025	JPMorgan Nominees Australia Ltd	SELL	3.31	ORD	-124,852	-124,852
28/10/2025	JPMorgan Nominees Australia Ltd	BUY	3.14	ORD	143,856	143,856
28/10/2025	JPMorgan Nominees Australia Ltd	SELL	3.08	ORD	-132,289	-132,289
29/10/2025	JPMorgan Nominees Australia Ltd	BUY	3.11	ORD	12,295	12,295
29/10/2025	JPMorgan Nominees Australia Ltd	SELL	3.11	ORD	-145,364	-145,364
30/10/2025	JPMorgan Nominees Australia Ltd	SELL	3.29	ORD	-194,187	-194,187
30/10/2025	JPMorgan Nominees Australia Ltd	BUY	3.27	ORD	85,724	85,724
31/10/2025	JPMorgan Nominees Australia Ltd	BUY	3.30	ORD	59,321	59,321
31/10/2025	JPMorgan Nominees Australia Ltd	SELL	3.35	ORD	-42,910	-42,910
31/10/2025	JPMorgan Nominees Australia Ltd	BUY	3.37	ORD	18,972	18,972
3/11/2025	JPMorgan Nominees Australia Ltd	BUY	3.21	ORD	61,892	61,892
3/11/2025	JPMorgan Nominees Australia Ltd	SELL	3.17	ORD	-88,988	-88,988
4/11/2025	JPMorgan Nominees Australia Ltd	BUY	3.13	ORD	17,396	17,396
4/11/2025	JPMorgan Nominees Australia Ltd	SELL	3.08	ORD	-15,631	-15,631
5/11/2025	JPMorgan Nominees Australia Ltd	BUY	2.95	ORD	70,059	70,059
5/11/2025	JPMorgan Nominees Australia Ltd	SELL	2.95	ORD	-186,547	-186,547
6/11/2025	JPMorgan Nominees Australia Ltd	BUY	2.96	ORD	15,830	15,830
6/11/2025	JPMorgan Nominees Australia Ltd	SELL	2.98	ORD	-20,181	-20,181
7/11/2025	JPMorgan Nominees Australia Ltd	BUY	2.91	ORD	8,915	8,915
7/11/2025	JPMorgan Nominees Australia Ltd	SELL	2.91	ORD	-57,158	-57,158
10/11/2025	JPMorgan Nominees Australia Ltd	SELL	3.16	ORD	-104,736	-104,736
10/11/2025	JPMorgan Nominees Australia Ltd	BUY	3.12	ORD	82,823	82,823
11/11/2025	JPMorgan Nominees Australia Ltd	SELL	3.37	ORD	-176,485	-176,485
11/11/2025	JPMorgan Nominees Australia Ltd	BUY	3.39	ORD	35,037	35,037
12/11/2025	JPMorgan Nominees Australia Ltd	BUY	3.52	ORD	100,680	100,680
12/11/2025	JPMorgan Nominees Australia Ltd	SELL	3.50	ORD	-88,043	-88,043
13/11/2025	JPMorgan Nominees Australia Ltd	SELL	3.67	ORD	-262,701	-262,701
13/11/2025	JPMorgan Nominees Australia Ltd	BUY	3.71	ORD	47,515	47,515
14/11/2025	JPMorgan Nominees Australia Ltd	SELL	3.81	ORD	-226,308	-226,308
14/11/2025	JPMorgan Nominees Australia Ltd	BUY	3.87	ORD	71,369	71,369
17/11/2025	JPMorgan Nominees Australia Ltd	SELL	3.92	ORD	-136,586	-136,586
17/11/2025	JPMorgan Nominees Australia Ltd	BUY	3.80	ORD	89,292	89,292
18/11/2025	JPMorgan Nominees Australia Ltd	BUY	4.09	ORD	53,486	53,486
18/11/2025	JPMorgan Nominees Australia Ltd	SELL	4.06	ORD	-372,382	-372,382
19/11/2025	JPMorgan Nominees Australia Ltd	BUY	4.10	ORD	35,595	35,595
19/11/2025	JPMorgan Nominees Australia Ltd	SELL	4.13	ORD	-181,085	-181,085
20/11/2025	JPMorgan Nominees Australia Ltd	BUY	4.10	ORD	34,711	34,711
20/11/2025	JPMorgan Nominees Australia Ltd	SELL	4.14	ORD	-70,803	-70,803
21/11/2025	JPMorgan Nominees Australia Ltd	BUY	3.92	ORD	106,720	106,720
21/11/2025	JPMorgan Nominees Australia Ltd	SELL	3.90	ORD	-106,808	-106,808
24/11/2025	JPMorgan Nominees Australia Ltd	BUY	3.82	ORD	68,121	68,121
24/11/2025	JPMorgan Nominees Australia Ltd	SELL	3.77	ORD	-67,496	-67,496
25/11/2025	JPMorgan Nominees Australia Ltd	BUY	3.77	ORD	51,131	51,131
25/11/2025	JPMorgan Nominees Australia Ltd	SELL	3.72	ORD	-36,631	-36,631
25/11/2025	JPMorgan Nominees Australia Ltd	BUY	3.72	ORD	24,228	24,228
26/11/2025	JPMorgan Nominees Australia Ltd	SELL	4.00	ORD	-140,686	-140,686

26/11/2025	JPMorgan Nominees Australia Ltd	BUY	4.01	ORD	60,990	60,990
27/11/2025	JPMorgan Nominees Australia Ltd	SELL	3.98	ORD	-64,606	-64,606
27/11/2025	JPMorgan Nominees Australia Ltd	BUY	4.01	ORD	16,139	16,139
28/11/2025	JPMorgan Nominees Australia Ltd	BUY	4.04	ORD	8,390	8,390
28/11/2025	JPMorgan Nominees Australia Ltd	SELL	4.01	ORD	-21,906	-21,906
1/12/2025	JPMorgan Nominees Australia Ltd	BUY	3.93	ORD	56,017	56,017
1/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.97	ORD	-63,824	-63,824
2/12/2025	JPMorgan Nominees Australia Ltd	BUY	3.95	ORD	1,516,677	1,516,677
2/12/2025	JPMorgan Nominees Australia Ltd	BUY	3.95	ORD	8,240	8,240
2/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.94	ORD	-23,612	-23,612
3/12/2025	JPMorgan Nominees Australia Ltd	BUY	3.91	ORD	60,462	60,462
3/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.00	ORD	-11,112	-11,112
4/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.76	ORD	-85,271	-85,271
4/12/2025	JPMorgan Nominees Australia Ltd	BUY	3.74	ORD	11,596	11,596
5/12/2025	JPMorgan Nominees Australia Ltd	BUY	3.74	ORD	47,389	47,389
5/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.76	ORD	-17,733	-17,733
8/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.95	ORD	-51,757	-51,757
8/12/2025	JPMorgan Nominees Australia Ltd	BUY	3.96	ORD	19,149	19,149
9/12/2025	JPMorgan Nominees Australia Ltd	BUY	4.08	ORD	7,909	7,909
9/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.08	ORD	-141,205	-141,205
10/12/2025	JPMorgan Nominees Australia Ltd	BUY	4.18	ORD	77,036	77,036
10/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.18	ORD	-112,340	-112,340
11/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.16	ORD	-3,860,231	-3,860,231
11/12/2025	JPMorgan Nominees Australia Ltd	BUY	4.12	ORD	6,253	6,253
11/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.21	ORD	-92,484	-92,484
11/12/2025	JPMorgan Nominees Australia Ltd	BUY	4.16	ORD	13,260	13,260
11/12/2025	JPMorgan Nominees Australia Ltd	BUY	4.12	ORD	26,319	26,319
11/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.16	ORD	-93,894	-93,894
12/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.15	ORD	-2,200,507	-2,200,507
12/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.12	ORD	-45,425	-45,425
12/12/2025	JPMorgan Nominees Australia Ltd	BUY	4.14	ORD	10,834	10,834
12/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.15	ORD	-53,524	-53,524
15/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.00	ORD	-1,743,718	-1,743,718
15/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.00	ORD	-15,546	-15,546
15/12/2025	JPMorgan Nominees Australia Ltd	BUY	3.96	ORD	4,252	4,252
15/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.00	ORD	-42,413	-42,413
16/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.91	ORD	-2,394,722	-2,394,722
16/12/2025	JPMorgan Nominees Australia Ltd	BUY	3.88	ORD	48,300	48,300
16/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.91	ORD	-26,649	-26,649
16/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.91	ORD	-58,248	-58,248
17/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.06	ORD	-12,880,512	-12,880,512
17/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.04	ORD	-38,440	-38,440
17/12/2025	JPMorgan Nominees Australia Ltd	BUY	4.01	ORD	64,293	64,293
17/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.06	ORD	-313,298	-313,298
18/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.98	ORD	-1,189,903	-1,189,903
18/12/2025	JPMorgan Nominees Australia Ltd	BUY	3.94	ORD	49,879	49,879
18/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.97	ORD	-59,466	-59,466
18/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.98	ORD	-28,943	-28,943
19/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.95	ORD	-4,036,200	-4,036,200
19/12/2025	JPMorgan Nominees Australia Ltd	BUY	3.94	ORD	28,543	28,543
19/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.96	ORD	-36,676	-36,676
19/12/2025	JPMorgan Nominees Australia Ltd	SELL	3.95	ORD	-98,174	-98,174
19/12/2025	JPMorgan Nominees Australia Ltd	BUY	3.93	ORD	813	813
22/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.02	ORD	-9,431,555	-9,431,555
22/12/2025	JPMorgan Nominees Australia Ltd	BUY	4.03	ORD	50,997	50,997
22/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.07	ORD	-60,454	-60,454
22/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.02	ORD	-229,407	-229,407