

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 14/01/2026

The previous notice was given to the company on 24/12/2025

The previous notice was dated 22/12/2025

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	523,907,297	16.27%	486,762,058	15.11%

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 486,762,058	486,762,058

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	16/01/2026

Annexure A

This is Annexure A of 1 page referred to in form 604 Notice of change of interests of substantial shareholder.

Authorised Signatory: Amar Rashid **Date:** 16/01/2026

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
23/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.04	ORD -4,219,426	-4,219,426
23/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.03	ORD -5,662,274	-5,662,274
23/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.02	ORD -54,200	-54,200
23/12/2025	JPMorgan Nominees Australia Ltd	BUY	4.03	ORD 23,926	23,926
23/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.03	ORD -137,726	-137,726
23/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.04	ORD -102,631	-102,631
24/12/2025	JPMorgan Nominees Australia Ltd	BUY	4.21	ORD 23,278	23,278
24/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.29	ORD -144,278	-144,278
29/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.40	ORD -79,918	-79,918
29/12/2025	JPMorgan Nominees Australia Ltd	BUY	4.38	ORD 28,370	28,370
30/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.15	ORD -17,050	-17,050
30/12/2025	JPMorgan Nominees Australia Ltd	BUY	4.15	ORD 18,312	18,312
31/12/2025	JPMorgan Nominees Australia Ltd	BUY	4.13	ORD 2,418	2,418
31/12/2025	JPMorgan Nominees Australia Ltd	SELL	4.17	ORD -3,600	-3,600
2/01/2026	JPMorgan Nominees Australia Ltd	BUY	4.29	ORD 59,014	59,014
2/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.27	ORD -44,335	-44,335
5/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.39	ORD -29,604	-29,604
5/01/2026	JPMorgan Nominees Australia Ltd	BUY	4.38	ORD 13,885	13,885
6/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.70	ORD -207,946	-207,946
6/01/2026	JPMorgan Nominees Australia Ltd	BUY	4.55	ORD 20,973	20,973
7/01/2026	JPMorgan Nominees Australia Ltd	BUY	4.75	ORD 33,889	33,889
7/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.77	ORD -216,434	-216,434
8/01/2026	JPMorgan Nominees Australia Ltd	BUY	4.80	ORD 19,753	19,753
8/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.82	ORD -78,374	-78,374
8/01/2026	JPMorgan Nominees Australia Ltd	BUY	4.84	ORD 22,046	22,046
9/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.70	ORD -2,955,315	-2,955,315
9/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.68	ORD -33,439	-33,439
9/01/2026	JPMorgan Nominees Australia Ltd	BUY	4.73	ORD 34,887	34,887
9/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.67	ORD -651,080	-651,080
12/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.78	ORD -1,992,922	-1,992,922
12/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.73	ORD -4,903,511	-4,903,511
12/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.78	ORD -4,300,000	-4,300,000
12/01/2026	JPMorgan Nominees Australia Ltd	BUY	4.74	ORD 37,169	37,169
12/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.75	ORD -82,650	-82,650
13/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.87	ORD -2,871,062	-2,871,062
13/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.89	ORD -1,955,433	-1,955,433
13/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.87	ORD -91,171	-91,171
13/01/2026	JPMorgan Nominees Australia Ltd	BUY	4.86	ORD 31,048	31,048
14/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.89	ORD -939,143	-939,143
14/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.88	ORD -5,667,070	-5,667,070
14/01/2026	JPMorgan Nominees Australia Ltd	SELL	4.87	ORD -73,615	-73,615