



Announcement Summary

Entity name

PLS GROUP LIMITED

Date of this announcement

Wednesday February 04, 2026

The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

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	Ordinary Fully Paid - Restricted	1,003,795	29/01/2026

Refer to next page for full details of the announcement



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

4/2/2026

For personal use only



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

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")



Part 3C - number and type of +securities the subject of this notification (new class)

New +securities issued under an +employee incentive scheme

ASX +security code

New class - code to be confirmed

+Security description

Ordinary Fully Paid - Restricted

+Security type

Ordinary fully or partly paid shares/units

ISIN code

Date the +securities the subject of this notification were issued

29/1/2026

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	CPU Share Plans Pty Ltd as Trustee of the PLS Loan Share Plan Bare Trust. Dale Henderson is the beneficiary of the shares in accordance with the Bare Trust Deed and Loan Share Plan Rules.	200,759
Brett McFadgen	CPU Share Plans Pty Ltd as Trustee of the PLS Loan Share Plan Bare Trust. Brett McFadgen is the beneficiary of the shares in accordance with the Bare Trust Deed and Loan Share Plan Rules.	200,759

Have you received confirmation from ASX that the terms of the +securities are appropriate and equitable under listing rule 6.1?

No

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

PLS Group Limited Loan Share Plan approved by shareholders at the AGM on 24 November 2025. Refer to Notice of AGM released on 24 October 2025: <https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-03013207-6A1292648&v=undefined>

Ordinary fully or partly paid shares/units Details

+Security currency

AUD - Australian Dollar



Are there +CDIs issued over the +securities?

No

Is it a Partly Paid class of +security?

No

Is it a stapled class of +security?

No

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

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

Ordinary Shares issued to eligible executives under the Company's Loan Share Plan (LSP) who elected to participate, whereby each participant has been granted an interest free \$1,000,000 loan from the Company to acquire new fully paid Ordinary Shares in PLS Group Limited. The Loan Shares are restricted and subject to a 4 year service-based vesting period commencing from the date of issue.

Issue details

Number of +securities

1,003,795



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	3,220,868,985

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	1,020,545
PLSAAC : PERFORMANCE RIGHTS EXPIRING 31-DEC-2028	3,699,698
PLSAAG : PERFORMANCE RIGHTS EXPIRING 31-AUG-2026	984,336
PLSAAH : PERFORMANCE RIGHTS EXPIRING 30-SEP-2026	779,155
PLSAAI : PERFORMANCE RIGHTS EXPIRING 31-DEC-2029	7,127,048
PLSAZ : SHARE RIGHTS	807,345
PLSAAE : PERFORMANCE RIGHTS EXPIRING 31-MAR-2026	130,540
PLSAR : CONVERTIBLE BONDS	79,603,050
PLSAAF : PERFORMANCE RIGHTS EXPIRING 31-JUL-2026	905,405
PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027	2,831,274
New class - code to be confirmed : Ordinary Fully Paid - Restricted	1,003,795



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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