



## 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

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**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



Part 2 - Issue details

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**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**

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>

**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                              |
| PLSAE : PERFORMANCE RIGHTS EXPIRING 31-MAR-2026                     | 130,540                              |
| PLSAR : CONVERTIBLE BONDS   | 79,603,050                           |
| PLSAF : 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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