Announcement Summary

Entity name

PLS GROUP LIMITED

Date of this announcement

Thursday June 18, 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
PLSAAJ	ORDINARY FULLY PAID EMPLOYEE	164,031	11/06/2026

Refer to next page for full details of the announcement

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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

18/6/2026

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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:
has an existing ASX security code ("existing class")

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Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

Additional +securities in an existing class issued under an +employee incentive scheme

ASX +security code and description

PLSAAJ : ORDINARY FULLY PAID EMPLOYEE

Date the +securities the subject of this notification were issued

11/6/2026

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

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
Alex Willcocks	CPU Share Plans Pty Ltd as Trustee of the PLS Loan Share Plan Bare Trust. Alex Willcocks is the beneficiary of the shares in accordance with the Bare Trust Deed and Loan Share Plan Rules.	164,031

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 executive under the Company's Loan Share Plan (LSP) who elected to participate, whereby the 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

164,031

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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	3,220,999,525

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	996,440
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	8,599,444
PLSAZ : SHARE RIGHTS	807,345
PLSAAJ : ORDINARY FULLY PAID EMPLOYEE	1,167,826
PLSAB : PERFORMANCE RIGHTS	1,716,481
PLSAR : CONVERTIBLE BONDS	79,603,050
PLSAAF : PERFORMANCE RIGHTS EXPIRING 31-JUL-2026	893,800
PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027	3,321,965

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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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