Rule 3.19A.2

Appendix 3Y

Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity	**PLS GROUP LIMITED**
ABN	**95 112 425 788**

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Kathleen Conlon
Date of last notice	3 September 2024

Part 1 - Change of director's relevant interests in securities
In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	(a) Indirect (b) Direct
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	(a) Mr Stephen Donovan Conlon (spouse of Kathleen Conlon)
Date of change	12 December 2025
No. of securities held prior to change	(a) 81,733 ordinary shares (ASX:PLS)
Class	Share Rights (ASX:PLS new class)
Number acquired	(b) 76,470 Share Rights (ASX: new class)
Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	As detailed in the Company's Appendix 3G lodged on 17 December 2025, Ms Conlon was issued share rights in lieu of 40% of her pre-tax Director's fees for the 12-month period from 1 December 2025 to 30 November 2026.
No. of securities held after change	(a) 81,733 ordinary shares (ASX:PLS) (b) 76,470 Share Rights (ASX: new class)

+ See chapter 19 for defined terms.

Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Share Rights granted pursuant to the Company's Employee Award Plan and pursuant to Tranche 3 of the Non-Executive Director Fee Sacrifice Scheme approved by shareholders at the Annual General Meeting (AGM) on 23 November 2023. Ms Conlon's participation in the Scheme was approved at the AGM held on 25 November 2025.

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	N/A
Nature of interest	
Name of registered holder (if issued securities)	
Date of change	
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

Part 3 – +Closed period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	N/A
If prior written clearance was provided, on what date was this provided?	N/A

+ See chapter 19 for defined terms.