



Announcement Summary

Entity name

PLS GROUP LIMITED

Date of this announcement

Friday February 20, 2026

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
PLSAAI	PERFORMANCE RIGHTS EXPIRING 31-DEC-2029	715,841	10/02/2026
New class - code to be confirmed	PERFORMANCE RIGHTS VESTING 30 APRIL 2028	473,134	10/02/2026
New class - code to be confirmed	PERFORMANCE RIGHTS VESTING 31 OCTOBER 2028	1,243,347	10/02/2026

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

20/2/2026



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

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")

does not have an existing ASX security code ("new class")



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

ASX +security code and description

PLSAAI : PERFORMANCE RIGHTS EXPIRING 31-DEC-2029

Date the +securities the subject of this notification were issued

10/2/2026

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?

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 Employee Award Plan approved by shareholders at the AGM on 23 November 2023. Refer to Notice of Annual General Meeting released on 20 October 2023: <https://1pls.irmau.com/site/pdf/b6c13d3b-82e3-4aff-91a4-a2c956b1527f/2023-Notice-of-Annual-General-Meeting-Proxy-Form.pdf>

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

Performance Rights issued to employees pursuant to the Company's Employee Award Plan and Remuneration Framework for FY26. Performance Rights will vest subject to the service condition and relevant performance conditions being satisfied during the 3 year vesting period from 1 July 2025 to 30 June 2028, and have an expiry date of 31 December 2029.

Issue details

Number of +securities

715,841



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

ASX +security code

New class - code to be confirmed

+Security description

PERFORMANCE RIGHTS VESTING 30 APRIL 2028

+Security type

Other

ISIN code**Date the +securities the subject of this notification were issued**

10/2/2026

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?

No

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.**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 Employee Award Plan approved by shareholders at the AGM on 23 November 2023. Refer to Notice of Annual General Meeting released on 20 October 2023: <https://1pls.irmau.com/site/pdf/b6c13d3b-82e3-4aff-91a4-a2c956b1527f/2023-Notice-of-Annual-General-Meeting-Proxy-Form.pdf>

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

Performance Rights issued to employees pursuant to the Company's Employee Award Plan. Performance Rights will vest and automatically convert to shares subject to the service condition being satisfied by the following vesting dates:

- 40% of Performance Rights - 30 April 2027
- 60% of Performance Rights - 30 April 2028

Issue details

Number of +securities

473,134

ASX +security code

New class - code to be confirmed

+Security description

PERFORMANCE RIGHTS VESTING 31 OCTOBER 2028

+Security type

Other

ISIN code



Date the +securities the subject of this notification were issued

10/2/2026

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?

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 Employee Award Plan approved by shareholders at the AGM on 23 November 2023. Refer to Notice of Annual General Meeting released on 20 October 2023: <https://1pls.irmau.com/site/pdf/b6c13d3b-82e3-4aff-91a4-a2c956b1527f/2023-Notice-of-Annual-General-Meeting-Proxy-Form.pdf>

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

Performance Rights issued to employees pursuant to the Company's Employee Award Plan. Performance Rights will vest and automatically convert to shares subject to the service condition being satisfied by the following vesting dates:

- 40% of Performance Rights - 31 October 2027
- 60% of Performance Rights - 31 October 2028

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

Issue details

Number of +securities

1,243,347



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	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	8,124,094
PLSAZ : SHARE RIGHTS	807,345
PLSAAE : PERFORMANCE RIGHTS EXPIRING 31-MAR-2026	130,540
PLSAAJ : ORDINARY FULLY PAID EMPLOYEE	1,003,795
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 : PERFORMANCE RIGHTS VESTING 30 APRIL 2028	473,134
New class - code to be confirmed : PERFORMANCE RIGHTS VESTING 31 OCTOBER 2028	1,243,347



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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