

Form 603

Corporations Act 2001

Section 671B

Notice of initial substantial holder

To Company Name/Scheme PeopleIN Limited

ACN/ARSN ACN 615 173 076

1. Details of substantial holder (1)

Name Thomas William Reardon

ACN/ARSN (if applicable)

The holder became a substantial holder on 8 September 2026

2. Details of voting power

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

Class of securities (4)	Number of securities	Person's votes (5)	Voting power (6)
Fully paid ordinary shares	5,458,570	5,458,570	5.4% (based on 100,874,789 fully paid ordinary shares on issue following the cancellation of 8,783,795 fully paid ordinary shares bought back by the company on 9 September 2026)

3. Details of relevant interests

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

Holder of relevant interest	Nature of relevant interest (7)	Class and number of securities
Thomas William Reardon	Section 608(1)(b) and 608(1)(c), being that Thomas William Reardon has the power to exercise, or control the exercise of, a right to vote attached to the securities, and the power to dispose of, or control the exercise of a power to dispose of, the securities. Section 608(3), a body corporate in which Thomas William Reardon has a voting power above 20% and which he controls.	2,949,461 fully paid ordinary shares
Thomas William Reardon	Section 608(1)(b) and 608(1)(c), being a body corporate in which Thomas William Reardon has the power to exercise, or control the exercise of, a right to vote attached to the securities, and the power to dispose of, or control the exercise of a power to dispose of, the securities. Section 608(3), a body corporate in which Thomas William Reardon has a voting power above 20% and which he controls.	19,002 fully paid ordinary shares
Thomas William Reardon	Section 608(1)(b) and 608(1)(c), being a body corporate in which Thomas William Reardon has the power to exercise, or control the exercise of, a right to vote attached to the securities, and the power to dispose of, or control the exercise of a power to dispose of, the securities. Section 608(3), a body corporate in which Thomas William Reardon has a voting power above 20% and which he controls.	2,490,107 paid ordinary shares
Nambawan Investments Pty Ltd ACN 119 060 856 as trustee for the Reardon Family	Section 608(1)(a) - holder of the securities	2,949,461 fully paid ordinary shares

Trust		
T & J Reardon Pty Ltd as trustee for the T & J Reardon Superannuation Fund	Section 608(1)(a) - holder of the securities	19,002 fully paid ordinary shares
WAM Industries Pty Ltd ACN 131 785 549 as trustee for the Reardon Family Trust	Section 608(1)(a) - holder of the securities	2,490,107 fully paid ordinary shares

4. Details of present registered holders

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

Holder of relevant interest	Registered holder of securities	Person entitled to be registered as holder (8)	Class and number of securities
Thomas William Reardon	Nambawan Investments Pty Ltd ACN 119 060 856 as trustee for the Reardon Family Trust	Nambawan Investments Pty Ltd ACN 119 060 856 as trustee for the Reardon Family Trust	2,949,461 fully paid ordinary shares
Thomas William Reardon	T & J Reardon Pty Ltd as trustee for the T & J Reardon Superannuation Fund	T & J Reardon Pty Ltd as trustee for the T & J Reardon Superannuation Fund	19,002 fully paid ordinary shares
Thomas William Reardon	WAM Industries Pty Ltd ACN 131 785 549 as trustee for the Reardon Family Trust	WAM Industries Pty Ltd ACN 131 785 549 as trustee for the Reardon Family Trust	2,490,107 fully paid ordinary shares
Nambawan Investments Pty Ltd ACN 119 060 856	Nambawan Investments Pty Ltd ACN 119 060 856 as trustee for the Reardon Family Trust	Nambawan Investments Pty Ltd ACN 119 060 856 as trustee for the Reardon Family Trust	2,949,461 fully paid ordinary shares
T & J Reardon Pty Ltd	T & J Reardon Pty Ltd as trustee for the T & J Reardon Superannuation Fund	T & J Reardon Pty Ltd as trustee for the T & J Reardon Superannuation Fund	19,002 fully paid ordinary shares
WAM Industries Pty Ltd ACN 131 785 549	WAM Industries Pty Ltd ACN 131 785 549 as trustee for the Reardon Family Trust	WAM Industries Pty Ltd ACN 131 785 549 as trustee for the Reardon Family Trust	2,490,107 fully paid ordinary shares

5. Consideration

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

Holder of relevant interest	Date of acquisition	Consideration (9)		Class and number of securities
		Cash	Non-cash	
Thomas William Reardon	26 May 2026	0.565 per fully paid ordinary share	Nil	25,000 fully paid ordinary shares
Thomas William Reardon	27 May 2026	0.599 per fully paid ordinary share	Nil	115,001 fully paid ordinary shares
Thomas William Reardon	28 May 2026	0.595 per fully paid ordinary share	Nil	20,503 fully paid ordinary shares
Thomas William Reardon	29 May 2026	0.595 per fully paid ordinary share	Nil	5,164 fully paid ordinary shares
Thomas William Reardon	01 June 2026	0.625 per fully paid ordinary share	Nil	9,332 fully paid ordinary shares
WAM Industries Pty Ltd ACN 131 785 549 trustee for the Reardon Family Trust	26 May 2026	0.565 per fully paid ordinary share	Nil	25,000 fully paid ordinary shares
WAM Industries Pty Ltd ACN 131 785 549 trustee for the Reardon Family Trust	27 May 2026	0.599 per fully paid ordinary share	Nil	115,001 fully paid ordinary shares
WAM Industries Pty Ltd ACN 131 785 549 trustee for the Reardon Family Trust	28 May 2026	0.595 per fully paid ordinary share	Nil	20,503 fully paid ordinary shares
WAM Industries Pty Ltd ACN 131 785 549 trustee for the Reardon Family Trust	29 May 2026	0.595 per fully paid ordinary share	Nil	5,164 fully paid ordinary shares
WAM Industries Pty Ltd ACN 131 785 549 trustee for the Reardon Family Trust	01 June 2026	0.625 per fully paid ordinary share	Nil	9,332 fully paid ordinary shares

6. Associates

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:

Name and ACN/ARSN (if applicable)	Nature of association
N/A	N/A

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7. Addresses

The addresses of persons named in this form are as follows:

Name	Address
Thomas William Reardon Nambawan Investments Pty Ltd ACN 119 060 856 T & J Reardon Pty Ltd as trustee for the T & J Reardon Superannuation Fund WAM Industries Pty Ltd ACN 131 785 549	170 Moggill Road, The Gap QLD 4061

Signature

print name	Thomas William Reardon	capacity	Director
sign here		date	11 September 2026