

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 PENTAL LIMITED
ABN 29 091 035 353

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	Mark Hardgrave
Date of last notice	28 May 2020

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	Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Registered holder is Hardgrave Superannuation Pty Ltd <Hardgrave Family S/F A/C > The director is a controller of the company
Date of change	5 October 2021
No. of securities held prior to change	100,000 ordinary shares
Class	Ordinary shares
Number acquired	263,158 ordinary shares
Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	\$0.38 per share

No. of securities held after change	363,158 ordinary shares
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Participation in placement following shareholder approval given on 30 September 2021

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	
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

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Name of entity PENTAL LIMITED
ABN 29 091 035 353

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	Fred Harrison
Date of last notice	9 March 2020

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	Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Registered holder is DENFRE PTY LTD <F & D HARRISON S/F A/C>. The director is a controller of the company
Date of change	5 October 2021
No. of securities held prior to change	250,000
Class	Ordinary shares
Number acquired	197,368 ordinary shares
Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	\$0.38 per share
No. of securities held after change	447,368 ordinary shares

Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Participation in placement following shareholder approval given on 30 September 2021.
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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	
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

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

Name of entity PENTAL LIMITED
ABN 29 091 035 353

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	Charlie McLeish
Date of last notice	24 November 2020

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	Direct and indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Holder is: Brailsford Group Pty Ltd <Brailsford Super Fund > The Director is a beneficiary of the Super Fund Holder is: Tina McLeish – spouse of director
Date of change	5 October 2021

<p>No. of securities held prior to change</p>	<p>Pental Executive Performance Rights Plan As fully described in the 2018 Annual Report p82-83 - 211,765 Rights vesting 30 June 2020 conditional on performance factors including a minimum Earnings Per Share of 4.93 cents</p> <p>Pental Executive Variable Incentive Plan As fully described in the 2019 Annual Report p82 -</p> <table border="1" data-bbox="555 434 1382 927"> <tr> <td data-bbox="555 434 890 501">No. of Rights to shares</td> <td data-bbox="895 434 1382 501">Up to \$200,000 at an issue price of the VWAP at Grant Date</td> </tr> <tr> <td data-bbox="555 508 890 575">VWAP at Grant Date</td> <td data-bbox="895 508 1382 575">VWAP for Pental shares prior to 1 July 2019, being \$0.29</td> </tr> <tr> <td data-bbox="555 582 890 857">Eligibility Condition:</td> <td data-bbox="895 582 1382 857"> <ul style="list-style-type: none"> • An employee at vesting date • VWAP for 10 days preceding 30 June 2023 exceeds \$0.29 • Up to \$200,000 in Rights to be determined based on: <ul style="list-style-type: none"> ○ Holder meeting personal KPI's for FY20 (50%); and ○ Pental achieving an FY20 EBIT of \$6.582m (50%) </td> </tr> <tr> <td data-bbox="555 864 890 927">Vesting Date:</td> <td data-bbox="895 864 1382 927">1 July 2023</td> </tr> </table> <p>Pental Executive Variable Incentive Plan As approved by shareholders at the 2020 AGM -</p> <table border="1" data-bbox="555 1061 1382 1545"> <tr> <td data-bbox="555 1061 890 1128">No. of options</td> <td data-bbox="895 1061 1382 1128">636,205</td> </tr> <tr> <td data-bbox="555 1135 890 1202">Issue date</td> <td data-bbox="895 1135 1382 1202">1 July 2021</td> </tr> <tr> <td data-bbox="555 1209 890 1276">VWAP at Grant Date</td> <td data-bbox="895 1209 1382 1276">VWAP for Pental shares prior to 1 July 2020, being \$0.3458</td> </tr> <tr> <td data-bbox="555 1283 890 1471">Eligibility Condition:</td> <td data-bbox="895 1283 1382 1471"> <ul style="list-style-type: none"> • An employee at vesting date • VWAP for 10 days preceding 30 June 2024 exceeds \$0.3458 • Holder meeting personal KPI's for FY21 (50%); and • Pental achieving FY21 Budget (50%) </td> </tr> <tr> <td data-bbox="555 1478 890 1545">Vesting Date:</td> <td data-bbox="895 1478 1382 1545">1 July 2024</td> </tr> </table> <p>Tina McLeish – 14,500 ordinary shares</p>	No. of Rights to shares	Up to \$200,000 at an issue price of the VWAP at Grant Date	VWAP at Grant Date	VWAP for Pental shares prior to 1 July 2019, being \$0.29	Eligibility Condition:	<ul style="list-style-type: none"> • An employee at vesting date • VWAP for 10 days preceding 30 June 2023 exceeds \$0.29 • Up to \$200,000 in Rights to be determined based on: <ul style="list-style-type: none"> ○ Holder meeting personal KPI's for FY20 (50%); and ○ Pental achieving an FY20 EBIT of \$6.582m (50%) 	Vesting Date:	1 July 2023	No. of options	636,205	Issue date	1 July 2021	VWAP at Grant Date	VWAP for Pental shares prior to 1 July 2020, being \$0.3458	Eligibility Condition:	<ul style="list-style-type: none"> • An employee at vesting date • VWAP for 10 days preceding 30 June 2024 exceeds \$0.3458 • Holder meeting personal KPI's for FY21 (50%); and • Pental achieving FY21 Budget (50%) 	Vesting Date:	1 July 2024
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<p>Class</p>	<p>Performance rights to shares and options</p>																		
<p>Number acquired</p>	<p>78,947 ordinary shares acquired by Brailsford Group Pty Ltd <Brailsford Super Fund ></p>																		
<p>Number disposed</p>	<p>Nil</p>																		
<p>Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation</p>	<p>\$0.38 per share</p>																		

<p>No. of securities held after change</p>	<p>Pental Executive Performance Rights Plan As fully described in the 2018 Annual Report p82-83 - 211,765 Rights vesting 30 June 2020 conditional on performance factors including a minimum Earnings Per Share of 4.93 cents</p> <p>Pental Executive Variable Incentive Plan As fully described in the 2019 Annual Report p82 -</p> <table border="1" data-bbox="571 465 1380 958"> <tr> <td>No. of Rights to shares</td> <td>Up to \$200,000 at an issue price of the VWAP at Grant Date</td> </tr> <tr> <td>VWAP at Grant Date</td> <td>VWAP for Pental shares prior to 1 July 2019, being \$0.29</td> </tr> <tr> <td>Eligibility Condition:</td> <td> <ul style="list-style-type: none"> • An employee at vesting date • VWAP for 10 days preceding 30 June 2023 exceeds \$0.29 • Up to \$200,000 in Rights to be determined based on: <ul style="list-style-type: none"> ○ Holder meeting personal KPI's for FY20 (50%); and ○ Pental achieving an FY20 EBIT of \$6.582m (50%) </td> </tr> <tr> <td>Vesting Date:</td> <td>1 July 2023</td> </tr> </table> <p>Pental Executive Variable Incentive Plan As approved by shareholders at the 2020 AGM -</p> <table border="1" data-bbox="555 1093 1380 1574"> <tr> <td>No. of options</td> <td>636,205</td> </tr> <tr> <td>Issue date</td> <td>1 July 2021</td> </tr> <tr> <td>VWAP at Grant Date</td> <td>VWAP for Pental shares prior to 1 July 2020, being \$0.3458</td> </tr> <tr> <td>Eligibility Condition:</td> <td> <ul style="list-style-type: none"> • An employee at vesting date • VWAP for 10 days preceding 30 June 2024 exceeds \$0.3458 • Holder meeting personal KPI's for FY21 (50%); and • Pental achieving FY21 Budget (50%) </td> </tr> <tr> <td>Vesting Date:</td> <td>1 July 2024</td> </tr> </table> <p>Tina McLeish – 14,500 ordinary shares</p> <p>78,947 ordinary shares held by Brailsford Group Pty Ltd <Brailsford Super Fund ></p>	No. of Rights to shares	Up to \$200,000 at an issue price of the VWAP at Grant Date	VWAP at Grant Date	VWAP for Pental shares prior to 1 July 2019, being \$0.29	Eligibility Condition:	<ul style="list-style-type: none"> • An employee at vesting date • VWAP for 10 days preceding 30 June 2023 exceeds \$0.29 • Up to \$200,000 in Rights to be determined based on: <ul style="list-style-type: none"> ○ Holder meeting personal KPI's for FY20 (50%); and ○ Pental achieving an FY20 EBIT of \$6.582m (50%) 	Vesting Date:	1 July 2023	No. of options	636,205	Issue date	1 July 2021	VWAP at Grant Date	VWAP for Pental shares prior to 1 July 2020, being \$0.3458	Eligibility Condition:	<ul style="list-style-type: none"> • An employee at vesting date • VWAP for 10 days preceding 30 June 2024 exceeds \$0.3458 • Holder meeting personal KPI's for FY21 (50%); and • Pental achieving FY21 Budget (50%) 	Vesting Date:	1 July 2024
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Part 3 – +Closed period

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Name of Director	Jeffrey Miciulis
Date of last notice	28 June 2020

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	Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Registered holders are: Miciulis Superannuation Pty Ltd. The director is a controller of the company Mrs Pauline Miciulis – spouse of the director
Date of change	5 October 2021
No. of securities held prior to change	Miciulis Superannuation Pty Ltd – 400,000 ordinary shares Mrs Pauline Miciulis – 400,000 ordinary shares
Class	ordinary shares
Number acquired	Miciulis Superannuation Pty Ltd – 200,000 ordinary shares
Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	\$0.38 per share

No. of securities held after change	Miciulis Superannuation Pty Ltd – 600,000 ordinary shares Mrs Pauline Miciulis – 400,000 ordinary shares
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Participation in placement following shareholder approval given on 30 September 2021

Part 2 – Change of director’s interests in contracts

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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