

Appendix 3X

Initial 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 30/9/2001.

Name of entity	Pental Limited
ABN	29 091 035 353

We (the entity) give ASX the following information under listing rule 3.19A.1 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Charlie McLeish
Date of appointment	6 April 2020

Part 1 - Director's relevant interests in securities of which the director is the registered holder

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.

Number & class of securities	
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	
Pental Executive Variable Incentive Plan	
As fully described in the 2019 Annual Report p82 -	
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%)

+ See chapter 19 for defined terms.

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Vesting Date:	1 July 2023
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Part 2 – Director's relevant interests in securities of which the director is not the registered holder

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Name of holder & nature of interest <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	Number & class of Securities
Tina McLeish – spouse of director. The director and holder jointly determine the voting and trading rights attaching to the shares.	14,500

Part 3 – 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	Nil
Nature of interest	N/A
Name of registered holder (if issued securities)	N/A
No. and class of securities to which interest relates	N/A

+ See chapter 19 for defined terms.