



Announcement Summary

Entity name

PILBARA MINERALS LIMITED

Date of this announcement

Monday January 20, 2025

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
PLSAAB	PERFORMANCE RIGHTS EXPIRING 30 SEPTEMBER 2025	530	06/01/2025
PLSAAA	PERFORMANCE RIGHTS EXPIRING 31-DEC-2027	83,597	14/01/2025
New class - code to be confirmed	PERFORMANCE RIGHTS EXPIRING 31 DECEMBER 2028	2,572,372	06/01/2025
New class - code to be confirmed	PERFORMANCE RIGHTS EXPIRING 31 DECEMBER 2028	1,107,351	14/01/2025
New class - code to be confirmed	PERFORMANCE RIGHTS EXPIRING 31 DECEMBER 2027	729,870	06/01/2025
New class - code to be confirmed	PERFORMANCE RIGHTS EXPIRING 31 DECEMBER 2027	176,422	14/01/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

PILBARA MINERALS 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

20/1/2025

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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")

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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

PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027

Date the +securities the subject of this notification were issued

14/1/2025

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?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Dale Henderson	Mr Dale Robert Henderson	83,597

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

Pilbara Minerals 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

As approved by shareholders at the Company's AGM held on 26 November 2024, additional Performance Rights issued to Mr Henderson pursuant to the Company's Employee Award Plan and Remuneration Framework for FY24. Performance Rights will vest subject to the service condition and relevant performance conditions being satisfied during the 3 year vesting period from 1 July 2023 to 30 June 2026, and have an expiry date of 31 December 2027.

Refer to the Notice of Annual General Meeting released on 25 October 2024 - <https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02871633-6A1233361>

Issue details

Number of +securities

83,597

ASX +security code and description

PLSAAB : PERFORMANCE RIGHTS EXPIRING 30 SEPTEMBER 2025

Date the +securities the subject of this notification were issued

6/1/2025



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

Pilbara Minerals 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 an employee who elected to receive a portion of their vested FY24 performance short term incentive (STI) awards as Performance Rights in lieu of cash settlement. Each Performance Right is subject to a 12 month service-based vesting condition and will automatically convert into one ordinary fully paid share in the Company on or around 31 August 2025.

Issue details

Number of +securities

530



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 EXPIRING 31 DECEMBER 2028

+Security type

Other

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

6/1/2025

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**

Pilbara Minerals 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://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02727752-6A1175194>**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 FY25. Performance Rights will vest subject to the service condition and relevant performance conditions being satisfied during the 3 year vesting period from 1 July 2024 to 30 June 2027, and have an expiry date of 31 December 2028.

Issue details

Number of +securities

2,572,372

ASX +security code

New class - code to be confirmed

+Security description

PERFORMANCE RIGHTS EXPIRING 31 DECEMBER 2028

+Security type

Other

ISIN code

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

14/1/2025

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?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Dale Henderson	Mr Dale Robert Henderson	804,060

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

<https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02871633-6A1233361>

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

Pilbara Minerals 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://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02727752-6A1175194>

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 FY25. Performance Rights will vest subject to the service condition and relevant performance conditions being satisfied during the 3 year vesting period from 1 July 2024 to 30 June 2027, and have an expiry date of 31 December 2028.

Issue details

Number of +securities

1,107,351

ASX +security code

New class - code to be confirmed

+Security description

PERFORMANCE RIGHTS EXPIRING 31 DECEMBER 2027

+Security type

Other

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

6/1/2025

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

Pilbara Minerals 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://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02727752-6A1175194>

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 November 2026
- 60% of Performance Rights - 30 November 2027

Issue details

Number of +securities

729,870

ASX +security code

New class - code to be confirmed

+Security description

PERFORMANCE RIGHTS EXPIRING 31 DECEMBER 2027

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

14/1/2025

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

Pilbara Minerals 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://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02727752-6A1175194>

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 November 2026
- 60% of Performance Rights - 30 November 2027



Issue details

Number of +securities

176,422

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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	3,012,408,870

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	2,047,783
PLSAZ : SHARE RIGHTS	9,226
PLSAAB : PERFORMANCE RIGHTS EXPIRING 30 SEPTEMBER 2025	385,100
PLSAX : PERFORMANCE RIGHTS EXPIRING 31-DEC-2025	230,497
PLSAV : PERFORMANCE RIGHTS EXPIRING 30-NOV-2025	1,267,440
PLSAR : CONVERTIBLE BONDS	79,603,050
PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027	2,084,252
PLSAN : PERFORMANCE RIGHTS EXPIRING 31-DEC-2025	199,518
New class - code to be confirmed : PERFORMANCE RIGHTS EXPIRING 31 DECEMBER 2028	2,572,372
New class - code to be confirmed : PERFORMANCE RIGHTS EXPIRING 31 DECEMBER 2028	1,107,351
New class - code to be confirmed : PERFORMANCE RIGHTS EXPIRING 31 DECEMBER 2027	729,870
New class - code to be confirmed : PERFORMANCE RIGHTS EXPIRING 31 DECEMBER 2027	176,422



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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