



Announcement Summary

**Entity name**

PILBARA MINERALS LIMITED

**Date of this announcement**

Wednesday September 03, 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
New class - code to be confirmed	Performance Rights expiring 31 July 2026	947,254	15/08/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**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**

3/9/2025

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Part 2 - Issue details

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**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:**

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

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

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**ASX +security code**

New class - code to be confirmed

**+Security description**

Performance Rights expiring 31 July 2026

**+Security type**

Other

**ISIN code**

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

15/8/2025

**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**

Performance Rights issued pursuant to the Company's employee share purchase plan rules (PLS Share Plan Rules).

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

The Performance Rights are subject to a 12 month vesting period from 1 July 2025 to 30 June 2026 and will automatically convert to shares at the end of the 12 month vesting period subject to a continuing service condition. The matching rights have an expiry date of 31 July 2026.

Issue details

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**Number of +securities**

947,254

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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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
PLS : ORDINARY FULLY PAID	3,218,494,196

**4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
PLSAT : PERFORMANCE RIGHTS EXPIRING 31-DEC-2026	1,937,869
PLSAAC : PERFORMANCE RIGHTS EXPIRING 31-DEC-2028	3,787,430
PLSAZ : SHARE RIGHTS	9,226
PLSAAB : PERFORMANCE RIGHTS EXPIRING 30-SEP-2025	385,100
PLSAAE : PERFORMANCE RIGHTS EXPIRING 31-MAR-2026	130,540
PLSAV : PERFORMANCE RIGHTS EXPIRING 30-NOV-2025	1,267,440
PLSAR : CONVERTIBLE BONDS	79,603,050
PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027	2,844,305
PLSAN : PERFORMANCE RIGHTS EXPIRING 31-DEC-2025	140,935
New class - code to be confirmed : Performance Rights expiring 31 July 2026	947,254



Part 5 - Other Listing Rule requirements

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**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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