



## 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

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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**

20/1/2025



## 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:**

has an existing ASX security code ("existing class")

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



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

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**Number of +securities**

530

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## 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

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**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)**

| <b>ASX +security code and description</b> | <b>Total number of +securities on issue</b> |
|-------------------------------------------|---------------------------------------------|
| 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)**

| <b>ASX +security code and description</b>                                       | <b>Total number of +securities on issue</b> |
|---------------------------------------------------------------------------------|---------------------------------------------|
| 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

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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**

13