



Announcement Summary

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**Entity name**

PILBARA MINERALS LIMITED

**Date of this announcement**

Monday December 04, 2023

**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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
New class - code to be confirmed	Performance Rights expiring 31 August 2024	214,730	31/10/2023

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**

ACN

**Registration number**

112425788

**1.3 ASX issuer code**

PLS

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

4/12/2023



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")



Part 3C - number and type of +securities the subject of this notification (new class) where issue has not previously been notified to ASX in an Appendix 3B

**ASX +security code**

New class - code to be confirmed

**+Security description**

Performance Rights expiring 31 August 2024

**+Security type**

Other

**ISIN code**

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

31/10/2023

**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://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 various employees who elected to receive a portion of their vested FY23 performance incentive scheme (PIS) or short term incentive (STI) awards as Performance Rights in lieu of cash settlements. 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 2024.



Issue details

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**Number of +securities**

214,730

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## Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:  
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)

## 4.1 Quoted +Securities (Total number of each +class of +securities quoted)

ASX +security code and description	Total number of +securities on issue
PLS : ORDINARY FULLY PAID	3,009,462,660

## 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
PLSAS : PERFORMANCE RIGHTS EXPIRING 30-JUN-2024	159,410
PLSAT : PERFORMANCE RIGHTS EXPIRING 31-DEC-2026	2,642,205
PLSAU : SHARE RIGHTS	5,285
PLSAW : PERFORMANCE RIGHTS EXPIRING 31-DEC-2024	466,618
PLSAX : PERFORMANCE RIGHTS EXPIRING 31-DEC-2025	384,162
PLSAV : PERFORMANCE RIGHTS EXPIRING 30-NOV-2025	2,234,703
PLSAR : CONVERTIBLE BONDS	79,603,050
PLSAF : PERFORMANCE RIGHTS	253,017
PLSAN : PERFORMANCE RIGHTS EXPIRING 31-DEC-2025	1,256,561
PLSAO : OPTION EXPIRING 31-DEC-2025 EX \$1.4041	334,300
New class - code to be confirmed : Performance Rights expiring 31 August 2024	214,730



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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