



Announcement Summary

Entity name

PILBARA MINERALS LIMITED

Date of this announcement

Thursday July 31, 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 MARCH 2026	130,540	18/07/2025

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

31/7/2025



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:

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



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 MARCH 2026

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

18/7/2025

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 pursuant to the Company's Employee Award Plan. Performance Rights will vest and automatically convert to shares subject to the service condition being satisfied during the 1 year vesting period from 4 February 2025 to 3 February 2026 and have an expiry date of 31 March 2026.

Issue details

Number of +securities

130,540



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	3,217,988,589

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
PLSAAD : PERFORMANCE RIGHTS EXPIRING 03-AUG-2025	48,911
PLSAT : PERFORMANCE RIGHTS EXPIRING 31-DEC-2026	2,047,783
PLSAAC : PERFORMANCE RIGHTS EXPIRING 31-DEC-2028	4,021,858
PLSAZ : SHARE RIGHTS	9,226
PLSAAB : PERFORMANCE RIGHTS EXPIRING 30-SEP-2025	385,100
PLSAV : PERFORMANCE RIGHTS EXPIRING 30-NOV-2025	1,267,440
PLSAR : CONVERTIBLE BONDS	79,603,050
PLSAAA : PERFORMANCE RIGHTS EXPIRING 31-DEC-2027	2,990,544
PLSAN : PERFORMANCE RIGHTS EXPIRING 31-DEC-2025	140,935
New class - code to be confirmed : PERFORMANCE RIGHTS EXPIRING 31 MARCH 2026	130,540



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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