



Announcement Summary

Entity name

PILBARA MINERALS LIMITED

Date of this announcement

Tuesday November 23, 2021

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 (Vesting 31 August 2022)	162,740	17/11/2021

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

ACN

Registration number

112425788

1.3 ASX issuer code

PLS

1.4 The announcement is

☒ New announcement

1.5 Date of this announcement

23/11/2021



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) 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 (Vesting 31 August 2022)

+Security type

Other

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

17/11/2021

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 17 November 2020. Refer to Notice of Annual General Meeting released on 16 October 2020:

https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02294754-6A1001485?access_token=8.3ff96335c2d45a094df02a206a39ff4

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 FY21 short-term incentives (STI) as Performance Rights in lieu of cash entitlements. Each Performance Right is subject to a 12 months service-based vesting condition and will automatically convert into one ordinary fully paid share in the Company on 31 August 2022.



Issue details

Number of +securities

162,740

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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	2,974,988,252

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
PLSAE : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	27,711,033
PLSAI : OPTION EXPIRING 31-DEC-2024 EX \$0.2339	8,167,169
PLSAL : SHARE RIGHTS	86,526
PLSAF : PERFORMANCE RIGHTS	6,817,310
New class - code to be confirmed : Performance Rights (Vesting 31 August 2022)	162,740



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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