



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

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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")

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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=83ff96335c2d45a094df02a206a39ff4

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

13

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