



## Announcement Summary

**Entity name**

PILBARA MINERALS LIMITED

**Date of this announcement**

Thursday December 22, 2022

**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
PLSAM	PERFORMANCE RIGHTS	14,572	09/12/2022
PLSAN	PERFORMANCE RIGHTS EXPIRING 31-DEC-2025	181,087	09/12/2022
New class - code to be confirmed	Performance Rights expiring 30 June 2024	190,911	20/12/2022
New class - code to be confirmed	FY23 Performance Rights expiring 31-Dec-2026	2,010,852	20/12/2022
New class - code to be confirmed	Share Rights granted pursuant to a shareholder approved NED Fee Sacrifice Scheme	21,137	20/12/2022

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

22/12/2022



## 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

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**ASX +security code and description**

PLSAM : PERFORMANCE RIGHTS

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

9/12/2022

**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**

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](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 FY22 performance incentive scheme (PIS) 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 31 August 2023.

Issue details

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**Number of +securities**

14,572

**ASX +security code and description**

PLSAN : PERFORMANCE RIGHTS EXPIRING 31-DEC-2025



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

9/12/2022

**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 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](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 were issued to various employees pursuant to the Company's Employee Award Plan and Remuneration Framework for FY2022. Performance Rights will vest subject to the service condition and relevant performance conditions being satisfied during the 3 year vesting period from 1 July 2021 to 30 June 2024, and have an expiry date of 31 December 2025.

Issue details

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**Number of +securities**

181,087

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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 expiring 30 June 2024

**+Security type**

Other

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

20/12/2022

**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**

Vince De Carolis

**Name of registered holder**

Mrs Francesca De Carolis

**Number of +securities**

190,911

**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**

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](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 expiring 30 June 2024 issued pursuant to the Company's Employee Award Plan. Performance Rights will vest and automatically convert to shares, subject to the service condition and relevant performance conditions being satisfied by the following vesting dates:

- 40% of Performance Rights - 30 June 2023
- 60% of Performance Rights - 30 June 2024



## Issue details

## Number of +securities

190,911

## ASX +security code

New class - code to be confirmed

## +Security description

FY23 Performance Rights expiring 31-Dec-2026

## +Security type

Other

## ISIN code

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

20/12/2022

## 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	843,075
Alex Eastwood	Mr Alexander Jeremy Eastwood + Mrs Elizabeth Christina Eastwood <Eastwood Family A/C>	251,799

## Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

In accordance with Listing Rule 10.14, the issue of Performance Rights to MD Dale Henderson pursuant to the Company's Employee Award Plan and Remuneration Framework for FY2023 was approved by shareholders at the Company's AGM on 17 November 2022.

Refer to the Notice of Annual General Meeting approved by ASX and released on 13 October 2022: [https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02581833-6A1115267?access\\_token=83ff96335c2d45a094df02a206a39ff4](https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02581833-6A1115267?access_token=83ff96335c2d45a094df02a206a39ff4)

Performance Rights issued to other KMP and selected staff were issued on the same terms as those issued to the Managing Director.

**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](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 were issued to KMP and various employees pursuant to the Company's Employee Award Plan and Remuneration Framework for FY2023. Performance Rights will vest subject to the service condition and relevant performance conditions being satisfied during the 3 year vesting period from 1 July 2022 to 30 June 2025, and have an expiry date of 31 December 2026.

## Issue details

**Number of +securities**

2,010,852

**ASX +security code**

New class - code to be confirmed

**+Security description**

Share Rights granted pursuant to a shareholder approved NED Fee Sacrifice Scheme

**+Security type**

Other

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

20/12/2022

**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**

Anthony Kiernan

Mr Anthony Kiernan

21,137





**Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.**

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](https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02294754-6A1001485?access_token=83ff96335c2d45a094df02a206a39ff4)

**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**

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](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**

Unlisted Share Rights issued to a non-executive director under the Company's NED Fee Sacrifice Scheme approved by shareholders in lieu of receiving an elected portion (up to 40%) of their annual fees for the period 1 Dec 2022 - 30 Nov 2023.

Each Share Right converts to one fully paid ordinary share in the Company at no cost on the relevant Vesting Date (subject to the director remaining in office). Other than a service-based vesting condition, there are no performance conditions.

The Share Rights will vest and automatically convert to shares in quarterly tranches on:

Tranche 1- 28 February 2023

Tranche 2- 31 May 2023

Tranche 3- 31 August 2023

Tranche 4- 30 November 2023

A disposal Restriction Period applies, starting on the grant date of the shares and ending on the earlier of: 18 months from the relevant grant date of the shares; and the date the NED ceases to be a director.

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#### Issue details

**Number of +securities**

21,137



## 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	2,997,860,662

## 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	108,828
PLSAI : OPTION EXPIRING 31-DEC-2024 EX \$0.2339	7,532,525
PLSAM : PERFORMANCE RIGHTS	218,147
PLSAR : CONVERTIBLE BONDS	79,603,050
PLSAF : PERFORMANCE RIGHTS	4,242,061
PLSAN : PERFORMANCE RIGHTS EXPIRING 31-DEC-2025	1,359,117
PLSAO : OPTION EXPIRING 31-DEC-2025 EX \$1.4041	501,450
New class - code to be confirmed : Performance Rights expiring 30 June 2024	190,911
New class - code to be confirmed : FY23 Performance Rights expiring 31-Dec-2026	2,010,852
New class - code to be confirmed : Share Rights granted pursuant to a shareholder approved NED Fee Sacrifice Scheme	21,137



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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