

8 November 2023

CHIEF COMMERCIAL AND LEGAL OFFICER AND COMPANY SECRETARY TRANSITION

Australian lithium producer, Pilbara Minerals Limited (**Pilbara Minerals – ASX: PLS**) advises that senior executive Mr Alex Eastwood has decided to step down as Chief Commercial and Legal Officer and Company Secretary, after more than seven years with the Company, effective 24 November 2023.

The decision reflects his wish to spend more time with his family and pursue personal interests following a lengthy and distinguished career in law, mining and corporate finance with ASX-listed mining companies. Mr Eastwood joined Pilbara Minerals in July 2016 as one of the founding executives and has played an integral role in the Company's success. Having orchestrated and led both the legal and commercial strategies for the Company, Mr Eastwood has been instrumental in stewarding the business through significant milestones. This has included project funding and financing initiatives, spodumene sales and offtake arrangements, introduction of the BMX platform, and joint ventures with POSCO and Calix.

Effective immediately, Ms Danielle Webber, Pilbara Minerals' current Deputy Company Secretary will assume the role of Joint Company Secretary, with the intention that Mr Eastwood will step down from the role as Company Secretary, effective 24 November 2023.

For the purpose of ASX Listing Rule 12.6, the Company confirms that Ms Webber will be the primary person responsible for communications between the Company and the ASX, effective 24 November 2023.

Pilbara Minerals has commenced a recruitment process with an executive search firm, Heidrick & Struggles, to source a suitably qualified executive. Mr Eastwood will remain employed with the Company in the interim to assist with an orderly transition.

Mr Eastwood said:

"It's been an incredible journey and I'm very proud of what we as a team have achieved in building a market leading company in a relatively new industry. Pilbara Minerals is now in an enviable position with a strong balance sheet and portfolio of exciting growth projects and opportunities ahead. It's been an absolute privilege to have played a role in the growth of Pilbara Minerals from its early beginnings and I feel very confident I'm leaving it in capable hands."

Pilbara Minerals Managing Director and CEO, Dale Henderson, said:

"I thank Alex for his significant contribution to Pilbara Minerals over the last seven years. He has brought a relentless work ethic, unwavering dedication, and astute legal and commercial mind to the Company and been instrumental in contributing to the success that we have experienced to date."

"Having helped us steward the company through some challenging times, Alex will leave the business in a very strong position. We are incredibly well placed for the future, and this is in no small part due to Alex's hard work and significant contribution. We thank him for this and wish him well for the future."

Release authorised by Dale Henderson, Pilbara Minerals Limited's Managing Director and CEO.

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About Pilbara Minerals

Pilbara Minerals is the leading ASX-listed lithium company, owning 100% of the world's largest, independent hard-rock lithium operation. Located in Western Australia's resource rich Pilbara region, the Pilgangoora Operation produces spodumene and tantalite concentrates. The significant scale and quality of the operation has attracted a consortium of high quality, global partners including Ganfeng Lithium, General Lithium, POSCO, and Yibin Tianyi.