

22 December 2023

## ADJUSTMENTS TO MD & CEO REMUNERATION ARRANGEMENTS

Australian lithium producer Pilbara Minerals Limited (ASX: PLS) (**Pilbara Minerals** or the **Company**) advises, in accordance with ASX Listing Rule 3.16.4, of changes to the remuneration package of the Company's Managing Director and CEO, Mr Dale Henderson.

In accordance with Mr Henderson's Employment Agreement, as announced on 1 June 2022, and following benchmarking against other ASX comparators, the Company has reviewed Mr Henderson's fixed remuneration.

The new terms of Mr Henderson's remuneration package are as follows:

### Total Fixed Remuneration

Mr Henderson's total fixed remuneration (**TFR**) will be adjusted to \$1,500,000 (inclusive of statutory superannuation) per annum, with retrospective effect from 1 July 2023.

Other material terms of Mr Henderson's employment contract, as announced on 1 June 2022 and 29 September 2022, remain unchanged.

*Release authorised by Tony Kiernan, Pilbara Minerals Limited's Chair.*

### Contact

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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.