

Industry Associations Review 2025





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IMPORTANT INFORMATION

The review and conclusions outlined in this report are reflective of Pilbara Minerals Limited (PLS)' views only. We have aimed to present a balanced and consistent summary of the positions held by each association included, as well as their alignment with our own approach. Given the nature of this review, it necessarily involves elements of interpretation, judgement, and opinion. By assessing alignment against the four criteria, we recognise that differences may exist on matters beyond the scope of this review. This report, including its findings and analysis, should be read in conjunction with PLS' full reporting disclosure suite to provide full context. All dollar figures are expressed in Australian dollars (AUD) unless otherwise stated.

Online

Visit our website for our full disclosure suite
pls.com/reporting-and-disclosures

Overview

We are committed to reviewing our industry association memberships for alignment with our climate objectives. This is our second review, following the initial assessment in Financial Year 2024.

Current memberships

In Financial Year 2025 (FY25), we maintained memberships with 13 industry associations representing a total financial commitment of \$453,586.

The increase to 13 from 11 memberships held in FY24, is due to our expanded operations in Brazil and the addition of two Brazilian associations: Brazilian Mining Association (IBRAM) and American Chamber of Commerce (AmCham). These associations provide valuable platforms for industry collaboration, policy advocacy, and knowledge sharing. Refer to page 3 of this report for a list of our industry association memberships.

Climate Policy alignment assessment

We are committed to advocating for policy positions that align with our climate objectives and support the Paris Agreement's goal to limit global temperature rise to well below 2°C above pre-industrial levels, while pursuing efforts to limit warming to 1.5°C.

The review process of our industry associations includes the following criteria:

1. Policy position analysis of available public statements and advocacy positions.
2. Stakeholder consultation as required.
3. Materiality assessment of any identified misalignments.
4. Engagement planning for associations, if identified as requiring further dialogue.

This review does not include worker unions such as our Brazilian operations membership with Sindiextra (Mining Industry Trade Union of Minas Gerais) maintained as part of our commitment to collective bargaining and constructive labour relations.



Online

For more information visit pls.com/policies to view the PLS Climate Change Position Statement.

2025 assessment outcomes

The FY25 review of the 13 industry associations found no material conflicts with PLS' climate position. Two associations strongly align with our Climate Policy, seven maintain no public climate positions, and four have minor, non-material variances. The four minor variances primarily result from the absence of explicit "just transition" references in their policies. However, these associations maintain emphasis on aspects such as economic resilience, workforce development, energy transition planning and sustainable business practices.

For ongoing alignment across our industry associations, we engage in:

- Direct dialogue with association leadership to understand policy development processes.
- Active participation in relevant committees and working groups focused on sustainability.
- Collaborative advocacy to encourage stronger alignment with climate objectives.
- Monitoring of evolving policy positions and public statements.

We remain committed to constructive engagement with our industry associations. To date, no memberships have required cessation due to climate policy differences.

Moving forward PLS will:

- Continue annual reviews of all memberships.
- Enhance our engagement protocols with associations on climate-related policy development.
- Expand our assessment framework to include broader ESG considerations.
- Maintain transparency through periodic public reporting on our association activities.

Summary of industry associations as of 30 June 2025

Name	Purpose of Association	Country	Website
International Lithium Association (ILiA)	ILiA is a global not-for-profit industry association for the full lithium value chain. ILiA represents and promotes the interests of the global lithium industry including a focus on advancing the responsible and sustainable use of lithium.	Australia	lithium.org
Chamber of Minerals and Energy Western Australia (CME)	CME is an association representing companies in the minerals and energy sector in Australia. It plays a pivotal role in advocating for the interests of the mining and energy industries, including policy development, regulatory compliance, and community engagement.	Australia	cmewa.com.au
Chamber of Commerce and Industry WA (CCIWA)	CCIWA is a not-for-profit, member driven organisation providing quality, cost-effective information, professional services and advice for businesses.	Australia	cciwa.com
Australia China Business Council (ACBC)	ACBC is the premier bilateral business organisation in Australia dedicated to the Australia-China economic relationship.	Australia	acbc.com.au
Australia Korea Business Council (AKBC)	AKBC is a proactive, results-driven organisation supporting the commercial success of Australian businesses entering the Korean market and helping members achieve their business strategy in Korea.	Australia	akbc.com.au
Port Hedland Industries Council (PHIC)	PHIC acts collaboratively for the benefit of industry and the Port Hedland community to ensure the long-term sustainable growth of Port Hedland.	Australia	phic-hedland.com.au
Port Hedland Chamber of Commerce And Industry (PHCCI)	PHCCI is an active, independent, not-for-profit organisation committed to ensuring small to medium-sized businesses remain important contributors to the local Port Hedland economy.	Australia	phcci.com.au
Australian British Chamber of Commerce (ABCC)	ABCC is a leading independent organisation in Australia promoting, fostering and furthering trade and investment between Australia and the United Kingdom.	Australia	britishchamber.com
United Nations (UN) Global Compact Network	The UN Global Compact Network is a local chapter of the UN Global Compact, a voluntary initiative that connects companies committed to aligning strategies and operations with universal principles on human rights, labour, environment and anti-corruption, and taking actions that advance societal goals.	Australia	unglobalcompact.org
National Association of Woman in Operations (NAWO)	NAWO is the leading national network for women in operations, actively led and resourced by an inclusive multi-industry community of industry professionals and an experienced executive team.	Australia	nawo.org.au
Australasian Institute of Mining and Metallurgy (AusIMM)	AusIMM is the peak body and trusted voice for people working in the resources sector. AusIMM aims to shape careers, develop leaders, create communities and uphold industry standards.	Australia	ausimm.com
Brazilian Mining Association (IBRAM)	IBRAM is a Brazilian non-profit organisation, representing mining across the country. IBRAM states that it champions sustainable mining, promotes strong ESG practices, and supports inclusive, ethical and socially responsible development.	Brazil	ibram.org.br
American Chamber of Commerce (AmCham)	AmCham supports the shift toward a more inclusive, low-carbon economy, acknowledging this is an essential path for Brazil's sustainable growth and social progress.	Brazil	amcham.com.br

