

Sustainability

Policy

March 2025

PLS-POL-SS-001

1 PURPOSE

Pilbara Minerals Limited and its subsidiaries (PLS) is committed to contributing to a sustainable future through responsible operations and ethical business practices that deliver economic returns and create shared value in our communities.

We recognise our critical role in enabling a sustainable energy future as well as the impact of our operations and supply chains.

We manage this through:

- Applying systems thinking, agility and continual learning to respond to innovation in sustainable technology.
- Actively collaborating and partnering with key stakeholders to understand global trends and playing a key advocacy role in the world's ambition towards net zero.
- Building trusting relationships with stakeholders through open, consistent and proactive engagement, working collaboratively with First Nations peoples and respecting their rights and connection to country.
- Identifying opportunities to create shared value in our communities, including our contractors and suppliers.
- Complying with all applicable legal and statutory requirements as a minimum.
- Embedding our sustainability commitments into our business strategy, culture, business and daily operations.
- Maintaining effective governance, accountability and oversight of sustainability management and performance.
- Recognising the interdependence of environmental, social and governance issues in achieving sustainable outcomes.
- Undertaking materiality assessments by engaging with stakeholders to identify and assess our most significant impacts on the economy, environment and community.
- Proactively monitoring, managing and improving performance within material topics as it relates to our operations and sustainability-related risks and opportunities across our value chain.
- Identifying, evaluating and managing sustainability risks, integrated into our Group risk management in line with our Risk Management Policy and developing appropriate mitigation measures.
- Improving our performance through investment in training, awareness, systems, tools and assurance.
- Continuously disclosing efforts to integrate the UN Global Compact Ten Principles.

This Policy works in conjunction with all other PLS Policies and is supported by implementation procedures and frameworks at the operational level.

This Policy applies to all directors, officers, and employees of the Company. PLS aims to encourage agents, suppliers, contractors, business partners and joint venture partners to align with this policy and build a shared commitment to its principles.

POLICY HISTORY

This Policy has been approved by the PLS Board and will be reviewed by Management every two years and amended as required.

ESTABLISHED:	26 May 2021
LAST REVIEWED:	27 March 2024
FREQUENCY	Every two years