



ArcelorMittal

ARCELORMITTAL SOUTH AFRICA LIMITED

(Incorporated in the Republic of South Africa)

(Registration number: 1989/002164/06)

Share code: ACL

ISIN: ZAE000134961

("ArcelorMittal South Africa" or "the Company")

2021 GRANT IN TERMS OF LONG-TERM INCENTIVE PLAN

Shareholders are hereby notified of the 2021 conditional award of shares (grant) in terms of the company's Long-Term Incentive Plan ("LTIP"), pursuant to paragraph 3.92 read with paragraphs 3.63 to 3.66 of the JSE Limited ("JSE") Listings Requirements.

The LTIP has been established in line with the requirements of the JSE and was created as a mechanism to reward and retain management effectively and link remuneration to performance of the company. It is therefore linked to performance of the Company and is 60% performance based in respect of senior executives and 50% for other executives and management.

The grant has a vesting period of 3 years and the 2021 grant will vest on 27 May 2024. The grants have been approved and issued by the board and accordingly, clearance to deal provided.

GRANT TO DIRECTORS AND PRESCRIBED OFFICERS

Pursuant to directors and prescribed officers accepting the 2021 grant and participating in terms of the LTIP Rules, the following information is disclosed:

Director:	Hendrik Jacobus Verster
Company:	ArcelorMittal South Africa Limited
Class of securities:	Ordinary shares
Date of acceptance of grant:	27 May 2021
Number of LTIP shares:	1 635 269
Grant price:	R4.99
Total value of transaction:	R8 159 992
Nature of transaction:	Off market acceptance of LTIP grant in terms of Scheme Rules
Nature of interest:	Direct beneficial

Prescribed Officer:	Sedick Achmat
Company:	ArcelorMittal South Africa Limited
Class of securities:	Ordinary shares
Date of acceptance of grant:	27 May 2021
Number of LTIP shares:	368 738
Grant price:	R4.99
Total value of transaction:	R1 840 003
Nature of transaction:	Off market acceptance of LTIP grant in terms of Scheme Rules
Nature of interest:	Direct beneficial

Prescribed Officer:	Mohamed Adam
Company:	ArcelorMittal South Africa Limited
Class of securities:	Ordinary shares
Date of acceptance of grant:	27 May 2021
Number of LTIP shares:	539 058
Grant price:	R4.99
Total value of transaction:	R2 689 899
Nature of transaction:	Off market acceptance of LTIP grant in terms of Scheme Rules
Nature of interest:	Direct beneficial

Prescribed Officer:	Jacobus Frederick Swart
Company:	ArcelorMittal South Africa Limited
Class of securities:	Ordinary shares
Date of acceptance of grant:	27 May 2021

Number of LTIP shares: 423 617
Grant price: R4.99
Total value of transaction: R2 113 849
Nature of transaction: Off market acceptance of LTIP grant in terms of Scheme Rules
Nature of interest: Direct beneficial

Prescribed Officer: Jacobus Petrus Stephanus Olivier
Company: ArcelorMittal South Africa Limited
Class of securities: Ordinary shares
Date of acceptance of grant: 27 May 2021
Number of LTIP shares: 577 154
Grant price: R4.99
Total value of transaction: R2 879 998
Nature of transaction: Off market acceptance of LTIP grant in terms of Scheme Rules
Nature of interest: Direct beneficial

Prescribed Officer: Werner Venter
Company: ArcelorMittal South Africa Limited
Class of securities: Ordinary shares
Date of acceptance of grant: 27 May 2021
Number of LTIP shares: 370 533
Grant price: R4.99
Total value of transaction: R1 848 960
Nature of transaction: Off market acceptance of LTIP grant in terms of Scheme Rules
Nature of interest: Direct beneficial

Prescribed Officer: Jacques Kotze
Company: ArcelorMittal South Africa Limited
Class of securities: Ordinary shares
Date of acceptance of grant: 27 May 2021
Number of LTIP shares: 384 258
Grant price: R4.99
Total value of transaction: R1 917 447
Nature of transaction: Off market acceptance of LTIP grant in terms of Scheme Rules
Nature of interest: Direct beneficial

Prescribed Officer: Gavin Anthony Griffiths
Company: ArcelorMittal South Africa Limited
Class of securities: Ordinary shares
Date of acceptance of grant: 27 May 2021
Number of LTIP shares: 180 361
Grant price: R4.99
Total value of transaction: R900 001
Nature of transaction: Off market acceptance of LTIP grant in terms of Scheme Rules
Nature of interest: Direct beneficial

Prescribed Officer: Vasco De Jesus Mendes De Sousa
Company: ArcelorMittal South Africa Limited
Class of securities: Ordinary shares
Date of acceptance of grant: 27 May 2021
Number of LTIP shares: 122 645
Grant price: R4.99
Total value of transaction: R611 999
Nature of transaction: Off market acceptance of LTIP grant in terms of Scheme Rules
Nature of interest: Direct beneficial

Prescribed Officer: Tamsanqa Sydney Didiza
Company: ArcelorMittal South Africa Limited
Class of securities: Ordinary shares
Date of acceptance of grant: 27 May 2021
Number of LTIP shares: 115 431
Grant price: R4.99
Total value of transaction: R576 001
Nature of transaction: Off market acceptance of LTIP grant in terms of Scheme Rules
Nature of interest: Direct beneficial

Prescribed Officer:	Aldrich Craig Louis
Company:	ArcelorMittal South Africa Limited
Class of securities:	Ordinary shares
Date of acceptance of grant:	27 May 2021
Number of LTIP shares:	65 137
Grant price:	R4.99
Total value of transaction:	R325 034
Nature of transaction:	Off market acceptance of LTIP grant in terms of Scheme Rules
Nature of interest:	Direct beneficial

GRANT TO GENERAL LTIP PARTICIPANTS

Pursuant to 82 employees (LTIP participants) accepting the 2021 grant and participating in terms of the LTIP Rules, the following information is disclosed:

Company:	ArcelorMittal South Africa
Class of securities:	Ordinary shares
Date of acceptance of allocation:	27 May 2021
Number of LTIP shares:	6 155 086
Grant price:	R4.99
Total value of transaction:	R30 713 879
Nature of transaction:	Off market acceptance of LTIP grant in terms of Scheme Rules
Nature of interest:	Direct Beneficial

Vanderbijlpark Works
27 May 2021

For further information please contact:

Mr Tami Didiza: Corporate Communications
Tel: (016) 889 4100

Company Secretary: FluidRock Co Sec (Pty) Ltd

Sponsor to ArcelorMittal South Africa Limited

Absa Bank Limited (acting through its Corporate and Investment Banking division)

