

EXXARO RESOURCES LIMITED

Incorporated in the Republic of South Africa

(Registration Number: 2000/011076/06)

JSE share code: EXX

ISIN code: ZAE000084992

ADR code: EXXAY

Bond Code: EXX05

ISIN No: ZAG000160334

(Exxaro)

SHARE TRANSACTIONS

In terms of paragraphs 3.63 to 3.65 of the JSE Limited Listings Requirements, notice is hereby given that prescribed officers and a director of major subsidiaries of Exxaro received and accepted conditional awards granted in terms of the Long-Term Incentive Plan scheme (LTIP scheme), after having received clearance to do so in terms of paragraph 3.66 of the JSE Limited Listings Requirements.

LTIP performance period:

The vesting of the LTIP awards is conditional upon the achievement of Exxaro group performance targets over a period of 3 years (01/04/2023 to 01/04/2026)

Class of share:

LTIP Ordinary Shares

Nature of interest:

Direct Beneficial

Option strike price:

R0.00

Date of transaction:

1 May 2023

Vesting date:

1 April 2026

Vesting period:

3 years

Name:

Mr AS De Angelis

Position:

Prescribed officer: Exxaro

LTIP award

19 822

Name:

Mr JG Meyer

Position:

Prescribed officer: Exxaro

LTIP award

26 308

Name:

Mr MI Mthenjane

Position:

Prescribed officer: Exxaro

LTIP award

24 608

Name:

Mr MR Walker

Position:

Director of major subsidiaries: Exxaro Coal (Pty) Ltd,

Exxaro Coal Mpumalanga (Pty) Ltd and Exxaro

International Trading AG

LTIP award

20 088

Given that this was a receipt and exercise of conditional awards, no on- or off-market trades took place.



POWERING POSSIBILITY

Andiswa Ndoni
GROUP COMPANY SECRETARY

2 May 2023

Lead Equity and Debt Sponsor

Absa Corporate and Investment Bank, a
division of Absa Bank Limited



Joint Equity Sponsor

Tamela Holdings Proprietary Limited



exxaro

POWERING POSSIBILITY