

## 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 a major subsidiary 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.

<b>LTIP performance period:</b>	<b>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)</b>
<b>Class of share:</b>	<b>LTIP Ordinary Shares</b>
<b>Nature of interest:</b>	<b>Indirect Beneficial</b>
<b>Option strike price:</b>	<b>R0.00</b>
<b>Date of transaction:</b>	<b>3 May 2023</b>
<b>Vesting date:</b>	<b>1 April 2026</b>
<b>Vesting period:</b>	<b>3 years</b>
<b>Name:</b>	Mr M Vetu
<b>Position:</b>	Prescribed officer: Exxaro
<b>LTIP award</b>	24 271
<b>Name:</b>	Mr ML Ramashilabele
<b>Position:</b>	Director of major subsidiary: Exxaro Coal Mpumalanga (Pty) Ltd
<b>LTIP award</b>	19 371
<b>Name:</b>	Mr PK Masia
<b>Position:</b>	Prescribed officer: Exxaro
<b>LTIP award</b>	42 264

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

**Andiswa Ndoni**  
**GROUP COMPANY SECRETARY**

4 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