



2 December 2025

South32 Limited
(Incorporated in Australia under the *Corporations Act 2001* (Cth))
(ACN 093 732 597)
ASX / LSE / JSE Share Code: S32; ADR: SOUHY
ISIN: AU000000S320
south32.net

SOUTH32 APPOINTS NEW DIRECTOR

South32 Limited (ASX / LSE / JSE: S32; ADR: SOUHY) (South32) today announces the appointment of independent Non-Executive Director, Geoff Healy, to the South32 Board.

Geoff will join the Board on 2 December 2025 and seek election by shareholders at the 2026 Annual General Meeting.

Geoff has more than 30 years' experience within the professional services and natural resources industries. He is currently a Senior Advisor at Boston Consulting Group (BCG), having previously served as Managing Director and Partner where he co-led BCG's Climate and Sustainability practice across Australia and New Zealand. Prior to BCG, Geoff was Chief Legal Counsel and Chief External Affairs Officer at BHP, serving as a member of its Executive Leadership Team for more than seven years. He was also a Partner at Herbert Smith Freehills Kramer for 16 years and a member of the firm's Global Council before joining BHP in 2013.

South32 Chair Karen Wood said "I am delighted to welcome Geoff to the South32 Board. He brings extensive strategy, legal, risk and external affairs experience across a wide array of complex corporate and regulatory environments that will be valuable to how we govern.

"Heading into our second decade, it's important we balance our Board with the right mix of skills and expertise. I am confident that the Board will benefit greatly from Geoff's unique insights as we work to sustainably reshape our business with a focus on commodities critical to the world's energy transition."

An Appendix 3X 'Initial Directors' Interest Notice' is attached.

ENDS

Geoff Healy biography

Geoff Healy has more than 30 years' experience in the professional services and natural resources industries. He is currently a Senior Advisor at BCG.

Mr Healy has held various leadership roles, including as Managing Director and Partner at BCG, and as Chief Legal Counsel and Chief External Affairs Officer at BHP. He has also been a member of the Board of the Grattan Institute, a leading Australian not-for-profit public policy think tank.

Prior to BHP, Mr Healy was a Partner at Herbert Smith Freehills Kramer (formerly Herbert Smith Freehills) for 16 years where he specialised in corporate crises and served on the firm's Global Council.

He is based in Australia and holds a Bachelor of Laws and a Bachelor Economics from the University of Sydney.

About us

Our purpose is to make a difference by developing natural resources, improving people's lives now and for generations to come. We are trusted by our owners and partners to realise the potential of their resources. We produce minerals and metals critical to the world's energy transition from operations across the Americas, Australia and Southern Africa and we are discovering and responsibly developing our next generation of mines. We aspire to leave a positive legacy and build meaningful relationships with our partners and communities to create brighter futures together.

Investor Relations

Ben Baker**T** +61 8 9324 9363**M** +61 403 763 086**E** Ben.Baker@south32.net

Media Relations

Jamie Macdonald**T** +61 8 9324 9000**M** +61 408 925 140**E** Jamie.Macdonald@south32.net

Further information on South32 can be found at www.south32.net.

Approved for release to the market by Graham Kerr, Chief Executive Officer
JSE Sponsor: The Standard Bank of South Africa Limited
2 December 2025

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Rule 3.19A.1

Appendix 3X

Initial Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/9/2001.

Name of entity	South32 Limited
ABN	84 093 732 597

We (the entity) give ASX the following information under listing rule 3.19A.1 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Geoffrey Edward HEALY
Date of appointment	2 December 2025

Part 1 - Director's relevant interests in securities of which the director is the registered holder

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Number & class of securities
Nil

Part 2 – Director's relevant interests in securities of which the director is not the registered holder

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Name of holder & nature of interest Note: Provide details of the circumstances giving rise to the relevant interest.	Number & class of Securities
N/A	N/A

+ See chapter 19 for defined terms.

Appendix 3X

Initial Director's Interest Notice

Part 3 – Director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	N/A
Nature of interest	N/A
Name of registered holder (if issued securities)	N/A
No. and class of securities to which interest relates	N/A

JSE Sponsor: The Standard Bank of South Africa (Pty) Ltd
2 December 2025

+ See chapter 19 for defined terms.