

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 Issuer code: EXXI

(Exxaro)

SHARE TRANSACTIONS

In terms of paragraphs 6.77 to 6.80 of the JSE Limited (**JSE**) Listings Requirements, notice is hereby given that the following executive directors, prescribed officers & directors of major subsidiary and group company secretary of Exxaro received and accepted conditional awards in terms of the Long-Term Incentive Plan (**LTIP**), after having received clearance to do so in terms of paragraph 6.83 of the JSE 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 (01/01/2026 to 31/12/2028). The performance conditions include performance targets for growth in Return on Capital Employed (ROCE), Total Shareholder Return (TSR) and achievement in Environmental, Social and Governance (ESG).
Class of share:	Exxaro Ordinary Shares
Nature of transaction:	Off market award in terms of the LTIP Scheme
LTIP Nature of interest:	Indirect Beneficial
Option strike price:	R0.00
Award date:	01 April 2026
Vesting date:	01 April 2029
Vesting period:	3 years from award date
Acceptance date:	28 April 2026
Name:	Mr B Magara
Position:	Executive Director & CEO: Exxaro Resources Limited
LTIP award:	129 367
Name:	Mr PA Koppeschaar
Position:	Executive Director & FD: Exxaro Resources Limited
LTIP award:	51 630
Name:	Mr S Govender
Position:	Prescribed Officer: Exxaro Resources Limited
LTIP award:	22 626
Name:	Mr JG Meyer
Position:	Prescribed Officer: Exxaro Resources Limited
LTIP award:	25 920



POWERING POSSIBILITY

Name: Ms NM Monareng
Position: Prescribed Officer: Exxaro Resources Limited
LTIP award: 21 630

Name: Ms RC Shirindza
Position: Prescribed Officer & Director of major subsidiaries: Exxaro Resources Limited/ Exxaro Coal (Pty) Ltd
LTIP award: 34 680

Name: Mrs MH Nana
Position: Group Company Secretary: Exxaro Resources Limited
LTIP award: 12 703

Name: Mr MR Walker
Position: Director of major subsidiaries: Exxaro Coal (Pty) Ltd and Exxaro International Trading AG
LTIP award: 19 864

Name: Ms ZZ Hlophe
Position: Director of major subsidiary: Exxaro Coal (Pty) Ltd
LTIP award: 5 477

MH Nana
GROUP COMPANY SECRETARY

28 April 2026

Lead Equity and Debt Sponsor
Absa Corporate and Investment Bank, a
division of Absa Bank Limited



Joint Equity Sponsor
Tamela Holdings Proprietary Limited

