

EXXARO RESOURCES LIMITED

Incorporated in the Republic of South Africa

(Registration Number: 2000/011076/06)

JSE share code: EXX

ISIN: ZAE000084992

Bond issuer code: EXXI

ADR code: EXXAY

("Exxaro" or the "Company" or the "Group")

CHANGES TO THE BOARD

In compliance with paragraph 6.71 of the JSE Limited Listings Requirements and paragraph 6.42 of the Debt and Specialist Securities Listings Requirements, shareholders are hereby advised that following a thorough recruitment and nomination process, in accordance with the Company's Nominations Policy, the board of directors of Exxaro ("Board") has approved the appointment of the following non-executive directors:

Ms Shireen Naidoo is appointed as an independent non-executive director and member of the Risk and Business Resilience Committee and Social, Ethics and Responsibility Committee, with effect from 1 July 2026.

Ms Naidoo is an independent sustainability and ESG advisor and experienced board member with over 30 years of expertise in the health and safety environment, sustainability, and corporate governance. Ms Naidoo is recognised as a leader in sustainability reporting and ESG strategy and has extensive international experience advising organisations on ESG frameworks, sustainability disclosures, environmental rehabilitation provisions, and responsible banking principles. She currently serves on the boards of FirstRand Limited, RMB Holdings Limited advisory board, and the National Business Initiative and is a member of leading sustainability and governance forums, including the International Council on Mining and Metals (ICMM's) Independent Expert Review Panel.

Shareholders are further advised that Ms Kefilwe Bopape was nominated as a shareholder representative of Eyesizwe RF (Pty) Ltd to the Board. After appropriate consideration, the Board is pleased to announce the appointment of Ms Kefilwe Bopape as a non-executive director and member of the Social, Ethics and Responsibility Committee, with effect from 1 July 2026.

Ms Bopape, currently the Head of Department of the National Movement of Rural Women ("NMRW"), is a strategic and impact-driven leader with diverse experience across community development, management and research, and social entrepreneurship. Holding an MBA from the University of Johannesburg and having a background in Industrial Sociology, she has expertise in strategy, governance, stakeholder engagement, and programme design. Ms Bopape brings a unique ability to bridge business objectives with meaningful social impact. She advocates for inclusive development, youth and women empowerment, systems improvement, and building meaningful partnerships that advance sustainability, social investment, and long-term community resilience.

The Board confirms that fit and proper assessments were undertaken on Ms Naidoo and Ms Bopape, incorporating an investigation into the background of each of them, including independent verifications of qualifications, and the Board is satisfied with the outcome of these assessments. There are no positive statements in either of their directors' declarations regarding integrity information.

The Board takes pleasure in extending a warm welcome to Ms Naidoo and Ms Bopape and looks forward to their valuable contribution to the Group.

The Board considers succession planning and board refreshment as a key element for a sustainable company.

1 July 2026

M Nana
Group Company Secretary
Exxaro Resources Limited
Pretoria



Lead Sponsor to Exxaro
Resources Limited
Absa Corporate and Investment
Bank, a division of Absa Bank
Limited



Joint Equity Sponsor to Exxaro
Resources Limited
Tamela Holdings Proprietary
Limited

