



## **ARCELORMITTAL SOUTH AFRICA LIMITED**

(Incorporated in the Republic of South Africa)

(Registration number: 1989/002164/06)

Share code: ACL ISIN: ZAE000134961

("ArcelorMittal South Africa" or "the Company")

### **VESTING AND SETTLEMENT: LONG TERM INCENTIVE PLAN ("LTIP")**

Shareholders are advised that the LTIP has been established in line with the requirements of the JSE and was created as a mechanism to reward and retain management effectively and link remuneration to performance of the Company. It is also linked to performance of the Company and is 100% performance based in respect of senior executives and 50% for other executives and management.

The settlement method in terms of the LTIP Rules is the purchase of shares on the market and delivery of the shares to participants, unless participants opt to sell shares, in which event such shares are sold and the cash paid to the participants, subject to tax obligations. Shareholders are further advised that pursuant to the settlement process in respect of the vesting of the LTIP in 2021, the results are as set out herein.

No vesting for senior executives occurred.

### **GENERAL LTIP PARTICIPANTS**

Pursuant to 97 general LTIP participants in 2016 accepting the allocation of grants and participating in terms of the LTIP Rules, such grant has vested on 20 October 2021 in respect of the shares of management employees who are not prescribed officers and settled as follows:

Company:	ArcelorMittal South Africa
Class of securities:	Ordinary shares
Date of settlement:	5 November 2021
Number of LTIP shares:	823 936
Share Price:	R6.19 (VWAP of traded shares)
Lowest price per security:	R6.19 cents per security
Highest price per security:	R6.19 cents per security
Total value of transaction:	R5 100 163.84
Nature of transaction:	Settlement of LTIP Grant in terms of LTIP Rules and on-market sale of shares
Nature of interest:	Direct beneficial
Clearance obtained:	Yes

Vanderbijlpark Works  
10 November 2021

For further information please contact:  
Mr Tami Didiza: Corporate Communications  
Tel: (016) 889 4100

**Company Secretary:** FluidRock Co Sec (Pty) Ltd

### **Sponsor to ArcelorMittal South Africa Limited**

Absa Bank Limited (acting through its Corporate and Investment Banking division)

