



## **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")**

### **2022 GRANT IN TERMS OF LONG-TERM INCENTIVE PLAN**

Shareholders are hereby notified of the 2022 conditional award of shares (grant) in terms of the company's Long-Term Incentive Plan ("**LTIP**"), pursuant to paragraph 3.92 read with paragraphs 3.63 to 3.66 of the JSE Limited ("**JSE**") Listings Requirements.

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 therefore linked to performance of the company and is 67% performance based in respect of the CEO, 50% performance based in respect of senior executives and 32% performance based for management.

It has a vesting period of 3 years after the date of the conditional award of shares (grant). The grants have been approved and issued by the board and accordingly, clearance to deal provided.

### **GRANT TO DIRECTORS AND PRESCRIBED OFFICERS**

Pursuant to directors and prescribed officers accepting the 2022 grant and participating in terms of the LTIP Rules, the following information is disclosed:

Director:	Hendrik Jacobus Verster
Company:	ArcelorMittal South Africa Limited
Class of securities:	Ordinary shares
Date of acceptance of grant:	11 August 2022
Number of LTIP shares:	1 059 816
Grant Price:	R6.15
Total value of transaction:	R6,520,497
Nature of transaction:	Off market acceptance of LTIP Grant in terms of Scheme Rules
Nature of interest:	Direct beneficial

Prescribed Officer:	Gaurav Nagpal
Company:	ArcelorMittal South Africa Limited
Class of securities:	Ordinary shares
Date of acceptance of grant:	11 August 2022
Number of LTIP shares:	489 262
Grant Price:	R6.15
Total value of transaction:	R3,010,175
Nature of transaction:	Off market acceptance of LTIP Grant in terms of Scheme Rules
Nature of interest:	Direct beneficial

Prescribed Officer:	Jacobus Petrus Stephanus Olivier
Company:	ArcelorMittal South Africa Limited
Class of securities:	Ordinary shares
Date of acceptance of grant:	11 August 2022

Number of LTIP shares: 373 898  
Grant Price: R6.15  
Total value of transaction: R2,300,400  
Nature of transaction: Off market acceptance of LTIP Grant in terms of Scheme Rules  
Nature of interest: Direct beneficial

Prescribed Officer: Mohamed Adam  
Company: ArcelorMittal South Africa Limited  
Class of securities: Ordinary shares  
Date of acceptance of grant: 11 August 2022  
Number of LTIP shares: 354 238  
Grant Price: R6.15  
Total value of transaction: R2,179,442  
Nature of transaction: Off market acceptance of LTIP Grant in terms of Scheme Rules  
Nature of interest: Direct beneficial

Prescribed Officer: Werner Venter  
Company: ArcelorMittal South Africa Limited  
Class of securities: Ordinary shares  
Date of acceptance of grant: 11 August 2022  
Number of LTIP shares: 297 597  
Grant Price: R6.15  
Total value of transaction: R1,830,960  
Nature of transaction: Off market acceptance of LTIP Grant in terms of Scheme Rules  
Nature of interest: Direct beneficial

Prescribed Officer: Jacobus Frederick Swart  
Company: ArcelorMittal South Africa Limited  
Class of securities: Ordinary shares  
Date of acceptance of grant: 11 August 2022  
Number of LTIP shares: 307 778  
Grant Price: R6.15  
Total value of transaction: R1,893,598  
Nature of transaction: Off market acceptance of LTIP Grant in terms of Scheme Rules  
Nature of interest: Direct beneficial

Prescribed Officer: Jacques Kotze  
Company: ArcelorMittal South Africa Limited  
Class of securities: Ordinary shares  
Date of acceptance of grant: 11 August 2022  
Number of LTIP shares: 270 915  
Grant Price: R6.15  
Total value of transaction: R1,666,799  
Nature of transaction: Off market acceptance of LTIP Grant in terms of Scheme Rules  
Nature of interest: Direct beneficial

Prescribed Officer: Sedick Achmat  
Company: ArcelorMittal South Africa Limited  
Class of securities: Ordinary shares  
Date of acceptance of grant: 11 August 2022  
Number of LTIP shares: 258 042  
Grant Price: R6.15

Total value of transaction: R1,587,598  
Nature of transaction: Off market acceptance of LTIP Grant in terms of Scheme Rules  
Nature of interest: Direct beneficial

Prescribed Officer: Gavin Anthony Griffiths  
Company: ArcelorMittal South Africa Limited  
Class of securities: Ordinary shares  
Date of acceptance of grant: 11 August 2022  
Number of LTIP shares: 182 926  
Grant Price: R6.15  
Total value of transaction: R1,125,449  
Nature of transaction: Off market acceptance of LTIP Grant in terms of Scheme Rules  
Nature of interest: Direct beneficial

Prescribed Officer: Tamsanqa Sydney Didiza  
Company: ArcelorMittal South Africa Limited  
Class of securities: Ordinary shares  
Date of acceptance of grant: 11 August 2022  
Number of LTIP shares: 83 088  
Grant Price: R6.15  
Total value of transaction: R511,197  
Nature of transaction: Off market acceptance of LTIP Grant in terms of Scheme Rules  
Nature of interest: Direct beneficial

Prescribed Officer: Susanna Margaretha van Wyk  
Company: ArcelorMittal South Africa Limited  
Class of securities: Ordinary shares  
Date of acceptance of grant: 11 August 2022  
Number of LTIP shares: 86 365  
Grant Price: R6.15  
Total value of transaction: R531,359  
Nature of transaction: Off market acceptance of LTIP Grant in terms of Scheme Rules  
Nature of interest: Direct beneficial

Vanderbijlpark Works  
12 August 2022

**For further information please contact:**

Mr Tami Didiza: Group Manager: Stakeholder Engagement and Communications  
Tel: (016) 889 4523

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

**Sponsor to ArcelorMittal South Africa Limited**

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

