Announcement Summary

Entity name

WHITEHAVEN COAL LIMITED

Date of this announcement

Friday December 08, 2023

The +securities the subject of this notification are:

☑ +Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
WHCAI	PERFORMANCE SHARE RIGHTS	2,146,110	01/12/2023

Refer to next page for full details of the announcement

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Part 1 - Entity and announcement details

1.1 Name of entity

WHITEHAVEN COAL LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ACN

Registration number

124425396

1.3 ASX issuer code

WHC

1.4 The announcement is

☑ New announcement

1.5 Date of this announcement

8/12/2023

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Part 2 - Issue details

2.1 The +securities the subject of this notification are:

☑ +Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

☑ has an existing ASX security code ("existing class")

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Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

WHCAI : PERFORMANCE SHARE RIGHTS

Date the +securities the subject of this notification were issued

1/12/2023

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

☑ Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

☑ Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Paul Flynn	CPU Share Plans Pty Limited, as trustee of the employee share trust for the Whitehaven Coal Limited Equity Incentive Plan, is the registered holder. Paul Flynn is the beneficiary of the securities.	533,651
Kevin Ball	CPU Share Plans Pty Limited, as trustee of the employee share trust for the Whitehaven Coal Limited Equity Incentive Plan, is the registered holder. Kevin Ball is the beneficiary of the securities.	161,702
Ian Humphris	CPU Share Plans Pty Limited, as trustee of the employee share trust for the Whitehaven Coal Limited Equity Incentive Plan, is the registered holder. Ian Humphris is the beneficiary of the securities.	156,189

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

For further details of the terms of the Rights, refer to Whitehaven's 2023 Remuneration Report and Notes to the Financial Statements contained in Whitehaven's 2023 Annual Report, accessible at: https://whitehavencoal.com.au/investors/asx-announcements/

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Any other information the entity wishes to provide about the +securities the subject of this notification

Each Right is a right to receive one fully paid ordinary share in the Company, subject to meeting vesting conditions and the terms of the Single Incentive Plan (SIP). The Rights were granted under the Whitehaven Equity Incentive Plan pursuant to the terms of the SIP.

Issue details

Number of +securities

2,146,110

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Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)

4.1 Quoted +Securities (Total number of each +class of +securities quoted)

ASX +security code and description	Total number of +securities on issue
WHC : ORDINARY FULLY PAID	836,600,784

4.2 Unquoted +Securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
WHCAI : PERFORMANCE SHARE RIGHTS	12,802,857

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Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

☑ No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

☑ No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

☑ Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

1,612,459

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

☑ N/A

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