For personal use only

23 October 2025

South32 Limited
(Incorporated in Australia under the *Corporations Act 2001* (Cth))
(ACN 093 732 597)
ASX / LSE / JSE Share Code: S32; ADR: SOUHY
ISIN: AU000000S320
south32.net

RETIREMENT OF DIRECTORS

South32 Limited (ASX / LSE / JSE: S32; ADR: SOUHY) (South32) advises that Mr Frank Cooper AO and Dr Ntombifuthi (Futhi) Mtoba have retired as independent Non-Executive Directors of South32 following our 2025 Annual General Meeting.

They have both been Non-Executive Directors since 2015, and Frank was also the inaugural Chair of our Risk and Audit Committee.

South32 Chair Karen Wood acknowledged that: "As founding Directors of South32, we have benefitted greatly from Frank and Futhi's contribution to South32 during its first decade.

"Frank has brought deep expertise in finance, accounting, compliance and risk management – providing steady leadership to help steer our strategy and capital management approach.

"Futhi's strong voice on corporate social responsibility has strengthened our approach to sustainability, and her knowledge of economics, combined with her South African perspective, has been important to our work in that country.

"Together, their work on the Board and its sub committees has been instrumental to how we govern. I would like to express my sincere gratitude, on behalf of the Board, to them for their leadership and service."

Appendix 3Z Final Director's Interest Notices are attached for both Frank and Futhi.

About us

Our purpose is to make a difference by developing natural resources, improving people's lives now and for generations to come. We are trusted by our owners and partners to realise the potential of their resources. We produce minerals and metals critical to the world's energy transition from operations across the Americas, Australia and Southern Africa and we are discovering and responsibly developing our next generation of mines. We aspire to leave a positive legacy and build meaningful relationships with our partners and communities to create brighter futures together.

Investor Relations		Media Relations	
Ben Baker		**Jamie Macdonald**	
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Further information on South32 can be found at www.south32.net.

Approved for release to the market by Graham Kerr, Chief Executive Officer
JSE Sponsor: The Standard Bank of South Africa Limited
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Rule 3.19A.3

Appendix 3Z

Final Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/9/2001.

Name of entity	South32 Limited
ABN	84 093 732 597

We (the entity) give ASX the following information under listing rule 3.19A.3 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of director	Frank Charles Cooper
Date of last notice	27 August 2018
Date that director ceased to be director	23 October 2025

Part 1 – Director's relevant interests in securities of which the director is the registered holder
In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Number & class of securities
Nil

+ See chapter 19 for defined terms.

Part 2 – Director's relevant interests in securities of which the director is not the registered holder

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Name of holder & nature of interest Note: Provide details of the circumstances giving rise to the relevant interest	**Number & class of securities**
Mr Cooper has an indirect interest in 128,010 ordinary shares in South32 Limited held by Mr Cooper and Mrs Maura Cooper as trustees of The Northmore Trust.	128,010 ordinary shares in South32 Limited.

Part 3 – Director's interests in contracts

Detail of contract	-
Nature of interest	-
Name of registered holder (if issued securities)	-
No. and class of securities to which interest relates	-

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Final Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/9/2001.

Name of entity	South32 Limited
ABN	84 093 732 597

We (the entity) give ASX the following information under listing rule 3.19A.3 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of director	Dr Ntombifuthi Temperance Mtoba
Date of last notice	28 April 2022
Date that director ceased to be director	23 October 2025

Part 1 – Director's relevant interests in securities of which the director is the registered holder
In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Number & class of securities
71,386 ordinary fully paid shares

+ See chapter 19 for defined terms.

Part 2 – Director's relevant interests in securities of which the director is not the registered holder

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Name of holder & nature of interest Note: Provide details of the circumstances giving rise to the relevant interest	**Number & class of securities**
Nil	Nil

Part 3 – Director's interests in contracts

Detail of contract	-
Nature of interest	-
Name of registered holder (if issued securities)	-
No. and class of securities to which interest relates	-

JSE Sponsor: The Standard Bank of South Africa (Pty) Ltd
23 October 2025

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