

**APPOINTMENT OF A PREFERRED SUPPLIERS LIST OF RECRUITMENT AGENCIES
FOR THE PROVISION OF RECRUITMENT PLACEMENT SERVICES TO EXXARO FOR A
PERIOD OF THREE (3) YEARS**

REFERENCE NUMBER: RecAgency/PSL/2025

NAME OF BU: EXXARO RESOURCES

DESCRIPTION OF ENQUIRY:

The purpose of this Expression of Interest (EOI) is to identify interested parties who can provide recruitment placement services to Exxaro, its subsidiaries and affiliates, on an ad-hoc basis. Qualifying prospective recruitment agencies will then be invited to partake in an RFQ (Request for Quotation) process.

SCOPE OF WORK:

Exxaro would like to invite suitable, qualified, and competent recruitment agencies to send proposals to be considered for inclusion on its preferred suppliers list, for the provision of recruitment services (hereinafter referred to as "Services") for a contract period of three (3) years. The recruitment agencies will be required to provide the Services to Exxaro, on an "as or when required" basis and Exxaro does not guarantee any specific volume of the Services.

CATEGORIES:

Including, but not limited to:

- Mining
- Engineering (Mechanical, Electrical, Civil)
- Geology
- Chemical/Metallurgy
- Industrial Engineering/Business Improvement
- Information Technology (IT)
- Finance
- Human Resources
- Supply Chain Management

- Legal
- Renewable Energy
- Sustainability (SHEQ)
- Business Development
- Marketing & Logistics
- Project Management
- Stakeholder Affairs & Communication
- Executive Search

HOW TO APPLY:

All interested parties should follow the following instructions:

- a) Register their company as a prospective supplier using the EOI Reference Number indicated above: <https://www.exxaro.com/suppliers#Prospective-Supplier>
- b) Existing suppliers do not complete point (a)
- c) Complete the Questionnaire: <https://forms.office.com/r/ceB43tfBDs>

ISSUED ON: 25 July 2025

DUE DATE & TIME: 01 August 2025 at 17:00

CONTACT:

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