

26 March 2021

ASX Release:

Update on 2018 LTIP Rights, 2018 STIP Rights and 2019 STIP Rights

2018 LTIP Rights

Reference is made to the Appendix 3B and announcement of Yancoal Australia Limited (the **Company**) dated 4 March 2019.

The Company notes that 383,135 performance share rights (**2018 LTIP Rights**) issued under the Company's 2018 long term incentive plan (**2018 LTIP**) vested on 31 December 2020 (**Vested 2018 LTIP Rights**).

On 23 March 2021, the Board determined that the cost target condition had been met, but the relative earnings per share condition had not been met. Accordingly, as approved by the Board, 40% of the 2018 LTIP Rights (being 153,254 2018 LTIP Rights) have vested and 60% of the 2018 LTIP Rights (being 229,881) have lapsed.

The Board has determined that to ensure that the Company is able to continue to comply with the public float requirement in respect of the Company's shares, the Vested 2018 LTIP Rights will not be settled by way of fully paid ordinary shares in the Company, but rather by way of a cash equivalent payment, to be calculated on the basis of the Company's share price on the ASX across a 20-day trading period spread 10 days prior to, and 10 days after, 26 February 2021.

All performance share rights issued under the 2018 LTIP have vested or lapsed as at the date of this announcement.

2018 STIP Rights

Reference is made to the Appendix 3B and announcement of the Company dated 4 March 2019, and to the announcement of the Company dated 13 March 2020.

The Company notes that 486,077 deferred share rights (**2018 STIP Rights**) issued under the Company's 2018 short term incentive plan (**2018 STIP**) vested on 1 March 2021 (**Vested 2018 STIP Rights**).

The Board has determined that to ensure that the Company is able to continue to comply with the public float requirement in respect of the Company's shares, the Vested 2018 STIP Rights will not be settled by way

of fully paid ordinary shares in the Company, but rather by way of a cash equivalent payment, to be calculated on the basis of the Company's share price on the ASX across a 20-day trading period spread 10 days prior to, and 10 days after, 26 February 2021.

All deferred share rights issued under the 2018 STIP have vested or lapsed as at the date of this announcement.

2019 STIP Rights

Reference is made to the Appendix 3G and announcement of the Company dated 1 April 2020.

The Company notes that 648,788 deferred share rights (**2019 STIP Rights**) issued under the Company's 2019 short term incentive plan (**2019 STIP**) vested on 1 March 2021 (**Vested 2019 STIP Rights**).

The Board has determined that to ensure that the Company is able to continue to comply with the public float requirement in respect of the Company's shares, the Vested 2019 STIP Rights will not be settled by way of fully paid ordinary shares in the Company, but rather by way of a cash equivalent payment, to be calculated on the basis of the Company's share price on the ASX across a 20-day trading period spread 10 days prior to, and 10 days after, 26 February 2021.

There remain on issue 648,793 deferred share rights issued under the 2019 STIP as at the date of this announcement. Those deferred share rights are due to vest on 1 March 2022.

END

Authorised for lodgement by Laura Ling Zhang, Company Secretary
Investor Relations Contact: Brendan Fitzpatrick, GM Investor Relations
Email: Brendan.Fitzpatrick@yancoal.com.au
Additional information about the company is available at www.yancoal.com.au