

Gender Pay Gap Report

We continue to build on the firm foundations created to not only close our gender pay gap but to ensure the workplace environment created is one where women can thrive. We make a positive difference in key areas, such as supporting those with family and carer responsibilities and standing up to domestic violence.

As at April 2022, women make up 55% of our UK HQ employees compared with 56% a year earlier, and female representation continues to increase across our total management population.

Our focus remains on areas such as talent acquisition, development, succession planning and mentoring as well as intersectionality so individuals not only get in but get on. Our actions are supporting our goal of having 33% female representation across our Executive Committee and those that report to it, remaining at 29% by the end of 2022, from 18% in 2017 when the UK gender pay gap legislation took effect.

We will continue to embed and focus our initiatives in those areas which will help us realise our vision of a truly inclusive workplace where everyone can thrive.

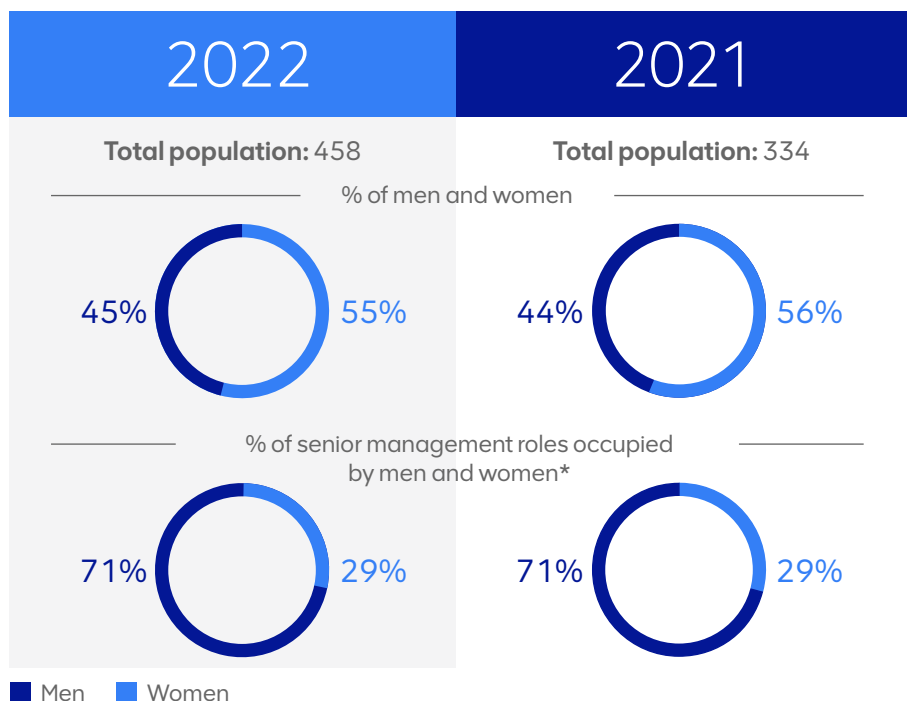


Duncan Wanblad
Chief Executive | Anglo American plc

Anglo American in the UK

Anglo American Services (UK) Limited is the UK company that has historically been the largest employer of Anglo American's UK workforce and is predominantly engaged in the provision of head office corporate services to Anglo American's global operations.

The following sets out the information required by the UK regulation for Anglo American Services (UK) Limited, as at 5 April 2022. **Our mean UK hourly pay gap of 39%** is primarily a function of the representation of men in the most senior management roles in our UK head office, as shown most clearly in the quartile analysis. On a global basis, **our gender pay gap⁽¹⁾ of 16.4%** reflects the far greater balance across the full breadth of our business activities.



⁽¹⁾ Weighted average gender pay gap of the guaranteed pay of those employees in Australia, Brazil, Chile, Singapore, South Africa and the UK who are subject to the Anglo American Group-wide reward structures.

* Senior Management is defined as Anglo American's Group Management Committee and the level of management reporting into that committee, based in the UK.

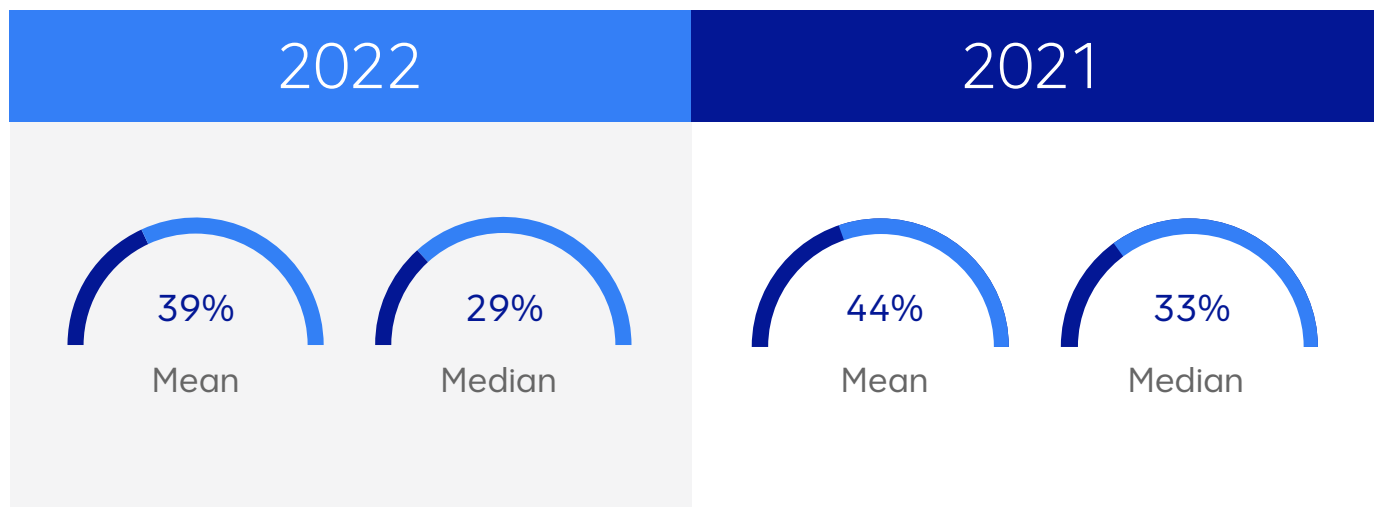
Metrics 1 and 2

Hourly pay gap

Anglo American is a global mining business, headquartered in the UK, and the majority of the senior leadership team is UK-based. The gaps shown below are largely attributable to the fact that more men than women are working in more highly paid, senior roles.

At the snapshot date of 5 April 2022, Anglo American Services (UK) Limited comprised of:

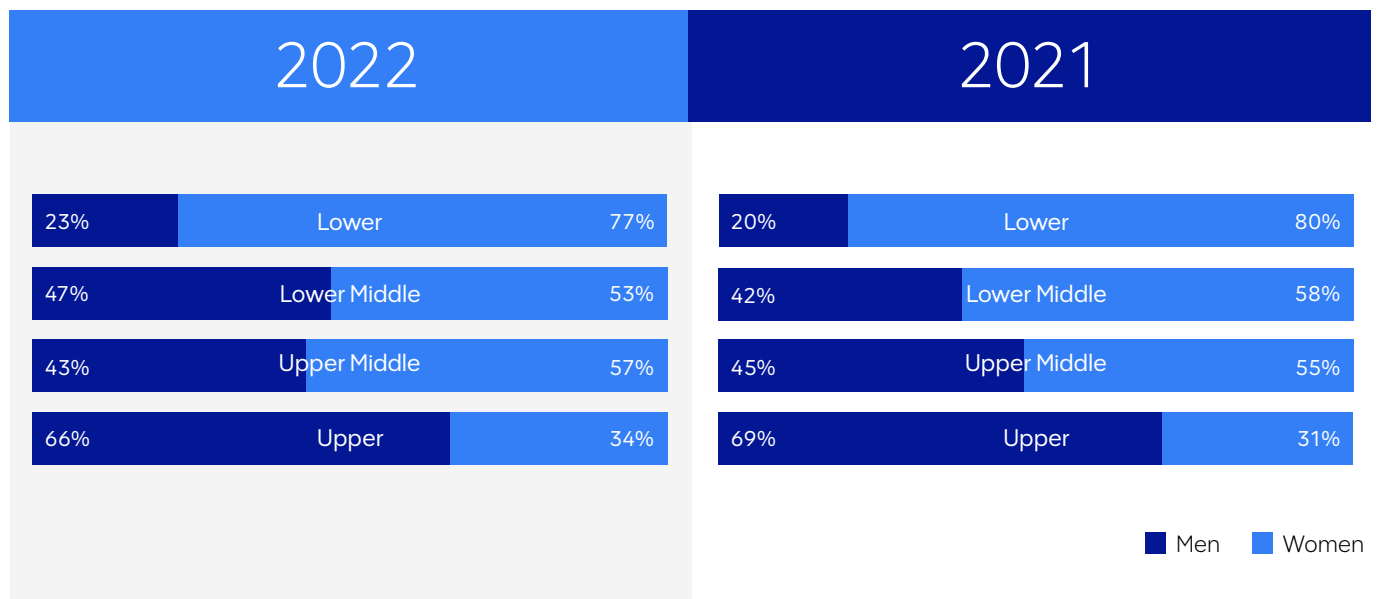
- A UK workforce of 458 employees of which **45% were men and 55% were women**;
- Although there has been a significant improvement over previous years, the proportion of women in the senior management population has remained the same year on year consisting of a substantially **higher proportion of men (71%) than women (29%)**;
- **A 39% mean and 29% median UK hourly pay gap.** (2021: 44% mean and 33% median).



Metric 3

Hourly pay gap ratios

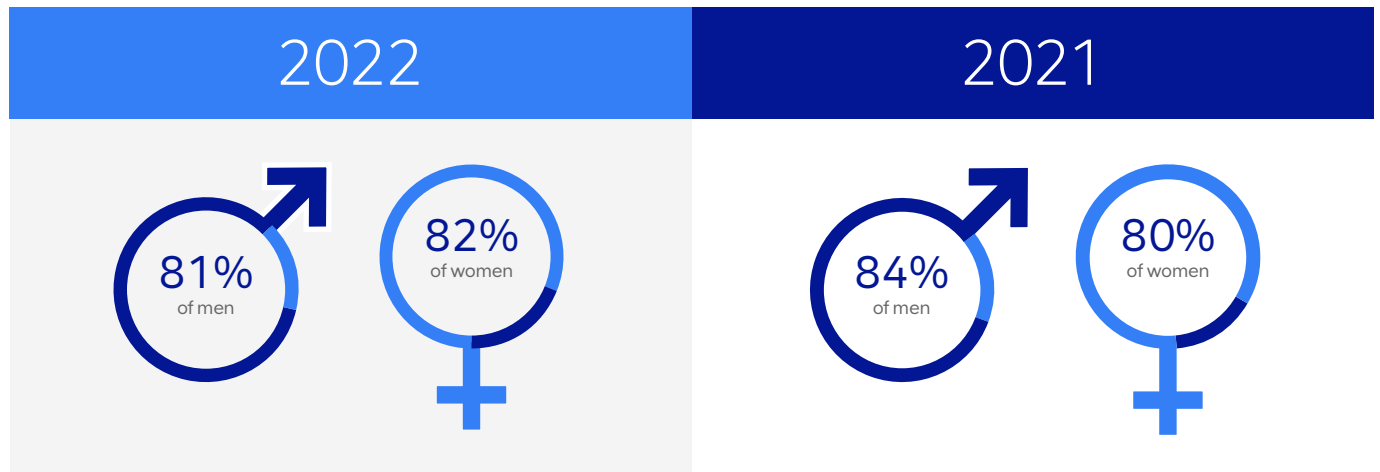
Metric 3 ranks Anglo American’s **458 UK employees’** hourly pay from lowest to highest and then splits the number of employees into equally sized groups. Reflecting the hourly pay gap described above, this chart shows that there has been an increase in the upper quartile, where the **percentage of women increased to 34%**, however, the **percentage of women in the upper middle quartile continued to increase year on year from 55% to 57%**. Proportionally there remains more male employees than female employees in the higher pay quartiles.



Metric 4

Proportion of employees awarded a bonus for 2022

Anglo American’s UK performance pay schemes operate irrespective of gender, with the majority of UK employees eligible to receive variable bonus pay during the year. **2022 saw 81% of male and 82% of female employees receive a bonus.**

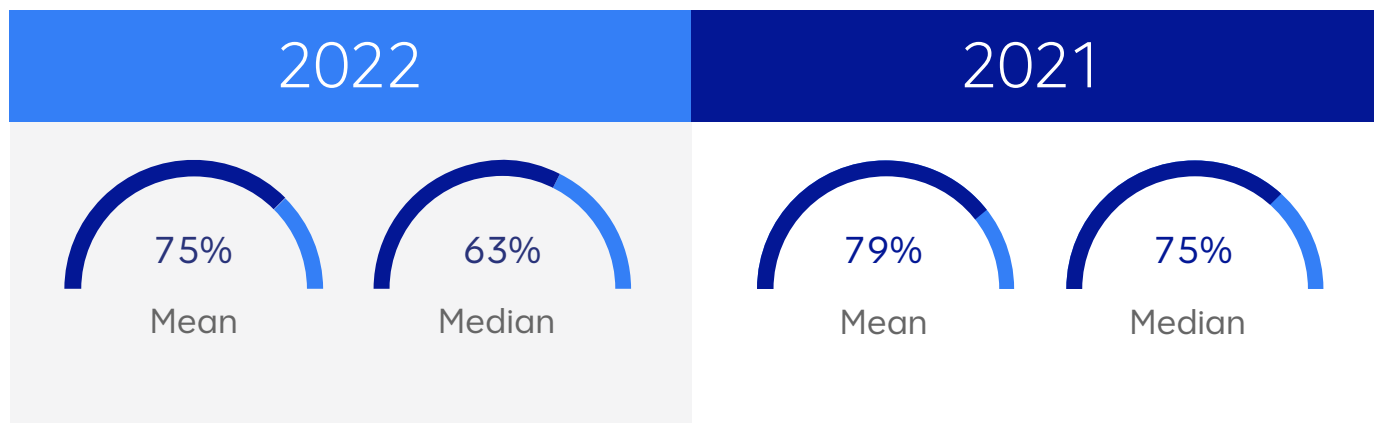


Note: The population for which bonus pay refers was 460, reflecting the different rules for the statutory reporting of hourly rate and bonus figures.

Metrics 5 and 6

Bonus pay gap

The factors driving the bonus pay gap are the same as for the hourly pay gap shown in metrics 1 and 2, being the imbalanced gender composition across the more senior roles in our UK headquarters. Variable performance pay structures for the most senior employees differ from those of the wider workforce, thereby further widening the gap. The decrease in the mean and median bonus pay gap for 2022 reflects the increasing proportion of female employees in more senior roles recognising there will be a lag given the vesting period for bonuses.



The UK Gender Pay Gap reporting requirement

The UK Gender Pay Gap reporting requirement is a regulation under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 that is designed to provide public transparency in relation to the difference between men’s and women’s earnings within a company. This regulation came into effect on 6 April 2017 and all UK registered companies that employ, in the UK, 250 or more people are required to disclose the specifically defined information by 4 April 2023. The source data for the required information must be

at the ‘snapshot date’ of 5 April 2022. Anglo American is confident that it complies with the UK’s Equal Pay legislation, which governs the right to equal pay between men and women for equal work. I confirm the data reported is accurate.

Richard Price
 Director | Anglo American Services (UK) Limited