

# Gender Pay Gap Report

Closing our Gender Pay Gap continues to be a priority for us – we understand that closing this gap reflects a culture where women are truly valued and can reach their full potential in the workplace.

We also know that a business where women are proactively supported to reach their full potential will be better performing and sustainable in the long-term.

Initiatives such as our Global Carers' Leave Policy; our Responding to Domestic Violence Policy; our Global Bullying Harassment and Victimisation Policy and training and awareness around inclusive recruitment all contribute towards this end.

Creating a workplace where women can thrive is part of our broader inclusion approach and we continue to monitor and address issues that are barriers to women's progression through our Inclusion and Diversity Policy and work.

As at April 2023, women made up 55% of our UK HQ employees, the same as in 2022 at the same point. Over the year, female representation continued to increase across our total mid-senior management population

and we were on target to achieve our year-end goal of 33% female representation. We remain committed to building representation across our Executive Committee and those who report to it, and this will be a priority in 2024.

We have made good progress and will continue to develop and embed initiatives designed to make a positive difference to women's experience in the workplace and help us to realise our vision of a truly inclusive workplace where everyone can thrive and contribute fully.

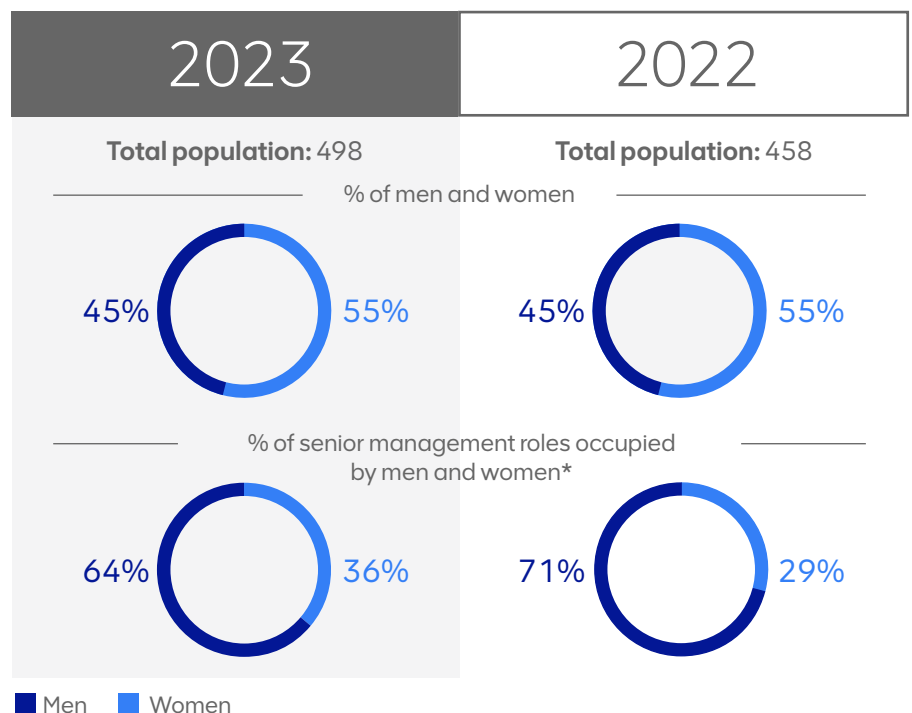


**Duncan Wanblad**  
Chief Executive | Anglo American plc

## Anglo American in the UK

Anglo American Services (UK) Limited is the UK company that employs the majority 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 2023. Our mean UK hourly pay gap of 32.4% is down 6.6% from 2022 and, while there has been improvement, the gap remains 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<sup>(1)</sup> of 16.4% reflects the far greater balance across the full breadth of our business activities.



<sup>(1)</sup> Weighted average gender pay gap of the basic pay of those employees in Australia, Brazil, Chile, Peru, 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**

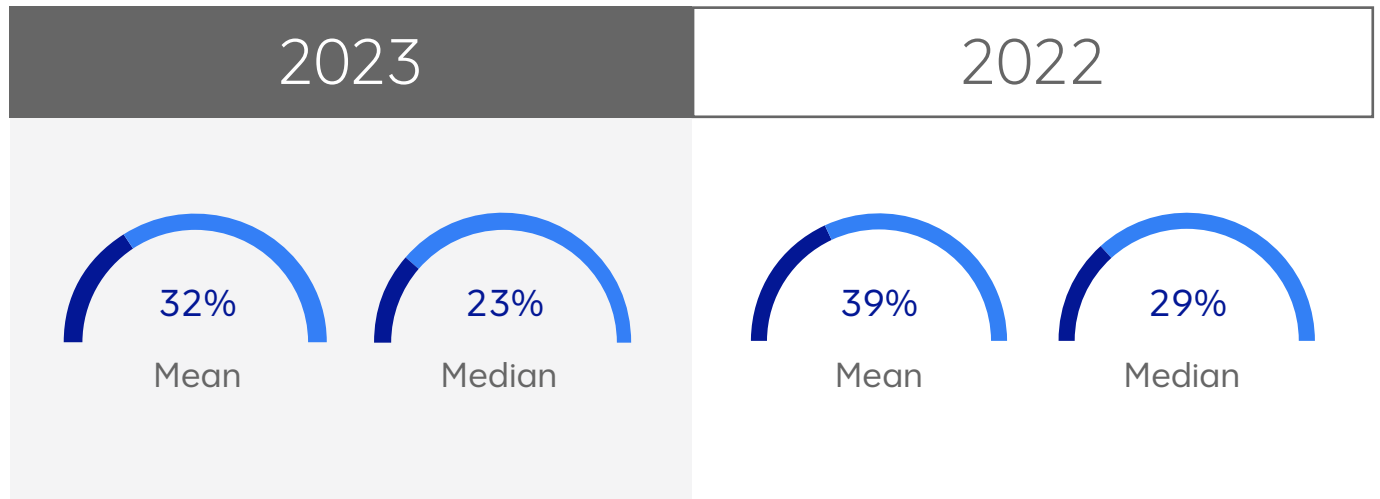
Hourly pay gap

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 2023, Anglo American Services (UK) Limited comprised of:

- A UK workforce of 498 employees of which 45% were men and 55% were women;

- Although there has been a significant improvement year-on-year, the senior management population was made up of a substantially higher proportion of men (64%) than women (36%);
- A 32% mean and 23% median UK hourly pay gap. (2019: 44% mean and 33% median)



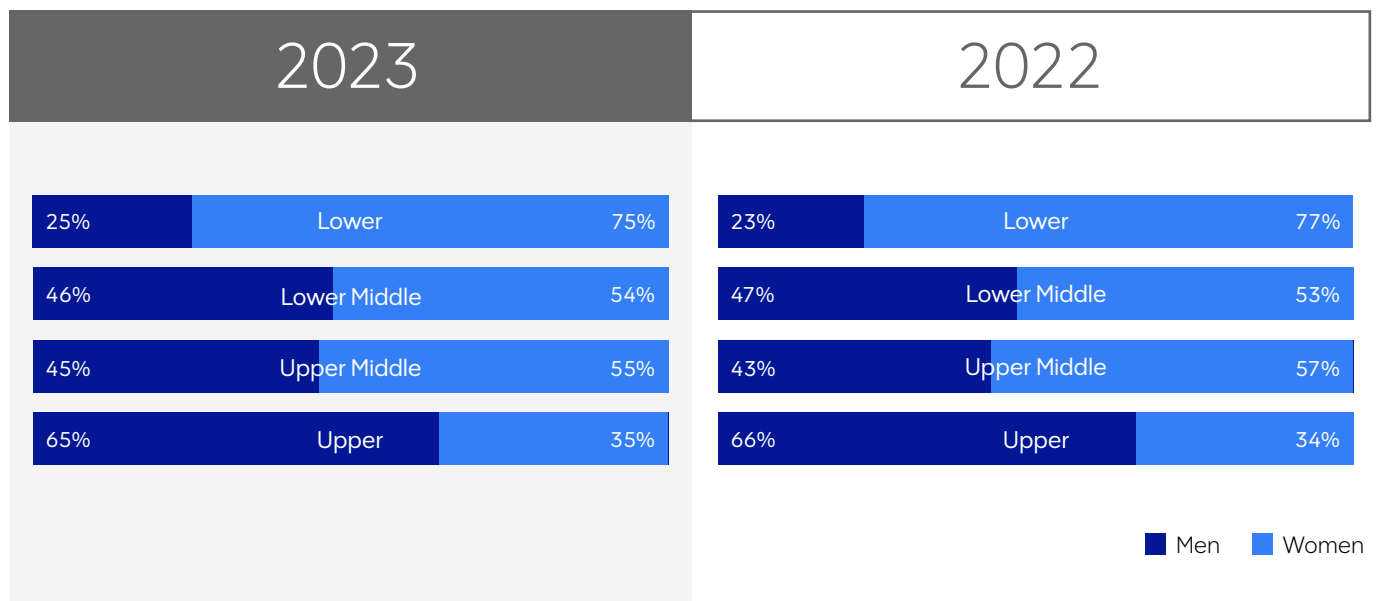
**Metric 3**

Hourly pay gap ratios

Metric 3 ranks Anglo American’s 498 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 35%, however, the percentage of women in the upper middle quartile decreased year on year from 57% to 55%. Proportionally there remains more male employees than female employees in the higher pay quartiles.

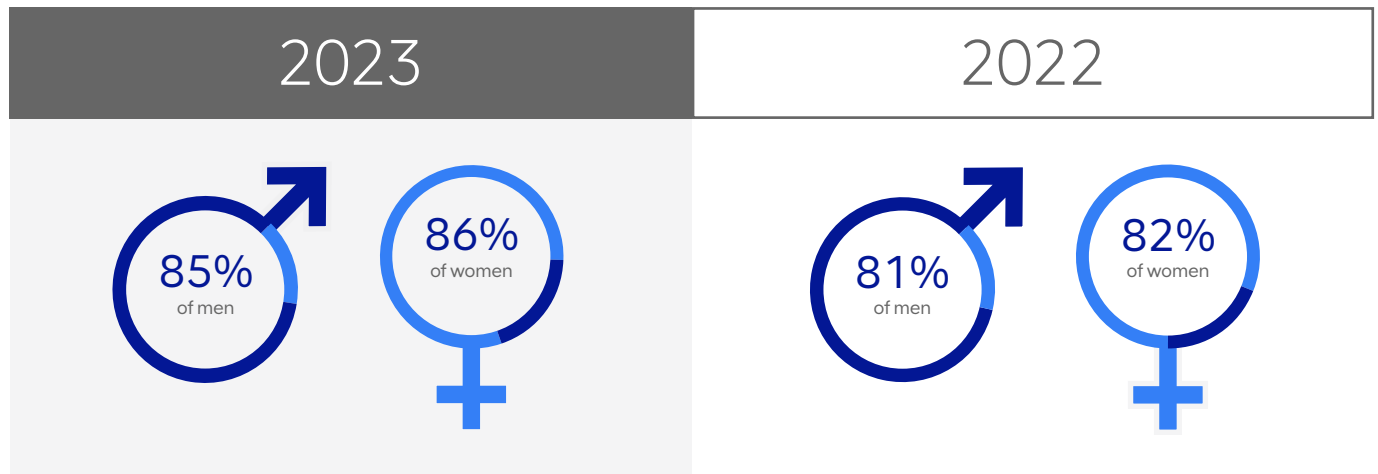


**Metric 4**

Proportion of employees awarded a bonus for 2023

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. 2023 saw 85% of male and 86% of female employees receive a bonus.



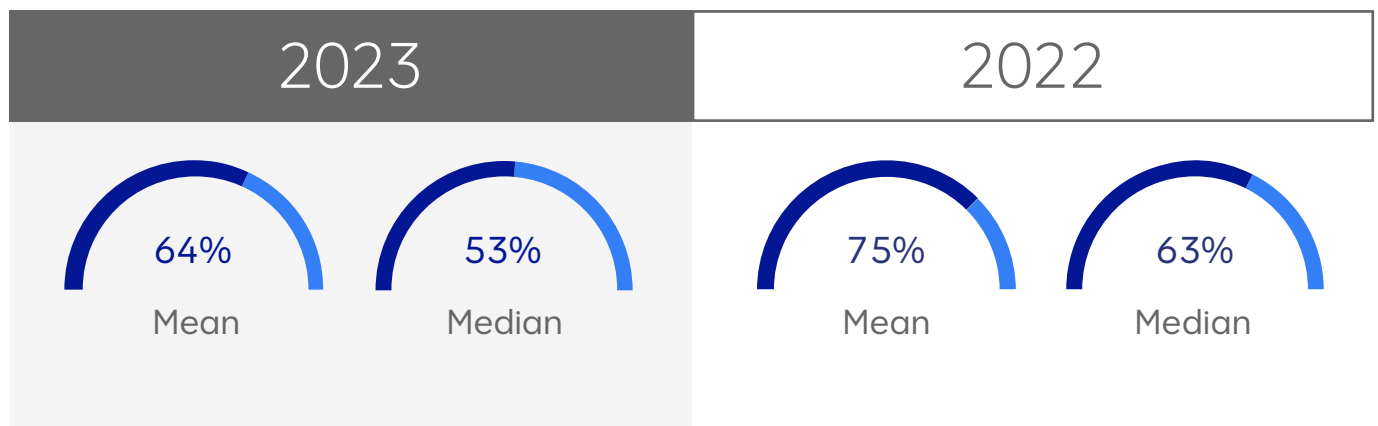
Note: The population for which bonus pay refers was 501 reflecting the different rules for the statutory reporting of hourly rate and bonus figures.

**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 2023 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 2024. The source data for the required information must be

at the ‘snapshot date’ of 5 April 2023. 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