
COMPLIANCE WITH THE INTERNATIONAL COUNCIL FOR MINING AND METALS ASSURANCE.

2022

As a member of the International Council on Mining and Metals (ICMM), Anglo American adheres to the ICMM Assurance Procedure. This statement sets out how we respond to the five Subject Matters contained within this Procedure. [The IBIS assurance report in the 2022 sustainability report page 93 contains their findings in respect of our response to the ICMM Assurance Procedure].

Alignment of Anglo American's policies to ICMM's 10 Sustainable Development Principles

ICMM requirement	Anglo American response
Principle 1 Implement and maintain ethical business practices and sound systems of corporate governance	During 2019, we launched our Purpose statement <i>Re-imagining mining to improve people's lives</i>. Linked to this work, our six values, Safety, Collaboration, Care and Respect, Integrity, Accountability and Innovation were given new definitions and rebranded. The Anglo American Code of Conduct outlines our approach to ethical business practices. In addition, the Anglo American Business Scorecard is designed to report on the Seven Pillars of Value. This is reported to the Board and goes beyond tracking financial metrics. In 2020, we supported this work further, with the creation of the Ethics, Transparency and Accountability Working Group (ETAWG). This group meets at least quarterly, and considers matters related to ESG and ethical business practices. We report key outcomes of sessions to the CorpCo.
Develop and implement company statements of ethical business principles, and practices that management is committed to enforcing. Implement policies and practices that seek to prevent bribery and corruption. Comply with or exceed the requirements of host-country laws and regulations.	During 2022, we carried out our biennial in-depth review and update of our Code of Conduct. Furthermore, we assessed and updated nearly 40% of the Group's material policies that underpin the Code of Conduct in line with their standard review cycle. The assessment process includes the subject matter experts performing policy risk management effectiveness reviews, facilitated by the Group's risk specialists and Ethical Business Conduct team, to ensure that the policies and associated implementation programmes remain fit for purpose. We continued improving our integrated Compliance Management System (CMS) which has been deployed to business units and Group functions. The CMS covers key topics such as business integrity, competition compliance, anti-tax evasion and data privacy. To further embed these topics and increase understanding and consistency across the Group, regional compliance workshops were held with the business units' compliance teams. The Audit Committee reviews and monitors the effectiveness of the company's arrangement to counter the risk of bribery and corruption, supported by the Group Compliance Committee that oversees the implementation of the CMS and provides strategic guidance and support where required.
Partner with governments, industry and other stakeholders to achieve appropriate and effective public policy, laws, regulations and procedures that facilitate the mining, minerals and metals sector's contribution to sustainable development within national sustainable development strategies.	Anglo American's commitment to work with stakeholders, including governments, is included in the Code of Conduct, Government Relations Handbook and the Social Way. Within the Sustainable Mining Plan, the vision of our policy advocacy stretch goal is to take a lead on issues that affect our business in a way that is collaborative and aimed at society's wider goals. We are members of the UN Global Compact, Extractive Industries Transparency Index (EITI), Voluntary Principles for Security and Human Rights, Initiative for Responsible Mining Index (IRMA), and the Responsible Jewellery Council. Examples of

issues we have tackled in the past are: HIV/AIDS, revenue transparency and human rights.

Anglo American has signed the Public Statement on Supporting Civic Freedoms, Human Rights Defenders and the Rule of Law, which was published by the Business Network on Civic Freedoms and Human Rights Defenders.

Principle 2

Integrate sustainable development considerations within the corporate decision-making process

Integrate sustainable development principles into company policies and practices.

FutureSmart Mining™ is Anglo American's innovation-led pathway to sustainable mining. Integral to our FutureSmart Mining™ approach is our Sustainable Mining Plan, designed to tackle the most pressing environmental and social challenges and changing how our employees and stakeholders experience Anglo American, in line with our Purpose.

Our site five-year sustainability plans are being integrated into our Life of Asset Plans and budgeting processes and implemented through integration with our Operating Model. In addition, we are integrating our Sustainable Mining Plan criteria into project design through the Investment Development Model.

Plan, design, operate and close operations in a manner that enhances sustainable development.

Implement good practice and innovate to improve social, environmental and economic performance, while enhancing shareholder value.

In 2021, we launched our refreshed Anglo American Safety, Health and Environment (SHE) Way V.2. The SHE Way, Social Way, Mine Closure Toolbox, Human Rights Policy and Investment Development Model are mandatory throughout the business and apply across all stages of the mining lifecycle.

A refreshed SHE Policy was published in 2022, which includes additional external SHE expectations and provides clarity on Group deliverables. Training on the SHE Policy was launched for connected employees through the internal Learn+ platform, and in-person training was rolled out through induction programmes and in-person learning across operations.

FutureSmart Mining™ is concerned with delivering step-change results in different areas: mining, processing, environmental impact and socio-economic development. It also involves a focus on shared value, including improved shareholder returns.

Our far-reaching Sustainable Mining plan, launched in 2018 as part of FutureSmart Mining™, commits us to a series of ambitious medium- and longer-term goals. These relate to three major areas of sustainability aligned to the UN's Sustainable Development Goals: trusted corporate leader (advocating for the highest standards of governance to drive transparency and trust in mining and mined products); Healthy Environment and Thriving Communities; and Trusted Corporate Leader.

Collaborative Regional Development recognises the limitations of companies acting in isolation to promote development in host communities, and the potential for collaboration to achieve more on a much larger scale.

The Sustainable Mining Plan requires operations and functions to develop and implement rolling five-year plans, which contribute to achieving the sustainable mining plan 2030 stretch goals and the associated critical foundations: Leadership and culture; Zero harm; Human rights; Inclusion and diversity; Group standards and processes; and Compliance with legal requirements.

The Social Way 3.0:

- Launched in 2020, the Social Way 3.0, includes reviewed and revised guidance previously in our award-winning Socio-Economic Toolbox manual and incorporates it into an integrated social performance management system.

	The Social Way 3.0 provides a governing policy, implementation toolkit and assurance framework for social performance for all Anglo American-managed sites, at all phases of development, and sets out clear requirements to: engage with affected and interested stakeholders; avoid, prevent and, where appropriate, mitigate and remediate adverse social impacts; and, maximise development opportunities. Human rights are integrated throughout the Social Way.
Encourage customers, business partners and suppliers of goods and services to adopt principles and practices that are comparable to our own.	The Anglo American Responsible Sourcing Standard for Suppliers articulates performance requirements. The standard addresses supplier compliance with local and applicable international regulations. The standard summarises key expectations of them in order to: protect the safety and health of their workforce; demonstrate the protection of the environment; respect all labour and human rights through their value chain; be good corporate citizens within the communities and regions where they operate; conduct business with the utmost integrity; and always act in a proper manner, fairly and lawfully.
Provide sustainable development training to ensure adequate competency at all levels among our own employees and those of contractors.	In the final quarter, we released the Code of Conduct online training to all connected staff. To date, 12,942 have completed the training. We also ran virtual face to face sessions for a targeted audience of 116 people on social investments and intermediaries. The Code addresses a range of matters relating to sustainable development. Training on individual matters is conducted on a risk basis. In 2022, 216 of suppliers completed self-assessment questionnaires. These suppliers were selected for engagements as they provide goods and services in categories with higher potential for risk. These risks relate to hazardous working conditions, working hours and a high volume of temporary workers employed. A limited number of third-part assessments were conducted as suppliers had provided documentation and attestations where risks were suspected. In 2023, follow up assessments will be conducted to ensure that identified risk areas have been adequately remediated.
Support public policies and practices that foster open and competitive markets.	Anglo American's commitment to work with stakeholders, including governments, is included in the Code of Conduct, Government Relations Handbook and Social Way. Our Code of Conduct, Business Integrity Policy, and Prevention of Corruption Procedures set out the conduct required in areas where bribery and corruption risk may be present. In 2018, we launched our accountability forums, which bring together NGOs, government and other stakeholders to engage on topics that they believe are important for us to address and take action upon. As part of our ongoing series of SDG accountability dialogues in the countries where we operate, in November 2022, we held a summit in South Africa focusing on SDG16: Peace, Justice and Strong Institutions. At the event, we consulted with external stakeholders – including local and national governments, NGOs, universities and other groups – about how we measure our contribution to the SDGs and to assess the potential for partnership. The SDG accountability dialogues help build a two-way accountability where we can share our opportunities for

learning and collaboration with our stakeholders and hold each other accountable to targets and commitments. We have also participated in the UN Global Compact Young SDG Innovators, a nine-month programme aimed at connecting the world's business leaders, policymakers, civil society and academia to take action on the SDGs. In South Africa, we had our 3rd cohort of participants, with UK and Brazil participating for the 2nd year.

Principle 3

Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities

Ensure fair remuneration and work conditions for all employees, and never use forced, compulsory or child labour. Implement policies and practices designed to eliminate harassment and unfair discrimination in all aspects of our activities.	Our commitment to respect human rights, as stipulated in our Human Rights Policy, includes recognition of all internationally recognised human rights, including the International Labour Organization (ILO) Core Labour Rights, and is aligned with the UN Guiding Principles on Business and Human Rights. We are committed to ensuring that every employee at Anglo American earns a fair wage, and we are confident that this principle is applied to all of our employees in each of our locations. The Anglo American Code of Conduct also addresses forced, compulsory or child labour, harassment and unfair discrimination. In 2019, this was supported by the launch of our Bullying, Harassment and Victimisation Policy. We are committed to eliminating all forms of bullying, harassment and victimisation across our organisation, through our global policy and Stand Up for Everyone campaign. We provide mandatory training for our colleagues to ensure they are aware of our zero-tolerance approach, are familiar with our reporting structures, and feel confident to act as inclusion and diversity advocates. We implement a performance-management and remuneration framework that is designed to reward our people based on their performance and recognised potential, giving equal emphasis to delivery and behaviour through a combination of short- and long-term incentives. To ensure accountability, our YourVoice confidential reporting service empowers employees, contractors, suppliers and other stakeholders to raise concerns anonymously about potentially unethical, unlawful or unsafe conduct or practices that conflict with our Values and Code of Conduct. YourVoice is operated by an independent multilingual whistleblowing service provider.
Engage constructively with employees on matters of mutual concern.	Our commitment to employee (and other) stakeholder engagement is included in our Code of Conduct and Human Rights Policy. In 2019, we established the Global Workforce Advisory Panel, in line with the 2018 Corporate Governance Code. Our Global Workforce Advisory Panel helps the Board to better understand the views of our workforce, in line with the recommendations of the UK Corporate Governance

	Code. The Panel is made up of employee representatives from each country where we have a significant presence. In 2022, the panel met twice – with the meeting held in November being in person for the first time since the start of the Covid-19 pandemic – and the panel chair, non-executive director, Marcelo Bastos, shared the key messages from those meetings with the Board. Our annual Global Colleague Survey was open throughout October 2022, with all colleagues eligible to take part. In November 2022, we shared the results from the survey with all colleagues, and the findings were presented to the Group Management Committee and the Board in January and February 2023, respectively. Almost 30,000 employees answered questions in the survey, which covered engagement, culture and values, physical and psychological safety, sustainability, purpose, leadership and inclusion and diversity. The survey suggested an employee engagement score of 90%.
Ensure all employees, including security personnel, are provided with appropriate training and guidance on cultural issues and human rights.	In our Human Rights Policy, we commit to actively communicating the policy, including awareness raising and training on human-rights-related issues. Code of Conduct training includes aspects of human rights. Specific security and human rights training is provided for security personnel and relevant employees. We believe it is of utmost importance to preserve the cultural heritage of our host communities, without exception. As we create shared benefit from resource development, we proactively manage any potentially adverse impacts that our activities may cause. We do this across our operations, working with custodians of the land on which we operate, to ensure that cultural heritage duties of care are closely adhered to. At a site level, the Social and Human Rights Impact and Risk Analysis (SHIRA) process required by our new social performance management system (Social Way 3.0) contributes to the ongoing identification, reporting and management of potential social and human rights impacts, aligned with UN Guiding Principles on Business and Human Rights requirements.
Minimise involuntary resettlement, and compensate fairly for adverse effects on the community where resettlement cannot be avoided.	Displacement and resettlement as a result of our activities is a complex and sensitive issue, which we handle in line with international best practice. As of 2020, as part of our changes to resettlement governance, we now treat all resettlement matters as capital investment projects. This means resettlement plans are subject to approval by the Investment Committee of the Board and receive appropriate assurance and review by senior leaders, supported by subject-matter specialists. With this strengthened governance in place, we are able to track instances where our life of asset plans may cause displacement and resettlement. This increases the robustness of our planning and preparation for execution, enabling us to improve and amend our technical projects to avoid resettlement and find alternative solutions. As well as treating all new resettlement projects as capital projects, we consult extensively with the affected parties seeking to improve their quality of life and livelihoods post-resettlement. Strict monitoring and evaluation enable us to take relevant corrective measures to ensure we meet our standards.

Respect the culture and heritage of local communities, including Indigenous Peoples.	Our approach to Indigenous Peoples is aligned with the ICMM Position Statement and outlined in the Social Way toolkit, <i>section 41 – Indigenous Peoples</i> and the relevant International Finance Corporation Performance Standards. Our cultural heritage performance expectations are included in the Social Way Policy and in a dedicated chapter in the Social Way Toolkit, as well as in the SHE Policy and SHE Way V2. To provide a check point against our requirements, we also engage annual third-party assessments.
---	---

Principle 4**Implement risk management strategies based on valid data and sound science**

Consult with interested and affected parties in the identification, assessment and management of all significant social, health, safety, environmental and economic impacts associated with our activities.

Inform any parties potentially affected by significant risks from operations and spell out the measures that will be taken to manage such risks effectively.

Develop, maintain and test effective emergency-response procedures in collaboration with potentially affected parties.

Regularly review and update risk-management systems.

The SHE Way and Social Way include requirements to engage with stakeholders on the identification, assessment and management of all significant sustainability risks associated with our activities. Stakeholder engagement requirements are also usually addressed in local legal requirements. Our materiality process evaluates matters that are of common material interest to our stakeholders and to our business. We consult with stakeholders to include their views in the materiality assessment.

Our approach to Emergency Preparedness and Response Planning is outlined in the Social Way toolkit, *section 4D* – Emergency Preparedness and Response Planning.

The Anglo American Operating Model and Operational Risk Management process ensure that continuous risk management is used to inform improved approaches to operational practices and risk management.

Principle 5**Seek continual improvement of our health and safety performance**

Implement a management system focused on continual improvement of the health and safety of employees, contractors and people in the communities where we operate.

The Anglo American SHE Way is aligned with OHSAS 18001 and is mandatory throughout the Group.

Take all practical and reasonable measures to eliminate workplace fatalities, injuries and diseases among employees and contractors.

The SHE Way is supported by mandatory performance standards (relating to, for example, fatal risks and hearing conservation) and operational safety improvement plans. A comprehensive account of measures taken by Anglo American to eliminate workforce fatal injuries is available in the 2022 Sustainability Report, including updates on operational risk management, revised technical standards; technology for safety initiatives; and the Elimination of Fatalities programme, which aims to address systemic safety risk areas across the Group.

The behaviours we expect of employees are now clearly articulated in our Values, and align to the vision of safe, responsible production.

Provide all employees with health and safety training, and require employees of contractors to undergo the same training.

All employees and contractors undergo safety training as required in the SHE Way and legal requirements in all operating geographies.

Implement regular health surveillance and risk-based monitoring of employees. Rehabilitate and re-integrate employees into operations following illness or injury, where feasible.

Risk-based medical surveillance is required at all operations, in line with the SHE Way and local legal requirements.

Our health programme involves measures to rehabilitate and re-integrate employees into operations following illness or injury, where feasible. This is in line with local legal requirements.

Principle 6**Seek continual improvement of our environmental performance**

Assess the positive and negative, the direct and indirect, and the cumulative environmental impacts, of new projects – from exploration to closure.	The assessment of the environmental impacts of new projects throughout the mining life cycle is a legal requirement in each of the countries where our operations are located. The Anglo American Mine Closure Toolbox provides additional, best practice, guidance on effective mine closure planning throughout the mining lifecycle. The investment development model includes sustainability criteria that need to be met at each stage-gate of a project.
Implement an environmental management system of continual improvement to review, prevent, mitigate or ameliorate adverse environmental impacts.	The Anglo American SHE Way is aligned with ISO 14001 and is mandatory throughout the Group.
Rehabilitate land disturbed or occupied by operations in accordance with appropriate post-mining land uses.	Local legal requirements require that land disturbed or occupied by operations is rehabilitated in accordance with appropriate post-mining land uses. Rehabilitating mines so that they leave a positive environmental legacy after closure is another important challenge. We launched a concurrent rehabilitation strategy in 2019, which is designed to establish Anglo American as a leader in land stewardship.
Provide for safe storage and disposal of residual waste and process residues.	The Anglo American Mineral Residue Standard is mandatory and addresses the matter of safe storage and disposal of mineral waste. Waste management is also subject to extensive legal compliance requirements. We are committed to contributing to the circular economy in our operations and an important component of that means being a leader in materials stewardship – where all materials, including those currently viewed as waste, are managed for the long term benefit of all stakeholders. Our intention is to focus on the hierarchy of waste management, with a special impetus on avoiding the production of waste in the first place and then in finding value where there was none. We are working towards the characterisation of all our mineral waste, which will provide us with a better understanding of how we can use it as a resource. We also developed a new Groupwide dashboard to account for non-mineral waste. Based on the experience of our PGMs business, we agreed a roadmap for the business to achieve zero waste to landfill, and developed a technical and communications toolkit based on the latest behavioural science.
Design and plan adequate resources to meet the closure requirements of all operations.	Local legal requirements dictate requirements around financial provisioning for closure requirements. The Mine Closure Toolbox offers best-practice guidance on the provision of adequate operational resources.

Principle 7**Contribute to conservation of biodiversity and integrated approaches to land-use planning**

Respect legally designated protected areas.	Anglo American respects legally designated protected areas as a standard aspect of legal compliance.
Disseminate scientific data on and promote practices and experiences in biodiversity assessment and management.	We have several partnerships with international and local biodiversity NGOs, with the express purpose of promoting best practices and experiences in biodiversity assessment and management. We have a formal memorandum of understanding with Fauna & Flora International at a global level (http://www.angloamerican.com/sustainability/approach-and-policies).
Support the development and implementation of scientifically sound, inclusive and transparent procedures for integrated approaches to land-use planning, biodiversity, conservation and mining.	The vision of the Sustainable Mining Plan is to deliver net positive impact across Anglo American through implementing the mitigation hierarchy and investment in biodiversity stewardship. The 2022 Anglo American Sustainability Report provides several examples of partnerships with NGOs and academic institutions on matters related to biodiversity.

Principle 8**Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products**

Advance understanding of the properties of metals and minerals and their lifecycle effects on human health and the environment. Develop and promote the concept of integrated materials management throughout the metals and minerals value chain. Provide regulators and other stakeholders with scientifically sound data and analysis regarding our products and operations as a basis for regulatory decisions. Support the development of scientifically sound policies, regulations, product standards and material choice decisions that encourage the safe use of mineral and metal products.	Our starting point in our product stewardship mission is to ensure regulatory compliance for products across our business. This includes implementation of the UN's Globally Harmonized System of Classification and Labelling of Chemicals, and the EU's Registration, Evaluation, Authorisation and Restriction of Chemicals, as well as variants emerging in other jurisdictions. We have also established new structures to ensure compliance in the UK, post-Brexit. We make sure to stay informed of any new or upcoming regulations, and actively engage with market stakeholders to ensure ongoing compliance in other regions and in other parts of the value chain – including transport and shipping. Our membership of industry associations, such as the International Council on Mining and Metals (ICMM), Eurometaux, the Nickel Institute, and the International Copper Association, also helps us in this endeavour. Adopting the IRMA Standard, in addition to our long-standing commitment to the Responsible Jewellery Council's (RJC) Code of Practice for our De Beers sites, will help us achieve our ethical value chains global stretch goal of ensuring that all operations undergo third-party assessments against recognised mine-certification systems by 2025. To date, we have now undergone third-party assurance audits at 11 of our operations. In 2022, we piloted joint IRMA and RJC certification audits of our Mototolo PGMs mine. We also completed the IRMA audits of the three other South African sites needed to meet our interim Sustainable Mining Plan target – Kolomela, Sishen and Amandelbult – as well as our Barro Alto and Minas-Rio sites. This adds to the previous certification at Unki. In addition, Venetia and Gahcho Kué have undergone RJC certification while our Los Bronces and El Soldado sites have adopted Coppermark certification while they wait to be assured against IRMA. This represents further progress on our Sustainable Mining Plan target of having all our operations undergo third-party audits against responsible mine certification systems and having our Responsible Sourcing Standard for Suppliers fully implemented by 2025. As more of our sites go through this process, it improves our ability to build an understanding of areas where we can continue to improve and take our ESG performance to the next level.
Conduct or support research and innovation that promote the use of products and technologies that are safe and efficient in their use of energy, natural resources and other materials.	We are engaging with stakeholders in the hydrogen ecosystem in several jurisdictions, including Europe, Asia, Africa, the Americas and Australia. We are also a member of various relevant interest groups promoting the hydrogen economy, as well as a founding and Board member of the global CEO-led initiative, the Hydrogen Council. The development of a hydrogen economy represents one of the key solutions for the decarbonisation of fossil-fuel intensive industries, including steel and transportation. For Anglo American, diesel used for vehicles and equipment, as well as transportation in our value and supply chains, is a major contributor to GHGs. To help us meet our climate ambitions, we are developing hydrogen solutions, such as our nuGen™ Zero Emissions Haulage Solution and the related supporting infrastructure. Anglo American is engaging with stakeholders in the hydrogen ecosystem around the world. In 2022, we continued to work with partners in government and the power sector in southern Africa on a renewable energy ecosystem. This initiative envisages the development of a hydrogen supply infrastructure

as part of a multi-factor solution that also includes solar and wind.

We are a member of various relevant interest groups promoting the hydrogen economy, as well as a founding and Board member of the global CEO-led initiative, the Hydrogen Council. We consult in a transparent manner with governments and civil society in Europe, southern Africa, South America, North America and the UK, as well as through multilateral organisations and industry groups.

We provided \$100 million, matched by South Africa's Public Investment Corporation, to set up an independent fund management business AP Ventures. The company funds start-up companies that develop technologies to meet the challenges of resources scarcity and the transition to new sources of energy.

In 2019, we introduced a Circular Economy programme, which is establishing a culture of learning and innovation around efficient and sustainable resource use – both within our operations and beyond in our value chains. Anglo American is proud to be a partner of The Circularity Accelerator, which supports start-ups that work in the circular economy area. Launched in 2020 as an evolution of the highly successful Circularity Awards programme, its second cohort ran in the first half of 2022 and its third is under way. The partnership is led by Accenture and supported by Anglo American, Ecolab and AWS (Amazon Web Services). Hosted digitally on UpLink, the World Economic Forum's platform for SDG innovation, the programme enables us to engage with some of the most innovative disruptors to help them overcome barriers to scale, and where possible, to identify areas for direct collaboration.

Principle 9

Contribute to the social, economic and institutional development of the communities in which we operate

Engage at the earliest practical stage with likely affected parties to discuss and respond to issues and conflicts concerning the management of social impacts.

Ensure that appropriate systems are in place for continual interaction with affected parties; ensure that minorities and other marginalised groups have equitable and culturally appropriate means of engagement.

Contribute to community development from exploration to closure in collaboration with host communities and their representatives.

Encourage partnerships with governments and non-governmental organisations to ensure that programmes (such as community health, education, and local business development) are well designed and effectively delivered.

Enhance social and economic development by seeking opportunities to address poverty.

Our commitment to, and process for, engaging with interested and affected parties, including vulnerable groups; contributing to community development throughout the project lifecycle; partnerships with relevant stakeholders; social impact assessments and poverty reduction, are included in the Social Way. Sites are also required to undertake human rights due diligence.

Collaborative Regional Development involves Anglo American acting as a facilitator and catalyst for change in the regions that host our operations. We look to form partnerships with other stakeholders to jointly identify and then deliver long-term social and economic development beyond our operations' immediate zones of influence.

Collaborative Regional Development is a critical enabler of the Sustainable Mining Plan goals related to our thriving communities pillar, which include goals for health, education and job creation.

Our approach to mine closure emphasises the need to manage our financial liabilities rigorously, work with stakeholders to address social impacts, and start rehabilitating mines while they are still active. Under our concurrent rehabilitation strategy, we are committed to reducing the backlog of our disturbed land that requires rehabilitation, during the lifetime of our current mines rather than after operations cease.

Our accountability forums foster partnerships with governments and NGOs. The focus of the forums links closely with the aims of the UNSDGs and the global stretch goals within our Sustainable Mining Plan.

Our activities in socio-economic development focus on enterprise development, supplier development and youth development. The aim is to deliver these programmes through community-based hubs, expert partners and closer collaboration with internal functions such as Supply Chain.

Our stretch goals for the Sustainable Mining Plan linked to the Thriving Communities pillar are available on page 8 of the 2022 Sustainability Report.

Principle 10

Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders

Report on economic, social and environmental performance and contribution to sustainable development.

Provide timely, accurate and relevant information.

Engage with and respond to stakeholders through open consultation.

Anglo American releases annual financial and sustainability reports within three months of year-end and hosts a biannual sustainability performance report-back by the chief executive.

Our website contains detailed disclosure on specific issues where they are material to our stakeholders:
<https://www.angloamerican.com/sustainability>

Our accountability stretch goals' vision is to transform the relationship between mines and communities, and wider society.

We also run a biannual global Sustainability Performance Day, where we share the work we are doing on sustainability in more detail with the investor and NGO community.

Alignment of Anglo American's sustainability policies to the ICMM's Position Statements

ICMM Principles for climate change policy design

Anglo American supports the ICMM's position statement on climate change and related work on implementing a global solution for managing a low-emissions economy, and its principles for climate-change policy design. We have a clear position on climate change in our business.

This is available for download at: <https://www.angloamerican.com/investors/annual-reporting>

Mining: Partnerships for Development Position Statement

Anglo American implements the requirements for the ICMM Partnerships for Development Position Statement through the Social Way, available at: www.angloamerican.com/sustainability/approach-and-policies

The 2022 Sustainability Report provides a detailed description of Anglo American's approach to socio-economic development. The report is available at: <https://www.angloamerican.com/investors/annual-reporting>

Transparency of Mineral Revenues Position Statement

Anglo American has voluntarily provided information about our tax payments on a country-by-country basis for the past 14 years. A detailed account of performance in this regard is available in our annual Tax and Economic Contribution Report, which will be available from 6 March 2023: <https://www.angloamerican.com/investors/annual-reporting>

Indigenous Peoples and Mining Position Statement

As a member of the ICMM, we committed to the 2013 ICMM Position Statement on Indigenous Peoples and Mining, which endorses the principles of Free, Prior and Informed Consent. This commitment is incorporated into our Social Way. Aligned with the Position Statement and our own policy, we accordingly seek the consent of Indigenous Peoples for all new projects (and changes to existing projects) that are located on lands traditionally owned by, or under customary use of, Indigenous Peoples and are likely to have significant adverse impacts on them.

Mining and Protected Areas Position Statement

In line with the Position Statement, Anglo American commits to respecting legally designated protected areas, and to not exploring or mining at any World Heritage sites. The biodiversity section of our Sustainability Report details our approach to environmentally sensitive areas and outlines how they address related risks and opportunities. A detailed site level overview is provided on page 61 of the 2022 Sustainability Report.

Preventing Catastrophic Failure of Tailings Storage Facilities

In December 2016, Anglo American signed up to the ICMM Position Statement on Preventing Catastrophic Failure of Tailings Storage Facilities, which sets out its members' approach to the governance of tailings storage facilities (TSFs) to minimise the risk of catastrophic failure of tailings facilities. The requirements of the Position Statement are addressed in the Anglo American Mineral Residue Technical Standard.

In 2022, we continued to work towards full implementation of the GISTM, while also working to develop and implement technological solutions, including enhanced and standardised control systems, across our operations. We publish detailed disclosures relating to TSFs, which can be found at:

<https://www.angloamerican.com/sustainability/tailings-summary/managing-tailings-safely>

Position Statement on Water Stewardship

In January 2017, the ICMM released a Position Statement on Water Stewardship, which sets out ICMM members' approach to water stewardship. Consistent with our commitment to align our water reporting with industry standards, water reporting is now fully consistent with ICMM water reporting guidelines.

Anglo American does not own any mines that produce mercury as a primary product.

Subject Matter 2

Anglo American's material sustainable development risks and opportunities form the basis of our review of the business and the views and expectations of our stakeholders.

Page 22 of the 2022 Anglo American Sustainability Report describe our approach to defining material matters and take into account the views and expectations of stakeholders.

Subject Matter 3

The existence and status of implementation of systems and approaches that Anglo American is using to manage each of the identified material sustainable development risks and opportunities.

Our sustainability standards are articulated in the Anglo American Safety, Health and Environment (SHE) Way, the International Government Relations Policy, and the Social Way. The policies and 'Ways' apply throughout the Group and set out the vision, principles, policies, management-system requirements and performance expectations for managing our core sustainability risks and opportunities. We also promote comparable standards in joint ventures and associate companies.

Group Technical Standards define the mandatory minimum requirements we set for managing a wide range of specific issues. In relation to sustainability, these include, for example, the management of water, energy, tailings storage facilities and various technical aspects of mining that relate to safety. Through our responsible-sourcing programme, we aim to ensure that those we do business with follow a set of minimum standards of responsible business conduct that are comparable to what we expect of ourselves.

The 'Way' documents, along with other key policies, tools and guidance documents, are available at: <https://www.angloamerican.com/sustainability/approach-and-policies>

Subject Matter 4

Anglo American's performance during the given reporting period for each (or a selection) of the identified material sustainable development risks and opportunities

A full account of Anglo American's performance in relation to the material issues identified is available at: <https://www.angloamerican.com/investors/annual-reporting>

A set of key performance indicators has been assured by IBIS. The assurance scope and opinion statement are available in the 2022 Anglo American Sustainability Report available at: <https://www.angloamerican.com/investors/annual-reporting>

Subject Matter 5

Anglo American's prioritisation process for the selection of assets for PE validation.

Prioritisation of sites to conform with the ICMM PEs will align with our prioritisation process to certify our mine sites in line with our IRMA / RJC and other mine certifications. Sites are prioritised in line with strategic initiatives as well as our own internal processes for risk and materiality assessments of each site. To mitigate additional work at sites, we will dovetail the work of mine certification bodies and ICMM PEs.