

COMPLIANCE WITH THE INTERNATIONAL COUNCIL FOR MINING AND METALS ASSURANCE.

2024

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 2024 sustainability report page 127 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

Develop and implement company statements of ethical business principles, and practices that management is committed to enforcing.

During 2019, we launched our Purpose statement *Re-imagining mining to improve people's lives*.

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. For more information on Code of Conduct please see <https://www.amgloamerican.com/code-of-conduct>

Our Business Integrity Policy sets out the standards of ethical business conduct that we require at every level within our business – including our subsidiaries and those joint operations we manage – in combating all types of corrupt behaviour. For non-managed joint ventures, we seek to influence the adoption of a framework commensurate with the requirements of our policies and procedures and, at a minimum, to comply with local laws and requirements. Industry associations of which we are a member are also required to align with our policy positions, or an equivalent approach

The Trusted Corporate Leader pillar of our Sustainable Mining Plan includes the area of ethical value chains that support and reinforce positive human rights and sustainability outcomes through our value chains. We require all our suppliers to comply at a minimum with all relevant laws and applicable industry regulations. We also expect them to meet Anglo American's policies, site requirements and other supply conditions, including those outlined in our Responsible Sourcing Standard. The standard sets out our conditions for working with our business. This includes our expectations of suppliers in relation to protecting the health and safety of workers and the environment, respecting labour, and human rights, contributing to thriving communities, and ethical business conduct. The Standard also clarifies steps that suppliers must take to comply with the standard.

Implement policies and practices that seek to prevent bribery and corruption.

Comply with or exceed the requirements of host-country laws and regulations.

The Compliance management system (CMS) is the framework used to implement key business integrity requirements, and we have an annual compliance programme to manage roll-out across Anglo American. Our compliance management programme covers topics such as bribery and corruption, competition compliance, tax evasion, data privacy, money laundering, and sanctions. We have a company-wide network of compliance co-ordinators to help implement and embed these topics and to improve employees understanding of them in a consistent manner. Our Ethical and Compliance team regularly engages with their network of colleagues across the business to provide guidance and support where required.

We use the CMS risk assessment process, trend and root-cause analyses, together with external best practice sources, to identify areas for improvement. Company-wide initiatives are then used to implement improvements that aim to manage our compliance-related risks.

In response to the new UK corporate criminal offence of 'failure to prevent fraud offence', we have launched fraud

risk assessments and related controls. Fraud risk management activities will be incorporated into our CMS as appropriate.

The Audit Committee reviews and monitors the effectiveness of the company's arrangement to counter the risk of bribery and corruption. The Audit Committee and executive leadership team is supported by the Group Compliance Committee in overseeing the implementation of an annual compliance management programme that supports building and sustaining a culture of compliance with business-integrity-related policy requirements.

During 2024, we received 1,376 reports through the YourVoice channel, a similar number to the 1,403 reports received in 2023. A total of 1,430 allegations were closed during the course of the year, which included intakes from prior years. Of the closed allegations, 22% were substantiated or partially substantiated.

All YourVoice reports are assessed and investigated as appropriate by a dedicated investigation team based across the Group. The team uses a standardised investigation framework. Appropriate actions were taken by management against substantiated allegations, in accordance with our policies, resulting in 176 sanctions against employees and contractors, which include 85 exits from the organisation. Our operating assets also run site-level grievance mechanisms to allow community and other external stakeholders to raise issues with us.

During 2024, we implemented a new policy management system, allowing employees to access more easily the documents with which they are expected to comply. The tool also supports policy owners in the management and communication of their documents. We also commenced a review of our suite of Group policies. This aims to simplify and repackage content, with the goal of making it easier for all stakeholders to navigate and grasp Anglo American's key ethical conduct positions and principles.

We continued to support embedding the policies across the business and functions responsible for their implementation. Inherent in the policy review process is the provision of advice and guidance on programme improvement opportunities. We regularly communicate our Values to our employees and provide training on the Code of Conduct and underpinning company policies. Anglo American is a signatory of the UN Global Compact and is committed to its 10 principles of business, including fighting corruption, extortion and bribery. We use our annual performance in the Business Conduct and Ethics categories of the Dow Jones Sustainability Index, and Sustainalytics, as an opportunity to benchmark best practice and continuously improve our internal processes and level of disclosure.

During the year, we developed and launched a new online training module on our Code of Conduct. The module covered the core elements of the Code of Conduct, including how our Values can be applied in action and how the decision-making tree can be used to navigate difficult situations. Learners worked through practical scenarios, showing how the Code can be applied and used to make the right decisions. By the end of 2024, 16,338 of our colleagues had completed the training. In September, we ran our annual Action for Integrity week, focusing on fraud. We created two videos and produced several interactive documents to increase understanding, including key red flags and case studies on the topic. We held an external speaker talk, offering a unique perspective on

fraud, culture and ethical decision making which more than 600 people attended.

We focused on upskilling our compliance co-ordinator network, running regular lunch-and-learn sessions across the different compliance topics to help keep knowledge up to date. We also developed several items of staff communication content throughout the year, on all our compliance areas. This content was released via our global communications channels.

Anglo American's commitment to collaborate 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, UN Guiding Principles on Business 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 are signatories to the World Economic Forum's Partnering Against Corruption Initiative, joining global businesses in a commitment to zero tolerance of corruption in any form.

We are a founding sponsor of the World Bank's Climate Smart Mining Initiative, which aims to support the application of a climate-smart approach to mining, especially in resource-rich developing countries.

Refer to page 117 of the 2024 Sustainability Report for more details on public policy engagement.

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.

Principle 2

Integrate sustainable development considerations within the corporate decision-making process

Integrate sustainable development principles into company policies and practices.

Anglo American's longstanding and holistic approach to sustainability, innovation and operating responsibly helps to build trust with our employees and stakeholders across society, reduces operational risk and delivers direct financial value for our business.

This approach is embedded in our strategy, from day-to-day operational decisions to portfolio choices, and we believe it is a prerequisite for sustainable value creation and integral to our DNA as a company. Our aim is to reliably and responsibly provide metals and minerals that are required to decarbonise our planet and that are also the building blocks of modern life – from housing to food – for ever more people. Our reputation as a responsible mining company supports our ability to access future resource development opportunities, both from the significant endowments within our business and more broadly – critical to delivering our growth ambitions – while also forming meaningful partnerships to deliver sustainability outcomes far beyond our own financial investments, for the benefit of our stakeholders.

Sustainability and innovation go hand in hand. By integrating our innovative approach to sustainability with our technical expertise, our FutureSmart Mining™ approach helps us reach our sustainability ambitions and deliver the significant growth opportunities in our portfolio, as well as others that we aim to secure over time. With many of the world's undeveloped resources sterilised due to environmental and community constraints, we continue to work on sustainable and innovative ways to unlock these opportunities – whether through how we engage communities using our Social Way framework, our innovative approach to delivering and measuring net-positive impact on biodiversity, or our use of technologies to reduce water and energy intensity – to further enhance these outcomes, with a focus on driving economic returns for our shareholders and to generate positive benefits for stakeholders.

Our Sustainable Mining Plan is integral to FutureSmart Mining™. Built around three global sustainability pillars, we are committed to operating responsibly with a clear focus on sustainability and the goals and ambitions we have set ourselves to help deliver a healthy environment, thriving communities and building trust as a corporate leader. We work together with our business partners and diverse stakeholders to unlock enduring value from precious natural resources for our shareholders, for the benefit of the communities and countries in which we operate, and for society as a whole.

Designed to be a flexible, living plan, we continue to evolve our Sustainable Mining Plan and optimise the delivery pathways as we learn and make progress and as technologies develop, while also ensuring it stays relevant and suitably stretching, in tune with our stakeholders' and employees' expectations for our business. We are refreshing the Sustainable Mining Plan to reflect Anglo American's future portfolio composition that was announced in May 2024. We continue to ensure that our sustainability ambitions remain relevant and that they deliver tangible value for our many stakeholders and we will set out an update when we have completed the review, likely only once the portfolio simplification has made further progress during 2025.

<p>Plan, design, operate and close operations in a manner that enhances sustainable development.</p> <p>Implement good practice and innovate to improve social, environmental, and economic performance, while enhancing shareholder value.</p>	<p>Our Sustainable Mining Plan outlines our strategic approach to sustainability and upholds our commitment to being stewards of the natural environment in which we operate. In particular, the Sustainable Mining Plan focuses on a mindset of causing zero harm to the environment; delivering a net positive impact (NPI) for biodiversity; and a lasting positive legacy for society. We look beyond what we can achieve alone, collaborating globally with a diverse range of partners to develop and implement sophisticated solutions that support our sustainability goals. We believe that delivering positive outcomes for the environment in turn delivers positive outcomes for people and our business. This is consistent not only with our Purpose and our Sustainable Mining Plan, but also with the UN SDGs and Kunming-Montreal Global Biodiversity Framework.</p> <p>Our approach prioritises the environment throughout the lifespan of our operations. We look at the entire ecosystem to understand the intertwining relationships of people, nature, climate, air, water, land, and the economy.</p> <p>Our Mine Closure Toolbox (MCT v3) is a structured, risk-based guidance tool for planning and managing any closures. It supports our operations to comply with the requirements of the Global Tailings Standard (GTS) for Mine Closure. It also covers social transition by embracing our Social Way, focusing on economic diversification, and establishing sustainable post-mining land uses while we are operating. During 2023, we reviewed and updated our mine closure standard to reflect regenerative solutions and align with evolving global regulatory processes.</p> <p>As an integral part of our Sustainable Mining Plan and in line with our Purpose, Collaborative Regional Development (CRD) addresses these needs by providing a partnership-based model designed to catalyse scalable and sustainable regional development in geographies where we see an opportunity to co-create development opportunities. Our CRD initiatives are designed to provide long-term job opportunities in communities independent of our mines, so they can prosper when an operation reaches the end of its lifecycle.</p>
<p>Encourage customers, business partners and suppliers of goods and services to adopt principles and practices that are comparable to our own.</p>	<p>Responsible sourcing prioritises ethical decision making when selecting and working with suppliers. We require all suppliers to comply with relevant laws and applicable industry regulations. We also expect them to meet Anglo American's policies, site requirements and other supply conditions, including those outlined in our Responsible Sourcing Standard for Suppliers.</p> <p>The standard includes expectations of suppliers with respect to protecting the health and safety of workers, protecting our environment, respecting labour and human rights, contributing to thriving communities, and conducting business fairly and ethically. It clarifies steps that suppliers must take to comply with our business requirements.</p> <p>The standard is supplemented by a due-diligence framework including supplier self-assessments, and third-party audits, which suppliers are required to participate in/complete as required. In addition, our framework supports the identification of potential risks, including unwanted safety events, industry-specific factors, specific</p>

country risks, nature of work/services provided, transaction volume, and expenditure profile.

For more information refer to page 122-125 of the 2024 Sustainability Report.

At Anglo American, we believe that every colleague should be properly trained and qualified to do their job safely and effectively.

As we look forward to the future requirements of the business, our integrated learning strategy is focused on promoting a learning culture. The ambition of the strategy is to build capable people who grow and develop each day. Three areas of focus support our learning strategy, namely: protecting the business; delivering excellent execution; and growing future skills.

Learn+, our main learning platform, offers a single, user-friendly interface that makes it easy for our employees to access a growing range of online learning resources. This learning experience platform feeds from other learning and development academies, with a focus on not only what people learn, but how learning can be delivered in the line of work, at the time of need.

Colleagues accessed 35,298 learning courses through My Learning during 2024, with a focus on non-role-specific skills. Courses taken included specialist technical, use-level technical, interpersonal and leadership skills development. In total, 913,578 learning-course completions, comprising e-learning, virtual classroom and classroom learning, were recorded on the global Learning Management System (LMS). These covered a full range of compliance, technical and non-technical courses, and represent a 50% increase vs 2023. This increase is driven by an improvement in completion rates and consolidation of learning records within the LMS.

Provide sustainable development training to ensure adequate competency at all levels among our own employees and those of contractors.

During the year, we developed and launched a new online training module on our Code of Conduct. The module covered the core elements of the Code of Conduct, including how our Values can be applied in action and how the decision-making tree can be used to navigate difficult situations. Learners worked through practical scenarios, showing how the Code can be applied and used to make the right decisions. By the end of 2024, 16,973 of our colleagues had completed the training.

In September, we ran our annual Action for Integrity week, focusing on fraud. We created two videos and produced several interactive documents to increase understanding, including key red flags and case studies on the topic. We held an external speaker talk with Tom Hardin (a global keynote speaker on behavioural ethics, compliance, organisational conduct and culture risk), offering a unique perspective on fraud, culture and ethical decision making which more than 600 people attended. We focused on upskilling our compliance co-ordinator network, running regular lunch-and-learn sessions across the different compliance topics to ensure knowledge is kept up to date. We also developed several staff communications throughout the year, on all our compliance areas, which were released via our global communications channels.

Refer to pg 43 of the Sustainability Report for details of 2024 training and upskilling activities.

Our public policy engagement, like all our activities, is aligned with our Code of Conduct. A set of internal guidelines also helps us to monitor and respond to society's expectations and demands.

For more information on our Code of Conduct: www.angloamerican.com/code-of-conduct

Anglo American's commitment to collaborate 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 act upon.

As part of our ongoing series of UN SDGs Accountability Dialogues in the countries where we operate, we held our seventh annual summit in South Africa in November 2024, focusing this time on Thriving Communities and, in particular, the support that mining can give to sustainable local economies, measuring our performance against the SDG targets. The event gathered external stakeholders, including industry colleagues, government officials, NGOs, community organisations and academia. The focus on thriving communities aligned well with Anglo American's purpose of re-imagining mining to improve people's lives, recognising that unemployment and skills development remain key challenges in South Africa.

We have also participated in South Africa in the UN Global Compact Young SDG Innovators, a nine-month programme aimed at connecting global business leaders, policymakers, civil society and academia to take action on the SDGs.

In Chile, we held our first Accountability Forum in November 2024. The focus was on water stewardship and glaciers, key issues for local stakeholders. The forum, convened and steered by a council of experts, with the collaboration of the Inter-American Development Bank, aims to generate wider transparency on how we monitor, communicate, and report key environmental data.

We are a founding sponsor of the World Bank's Climate Smart Mining Initiative, which aims to support the application of a climate-smart approach to mining, especially in resource-rich developing countries.

Our public policy engagement covers a range of issues, including the transition to a low-carbon economy and, therefore, climate change. This is particularly so in relation to the increased public discourse on the role of critical minerals for the low carbon transition. In 2024, our work has included membership of the experts' group of the UK's Transition Finance Market Review. The review provided policy advice around increasing the finance needed for a whole-of-economy transition to a lower-carbon world.

Support public policies and practices that foster open and competitive markets.

Principle 3

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

<p>Ensure fair remuneration and work conditions for all employees, and never use forced, compulsory or child labour.</p> <p>Implement policies and practices designed to eliminate harassment and unfair discrimination in all aspects of our activities.</p>	<p>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.</p> <p>As per The Anglo American Code of Conduct, we are committed to the International Labour Organisation's core labour rights, covering the right to freedom of association and collective bargaining, the right to equal remuneration for equal work, and a zero-tolerance approach to modern slavery, forced labour, child labour and unfair discrimination. 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 our employees in each of our locations.</p> <p>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. Our remuneration policy is competitive and we offer free shares to employees, as well as the opportunity to purchase further shares in the company through our share ownership schemes.</p> <p>Several successful wage agreements were concluded during 2024 at our businesses and operations, resulting in acceptable salary increases and productivity improvements.</p> <p>Refer to the Directors' remuneration report in the Integrated Annual Report for more information.</p> <p>The Anglo American Code of Conduct also addresses forced, compulsory or child labour, harassment, and unfair discrimination. The Code of Conduct is supported by the Bullying, Harassment and Victimisation Policy.</p> <p>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.</p> <p>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.</p>
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<p>Engage constructively with employees on matters of mutual concern.</p>	<p>Our commitment to employee (and other) stakeholder engagement is included in our Code of Conduct and Human Rights Policy.</p> <p>We take a decentralised approach to working with trade unions, works councils and other representative bodies, enabling our businesses to address specific issues and concerns affecting them. We continue to engage with IndustriALL, the global union federation, on topics such as health, safety and gender-based violence; our Sustainable Mining Plan and the UN Sustainable Development Goals; our Code of Conduct; and policy matters of shared interest. Following on from the success of the South African Tripartite Structure – a partnership between the mining regulator, organised labour, and industry councils to jointly address health and safety issues in the workplace, our Steelmaking Coal business launched a similar structure in March 2023</p> <p>In 2019, we established the Global Workforce Advisory Panel, in line with the 2018 Corporate Governance Code.</p> <p>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 currently made up of 12 employees, representing the countries where we have a significant presence. Panel members are nominated using agreed criteria set out in its terms of reference and selected to ensure representatives throughout the organisation are appropriately balanced across the areas of gender, ethnicity, age and seniority. In 2024, the panel met on three occasions – one of which was in person in South Africa – and the panel chair, non-executive director, Marcelo Bastos, shared the key messages from those meetings with the Board and Executive Leadership Team.</p> <p>We continued to engage with internal stakeholders through our Inclusion and Diversity Working Group. It is chaired on behalf of the Executive Leadership Team by Monique Carter, People & Organisation director, and features representatives from each Group function and business. The working group meets regularly to align our strategy across our operations and ensure that the voices of all colleagues are heard and valued.</p> <p>As part of our Colleague Insight Strategy, we run regular global surveys to identify areas where we can share best practice and where we need to do more to improve the employee experience; for example, to ensure that colleagues feel psychologically safe, cared for and respected. Inclusion index questions are included in our broader colleague surveys and pulse surveys to measure progress.</p>

	<p>In 2024, we reviewed our employee survey approach to focus more on engagement, culture and individual and manager accountability. The new approach and survey will be implemented in 2025. The aim is to enhance employee engagement and experience which is of particular importance as the business undergoes changes related to divestment and establishing the culture going forward. In future, we will report a new engagement score and Employee Net Promoter score.</p>
<p>Ensure all employees, including security personnel, are provided with appropriate training and guidance on cultural issues and human rights.</p>	<p>Our commitment to human rights is expressed through our being a signatory to the UN Global Compact and the Voluntary Principles on Security and Human Rights. We work with governments at all levels and other authorities to ensure human rights are understood and protected – for our workforce, the communities around our operations, and across our entire value chain.</p> <p>Consistent with our commitments, we have enshrined human rights as one of the critical foundations of our Sustainable Mining Plan. Respect for human rights is stated explicitly in our Code of Conduct and is reflected in our Values. Specific commitments are expressed in our Group Human Rights Policy, which is aligned with the UN Guiding Principles on Business and Human Rights (UNGPs).</p> <p>Our commitment to human rights is further expressed through our being a signatory to the UN Global Compact, the Voluntary Principles on Security and Human Rights, and the Business Network Commitment on Civic Freedoms and Human Rights Defenders.</p> <p>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.</p> <p>We completed the roll-out of tailored modules for certain functions – including, specifically, Marketing – to address risks related to their parts of the business. Training for security teams continued in line with operational requirements. Mandatory human rights training for all connected employees is undertaken every two years, with the next scheduled roll-out in 2025.</p> <p>For more information on Human and labour rights, refer to page 50 - 51 of the 2024 Sustainability Report.</p>
<p>Minimise involuntary resettlement and compensate fairly for adverse effects on the community where resettlement cannot be avoided.</p>	<p>Displacement and resettlement as a result of our activities is a complex and sensitive issue, which we strive to handle in line with international best practice. While we always seek to avoid or minimise resettlement caused by our activities to the extent possible, we have a number of ongoing and potential future resettlement projects.</p>

	<p>With strengthened governance in place, we are able to proactively identify instances where our long term asset strategies may cause future displacement and resettlement. The identification of a pipeline of potential land access needs, integrated into long term mine planning, creates an opportunity to change technical project designs earlier in the planning process. In this way, we can avoid resettlement and find alternative solutions where possible, reducing the impact on communities, and mitigating projects risks and costs.</p> <p>Where we can no longer avoid or further minimise displacement and resettlement, our standard on land access, displacement and resettlement – launched as part of the Social Way – increases the robustness of our planning and preparation for execution. We believe that this approach helps deliver improved quality of life outcomes for the involved communities.</p> <p>All new resettlement projects, regardless of the financial thresholds, are now treated as capital investment projects. This means resettlement planning is subject to rigorous and independently assured stage-gating and must be approved by the Investment Committee of the Executive Leadership Team. Each project undergoes thorough review by senior leaders, supported by subject-matter experts.</p> <p>Strategic land access and resettlement planning is in place at 14 of our managed sites – these processes were assessed against the Social Way requirements as part of the annual Social Way assurance process.</p> <p>Recognising the complexity of re-establishing livelihoods and achieving positive sustainable resettlement outcomes, we consult extensively with affected parties throughout the resettlement process. Continuous monitoring and evaluation enable us to take relevant corrective measures, as required, to ensure we meet our standards.</p> <p>The Social Way also defines guiding principles the operational and project teams must adopt during planning and implementation of resettlement projects. (https://socialway.angloamerican.com/en/toolkit/impact-and-risk-prevention-and-management/land-access-displacement-and-resettlement/introduction/about-land-access-displacement-and-resettlement)</p>
<p>Respect the culture and heritage of local communities, including Indigenous Peoples.</p>	<p>Anglo American recognise Indigenous Peoples have profound and distinct connections with their lands, territories and resources, and that these are tied to their physical, spiritual, cultural and economic well-being. We are committed to respecting the rights of Indigenous Peoples to participate meaningfully in decision making, particularly for activities that affect their lands, territories or resources. It is our intention to implement appropriate human rights due diligence, material engagement and consultation and to use these processes to establish equitable agreements with Indigenous Peoples, guided by the principles of free prior and informed consent (FPIC) – early and throughout the mining lifecycle.</p> <p>As the traditional owners and custodians of land and natural resources, cultural heritage protection is often a</p>

	<p>critical issue to Indigenous People, and we believe it is of utmost importance to preserve and protect the cultural heritage of all host communities. We aim to proactively manage any potentially adverse impacts that our activities may cause and, where there is an opportunity, to create shared benefit from resource development. We do this through working with custodians of the land on which we operate, to ensure we respect their cultural heritage and support them to enjoy its full value. Our Indigenous People and cultural heritage performance expectations are included in the Social Way Policy and in dedicated chapters in the Social Way Toolkit, as well as in the SHE Policy and SHE Way.</p> <p>As an ICMM member company, we have been an active participant in the development of the updated Indigenous Peoples Position Statement. We are active members of the ICMM's Indigenous Peoples Working Group and are committed to meeting its requirements to help ensure that member companies continue to implement a best practice approach in relation to Indigenous Peoples and their connections to cultural heritage.</p> <p>Each of our sites is required to identify, assess, and manage any adverse impacts on cultural heritage, throughout the asset lifecycle. To do this, they develop and implement a cultural heritage management plan. At a minimum, this plan must comply with national regulations and align with International Finance Corporation (IFC) Performance Standard 8 on Cultural Heritage. They are also required to put in place a chance-find procedure, in case a previously unknown heritage resource is encountered. To provide a checkpoint against our requirements, we engage annual third-party assessors.</p> <p>Third-party assurance of cultural heritage and indigenous rights performance is a requirement of any sites undertaking IRMA certification.</p>
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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.

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.

Anglo American has identified tailings dam failure as a principal risk, including the possibility of outer wall collapse or overtopping. Given the potential severity, we have categorised this as one of four catastrophic risks related to our operations. In endeavouring to achieve zero harm to the people and the environment, we are equipping our TSFs with on-site and remote sensing that gives additional early-warning time, and improving the stability of TSF structures through engineering measures such as buttressing. Emergency response exercises with relevant potentially affected communities have been conducted in all relevant locations. We also implement government capacity-building programmes for emergency management as needed. Refer to page 86 of the 2024 Sustainability Report: Bringing communities on board in emergency preparedness.

To further support the management of this risk, our site emergency management plans are regularly updated for each TSF. Feedback and input from local communities and government is sought in the development and updating of the plans.

The SHE Way and Social Way define requirements with regards to Emergency preparedness and response.

Regularly review and update risk-management systems.

The Anglo American Group Integrated Risk Management Policy outlines the high-level principles which direct the application of risk management with Anglo American, the key roles and responsibilities in this regard, and where to go for further information.

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.

Our overarching approach to safety and health is incorporated in our Safety, Health, and Environmental management framework, covered in our SHE Policy and SHE Way which 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.

We renewed our focus on three key safety levers: supporting operational leaders to spend more time in the field; using our Operating Model principles to deliver planned work, with risk identification and mitigation at the heart of that work; and implementing our new Contractor Performance Management framework across the business. A comprehensive account of measures taken by Anglo American to us move towards an injury- and fatality-free workplace is available in the 2024 Sustainability Report.

The behaviours we expect of employees are 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.

The SHE Way requires that businesses and operations must have formal systems in place to ensure that their personnel, contractors, and business partners are competent and capable to perform their activities in alignment with the SHE Way, the Capability Framework, the Accountability Framework, and compliance obligations to meet Anglo American's SHE intended outcomes. All employees and contractors undergo health and safety training as required and safety and health training to ensure legal compliance in all operating geographies is maintained.

Our goal is to develop and foster industry-leading, highly competent, and proficient safety leaders and professionals across all levels of work. Integral to this process is building capability by training and supporting line managers and supervisors to manage potentially fatal and catastrophic risks.

Our Safety Academy continues to be a critical enabler to delivering sustainable skills-based technical pathways to equip our leaders and subject-matter experts to drive SHE performance and sustainable risk reduction across our operations.

Building on the success and strong foundations of the Safety Academy to date, in 2024 a peer review was conducted to identify strategic opportunities to expand the Academy, improve effectiveness and complete an external benchmarking evaluation of the skills framework. In parallel, the Academy's chief safety officer team coaching programmes have been completed successfully at Kumba and PGMs. The Academy also launched an accredited technical Human Factors skills pathway in partnership with the Chartered Institute of Ergonomics and Human Factors.

The updated Total Health Standard was launched with a supporting information pack, and implementation was supported through regular community of practice meeting updates. In collaboration with our Learning Academy, the company's Health function also developed and launched training materials to support the skills and capability development of our on-site health teams. This included:

- a best-practice training package on mass casualty incident management that further expands our medical emergency response capabilities to cover multiple person scenario outcomes of our catastrophic risks
- an internationally certified injury assessment/permanent impairment rating specialist level skills course to help our

health support staff to accurately monitor workplace-injury resolution.

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 enhanced Total Health Standard, approved in 2024, goes beyond defining the minimum health requirements aimed at preventing harmful workplace hazard exposures and related occupational illness to include actions that proactively improve the wellness of our workforce, such as our accommodation and catering service offerings. The Total Health Standard helps to deliver equitable access to our health programmes by specifically requiring contractor access to all information, instruction, training or supervision that is necessary for them to attend our workplaces without risk to their immediate and long-term health and well-being. The standard deliberately extends the activity focus to welfare requirements and health-promotional activities and requires operations to link workplace health and well-being efforts to our social performance and community health activities.

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 we operate. 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.	<p>Integrating land rehabilitation into the active life of a mine is a strategic approach that significantly reduces risk and long-term liabilities. Progressively rehabilitating disturbed areas, rather than waiting until mining ceases, allows Anglo American to minimise environmental impacts, manage stakeholder expectations more effectively, and ensure compliance with evolving regulations. Active rehabilitation decreases the risk of erosion and water contamination incidents, and creates a more predictable and manageable post-mining landscape, reducing the uncertainty associated with final-closure outcomes. This proactive approach demonstrates a commitment to responsible land management, while also optimising operational efficiencies and minimising the financial burden of deferred large-scale rehabilitation.</p> <p>Anglo American owns or manages approximately 608,000 hectares with approximately 12% (74,000 hectares) disturbed for mining or processing operations. The nature of mining requires Anglo American to disturb additional land each year to access orebodies or to build supporting infrastructure. Our rehabilitation programmes are designed to ensure we actively rehabilitate areas that are no longer required for operations, with approximately 18% (13,000 hectares) of our disturbance currently rehabilitated in line with Anglo American's standard or local legal requirements.</p> <p>Land rehabilitation (reshaping and seeding completed) performance is embedded in our executive remuneration arrangements and is reflected in executive director bonus payouts. This metric is also subject to external assurance as part of the year end reporting process.</p> <p>Our regenerative approach to mine closure allows us to find opportunities through embracing nature-based solutions, circularity and local economic diversification and, in doing so, reduces liabilities and the dependency created by mining. Our goal is to leave a positive and sustainable post-mining environment for host communities and further empower them by the social and economic development opportunities we identify and deliver through our Collaborative Regional Development plans. We have also committed to carbon-neutral mine closure, in line with Anglo American's climate change commitments. Refer to page 113 of the 2024 Sustainability Report for a case study on Developing our post-mine land use Ecosystem model.</p>
Provide for safe storage and disposal of residual waste and process residues.	<p>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.</p> <p>Anglo American played an active role in the multi-stakeholder process of developing the GISTM, which covers standards and practices over the entire tailings facility lifecycle and sets a high bar for the mining industry to achieve strong social, environmental, and technical outcomes. The GISTM is intended to be applied to existing and future tailings facilities, wherever they are found, and</p>

to whomever operates them. We have made very significant progress towards conformance with the GISTM over the past three years, building upon our already high technical standards.

We continue our prudent approach to align with several specific GISTM requirements, as well as the social and community aspects that are already encompassed in our comprehensive Social Way management system. We are addressing the few outstanding areas for the tailings facilities with Very High and Extreme Consequence Classification Ratings and have set out the work needed to get us there.

We strive to embed circular economy principles across our business, ensuring that we provide essential materials in a sustainable and responsible manner while actively working to eliminate waste in all its forms. Our goal is to unlock opportunities that reduce waste in our products and optimise mining processes to improve materials handling and waste management.

We aim to minimise our environmental footprint by applying the waste management hierarchy, continuously innovating how we assess, manage, and process mineral waste. By transforming waste into valuable resources, we are working to close the loop and create a more sustainable future.

At Anglo American, we are committed to the three basic principles of the circular economy: designing out waste and pollution, keeping products and materials in use, and regenerating natural systems.

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. Our newly developed process flow that integrates mine closure into LoAP focuses on linking our responsible mine closure model to key operational metrics, such as operational cash flow, capital expenditure, balance sheet provision, premature closure costing and decision impact analysis, among others.

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.
Refer to Biodiversity Standard for more information:
www.angloamerican.com/~media/Files/A/Anglo-American-Group-v9/PLC/investors/esg-summary-factsheets/biodiversity-standard-2024.pdf

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.

We continue our strong partnerships with conservation agencies, governments, local communities and NGOs, in projects that appropriately balance our impact and contribute to nature-positive outcomes.

We continue to seek opportunities for collaboration with stakeholders and regulators to find the right balance for ongoing and post-mining land use options. Greater attention to nature will

allow our industry to grow and to develop current and future assets without compromising nature.

Anglo American is still currently the only participant from the mining sector to be represented in the Taskforce on Nature-related Financial Disclosures (TNFD) and has played an active role in the development of disclosure materials as well as the TNFD framework and related Mining and Metals sector specific guidance.

In January 2024, we confirmed our early adoption of the TNFD recommendations. We support the alignment of reporting and disclosure requirements and metrics that will help communicate the way business measures and manages its key interfaces with nature and to demonstrate our NPI trajectory across our portfolio and regions in which we operate. We will continue to work to implement the recommendations of the TNFD in its approach to nature management and reporting.

As part of our partnership agreement with the International Union for the Conservation of Nature (IUCN), we continue to explore how nature-based solutions can help contribute to nature-positive outcomes, while delivering additional benefits for conservation and other stakeholders. The IUCN also provides an independent review of many of Anglo American's biodiversity programmes and actions.

We continue to be active members of the ICMM Nature Working Group and of the Proteus Partnership, a unique partnership agreement between major businesses and the UN Environment Programme World Conservation Monitoring Centre, that aims to make global environmental information available to support better decisions.

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

	<p>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.</p> <p>We 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.</p>
Advance understanding of the properties of metals and minerals and their lifecycle effects on human health and the environment.	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.
Develop and promote the concept of integrated materials management throughout the metals and minerals value chain.	To date, we have undergone third-party assurance audits at 14 of our operations. In 2023, an IRMA on-site audit was conducted at PGM's Mogalakwena mine. This adds to the audits that have been conducted at Mototolo (PGMs), Kolomela (Iron Ore), Sishen (Iron Ore), Amandelbult (PGMs), Barro Alto (Nickel), Minas-Rio (Iron Ore) and Unki (PGMs) sites. All sites participated in the optional 12-month corrective action period to put in place interventions to improve on sustainability requirements. Several reports are expected in the first quarter of 2024. The audit reports will provide us with feedback from diverse stakeholders, including employees and local communities. In addition, Venetia and Gahcho Kué (both De Beers) have undergone RJC certification, while our Los Bronces and El Soldado copper operations have adopted Coppermark certification. We also completed our first audits in Steelmaking Coal using the Towards Sustainable Mining (TSM) standard at Capcoal and Aquila mines.
Provide regulators and other stakeholders with scientifically sound data and analysis regarding our products and operations as a basis for regulatory decisions.	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.
Support the development of scientifically sound policies, regulations, product standards and material choice decisions that encourage the safe use of mineral and metal products.	
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.	Sustainability and innovation go hand in hand. By integrating our innovative approach to sustainability with our technical expertise through our FutureSmart Mining™ programme, we are well positioned to deliver our sustainability ambitions and the significant growth opportunities in our portfolio, as well as others that we aim to secure over time.. With many of the world's undeveloped resources sterilised due to environmental and community constraints, we continue to work on sustainable and innovative ways to unlock these opportunities – whether through how we engage communities through our Social Way framework, our innovative approach to delivering and measuring a net positive impact on biodiversity, or our use of technology to reduce water and energy intensity – to further enhance these outcomes, with a focus on driving economic returns for our shareholders and to generate positive benefits for stakeholders

The development of a hydrogen economy represents one of the key solutions for the decarbonisation of fossil fuel intensive industries, including steel and transportation.

Anglo American is engaging with stakeholders in the hydrogen ecosystem around the world. In 2024, 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.

As part of our strategy to help accelerate zero-emission transport through the deployment of platinum-enabled hydrogen fuel cell electric vehicles (FCEVs), we have launched FCEV fleets in Berlin in Germany and Foshan in China. We have also partnered with BMW and Sasol in South Africa as part of an international trial to test the BMW iX5 Hydrogen FCEV prototype in real-world conditions.

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.

Many of our flagship initiatives are already circular in nature and help us both mitigate the risks and realise the opportunities related to circularity. For example:

- Our FutureSmart Mining™ programme is delivering step-change innovations in technology, digitalisation and sustainability to transform the future footprint of mining across the entire value chain
- Our P101 Transformational Asset Productivity programme is eliminating wasted capacity across our assets and processes, continually pushing beyond benchmark performance
- Our responsible mine closure programme is finding ways to continue to extract value from end-of-life mines as part of a broader remit to support local communities

In 2024, we advanced our exploration of using mineral waste in agriculture and rehabilitation activities, focusing on creating nutrient-rich topsoil and recovering plant-beneficial nutrients. This effort included laboratory-scale studies, in collaboration with the University of São Paulo, to develop topsoil material from various mineral and processing wastes produced at our Minas-Rio iron ore mine. Additionally, we assessed the feasibility of transforming processing waste and mine-impacted water into soil amendments at our steelmaking coal operations.

Studies are also under way to evaluate copper and iron ore tailings as potential construction materials, aiming to reduce our mining footprint and decrease cement requirements, contributing to a lower carbon impact. As a proof of concept, a mine road was constructed at our Chagres smelter using slag from the smelter and tailings from Los Bronces mine.

Our CircuLab programme, which concluded in late 2023, was designed to inspire our teams to generate ideas that drive circularity and embed circular economy principles throughout our business. To support this ongoing journey, we developed an online learning programme to help colleagues continue exploring and applying circularity concepts.

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.

As part of living our Values and achieving our Purpose, we continually work towards making a lasting difference to the lives of the people and communities located in our operating regions. Our ongoing commitment to improving livelihoods and Collaborative Regional Development reflects this focus and our work to deliver our Thriving Communities goals around our mines.

An integral pillar of our Sustainable Mining Plan, Collaborative Regional Development (CRD) is one of our key approaches to support livelihoods at scale across our operating regions. The focus is on acting as a catalyst for change in our host regions by developing cross-sector, multi-organisational partnerships with other stakeholders to promote larger scale, long term development beyond mining.

As part of our partner-focused CRD approach, we look beyond the immediate area of our operations to identify opportunities to improve livelihoods, independent of our presence. This ensures the benefit to host communities will be felt beyond the life of the mine

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 94 of the 2024 Sustainability Report.

Refer to page 102 - 108 of the 2024 Sustainability Report for more information on Economic development of local communities

Refer to page 112 of the 2024 Sustainability Report for more information on Responsible Mine Closure and regeneration

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 2024 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. A detailed account of performance in this regard is available in our annual Tax and Economic Contribution Report, which will be available from 3 March 2024: <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 (pg. 76) details our approach to environmentally sensitive areas and outlines how they address related risks and opportunities.

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.

During 2024, we continued implementing the GISTM at all our TSFs and closing-out the gaps identified at our very high and extreme rated facilities, including the social aspects that are already encompassed in our comprehensive Social Way management system. 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 23 of the 2024 Anglo American Sustainability Report describe our approach to defining material matters and consider 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 2024 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.