AngloAmerican

January 2024

Biodiversity Standard Summary

Key objectives and minimum mandatory requirements

1. Purpose & Objective | 2. Scope | 3. Planning & Design | 4. Implementation & Management | 5. Performance Monitoring

Defining and assessing impacts to sensitive sites & Significant Biodiversity Features

Rigorously applying the Mitigation Hierarchy throughout all phases of our business

Minimsing residual impacts, implementing biodiversity offsets, restoration & rehabilitation to achieve Net Positive Impact

Key objectives and minimum mandatory requirements

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Ecological compensation unmitigated historical disturbances from AA ownership to 1 January 2018

Maintain & improve biodiversity features that support and supply the benefits of Priority Ecosystem Services

Implement Additional Conservation Actions aligned with relevant local, regional and/or national initiatives/priorities

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Scope

Scope

Applies to:

- All employees, contractors, and visitors involved with Anglo American managed businesses and operations, including:
- Entire mining phases (e.g., exploration, design/projects, construction, operation, and closure).
- All types of mining activities (e.g., open cut, underground, alluvial, and marine) and related infrastructure.
- Processing activities (e.g., smelting and refining).
- Support activities (e.g., offices, warehouses, logistics, ports).

Does not apply:

- Non-managed operations, in which Anglo American or its businesses have a shareholding. Anglo American should seek to influence these operations to adopt the requirements of this Standard and, at a minimum, to comply with local laws and requirements.

Example of applicable scope

1. Purpose & Objective | 2. Scope | 3. Planning & Design | 4. Implementation & Management | 5. Performance Monitoring

Phase	DIscovery phase		Project phase	IDM phase	Operational phase					Non-operational phase		
Activity	Prospect definition	Target testing	Opportunity study (Pre IDM)	Concept to Execution	Mining operations (inc concurrent rehabilitation & restoration)	Processing plants (incl concurrent rehabilitation & restoration)	Renewable energy facilities	Non-operational Landholdings	Administrative sites (Office, Labs, Training centres)	Care & Maintenance	Closure & Rehabilitation Execution	Post-Closure Monitoring & Maintenance
High level screening. Due dillgence	●	●	●	●	●	●	●	●				
Baseline survey. Identify SBF & ecosystems supplying PES			●	●	●	●	●	●				
Evidence of Mitigation Hierarchy Implementation	●	●	●	●	●	●	●	●	●	●	●	●
Implementing Offsets (where a residual Impact Is calculated)					●		●				●	●
Historical Compensation					●						●	●
Additional Conservation Actions					●	●	●	●	●	●	●	●
Blodiversity Management Programme & or Land Management plans Including performance monitoring					●		●	●		●	●	●

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Planning and Design

Screening and assessment

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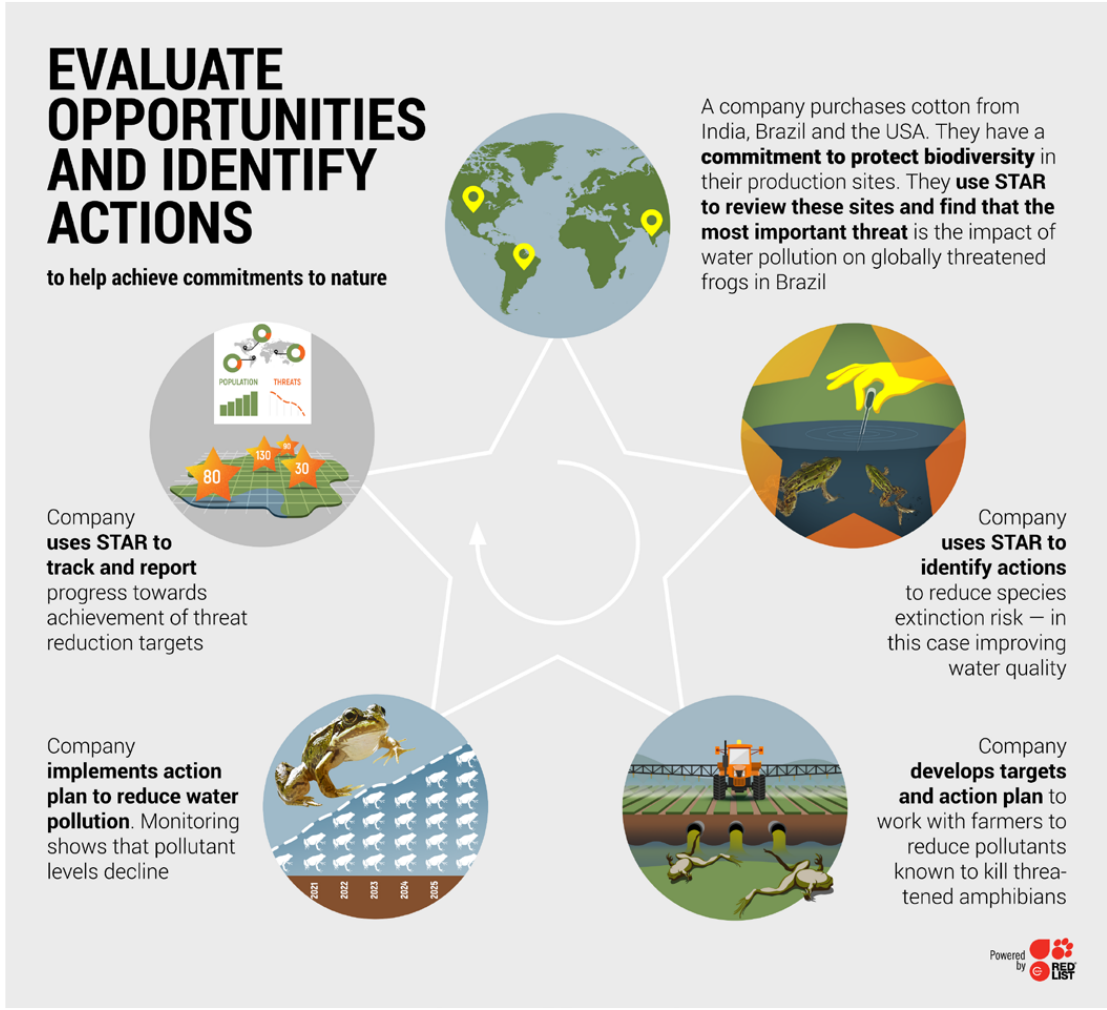
Desktop Screening and Spatial Analysis

- Delineate the study area based on the distribution of relevant biodiversity features and ecosystem services across the wider landscape/seascape
- Biodiversity Overlay Assessment Tool (BOAT)
- Integrated Biodiversity Assessment Tool (IBAT),
- Species Threat Abatement & Restoration (STAR)
- Appropriate national tools

Identify potential high-level biodiversity risks, liabilities and opportunities



Sensitive locations

All sites within scope must:

1. Make sure no activities that impact physical footprint within the organisation are conducted within UNESCO World Heritage Sites, including their recognised buffer zone area.

2. Make sure no activities impacting physical footprint are conducted within legally designated protected areas and/or internationally recognised protected areas.

Endorsement needed for sensitive sites

- If activities must be conducted in these areas, there must be a written endorsement from the Anglo American Director Strategy & Sustainability, supported by an independent report which:
- clearly demonstrates that impacts will not damage the integrity of the designated special values.
- states that no residual impacts to these values and integrity of such areas will occur.

Baseline requirements

Baselines are a critical step to understand what sensitive features or sites are present.

Significant Biodiversity Features

- Highly threatened or unique natural habitat and or ecosystems
- Endangered, threatened, endemic and or species of importance

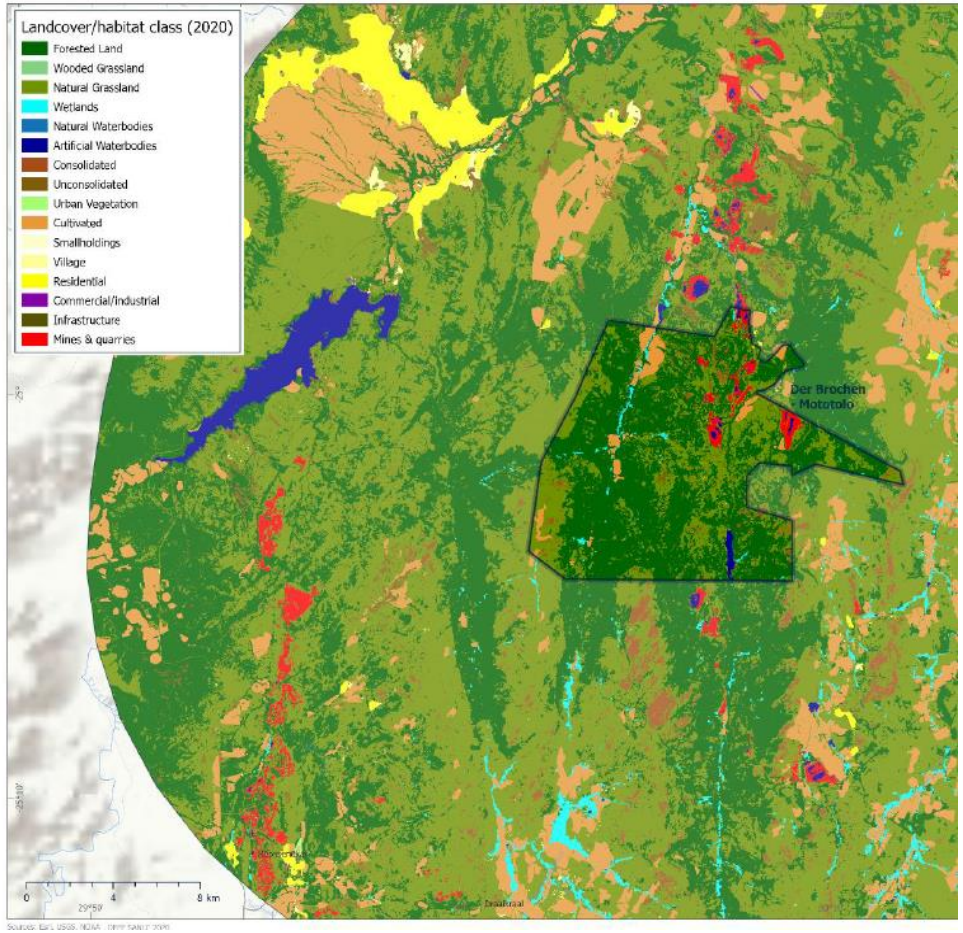
Priority Ecosystem Services

For communities:

- Ecosystem services if impacted will affect communities' livelihoods, health, safety and/or cultural heritage

For the site/operation:

- The site/operation directly depends on the service for its primary operations



Example - Baseline

Dependency, Risk, Impact & Opportunity Assessment

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- Identify infrastructure & activities likely to generate direct, indirect & cumulative impacts

- Summarise the following in the assessment:
  - Impact generating activities (e.g. vegetation clearing, light/noise pollution)
  - Which sensitive features, legally protected and internationally recognised areas will be affected by the ‘impact generating activity’ and how these would be impacted
  - Expected intensity, extent of area, frequency and duration of impact.

- Consult with stakeholders & experts to assist in identifying & assessing all actual & perceived dependencies, risks, impacts, opportunities, proposed mitigation & establishing stakeholder views on nature & extent of impacts to nature, following the Social Way Toolkit

Application of the Mitigation hierarchy

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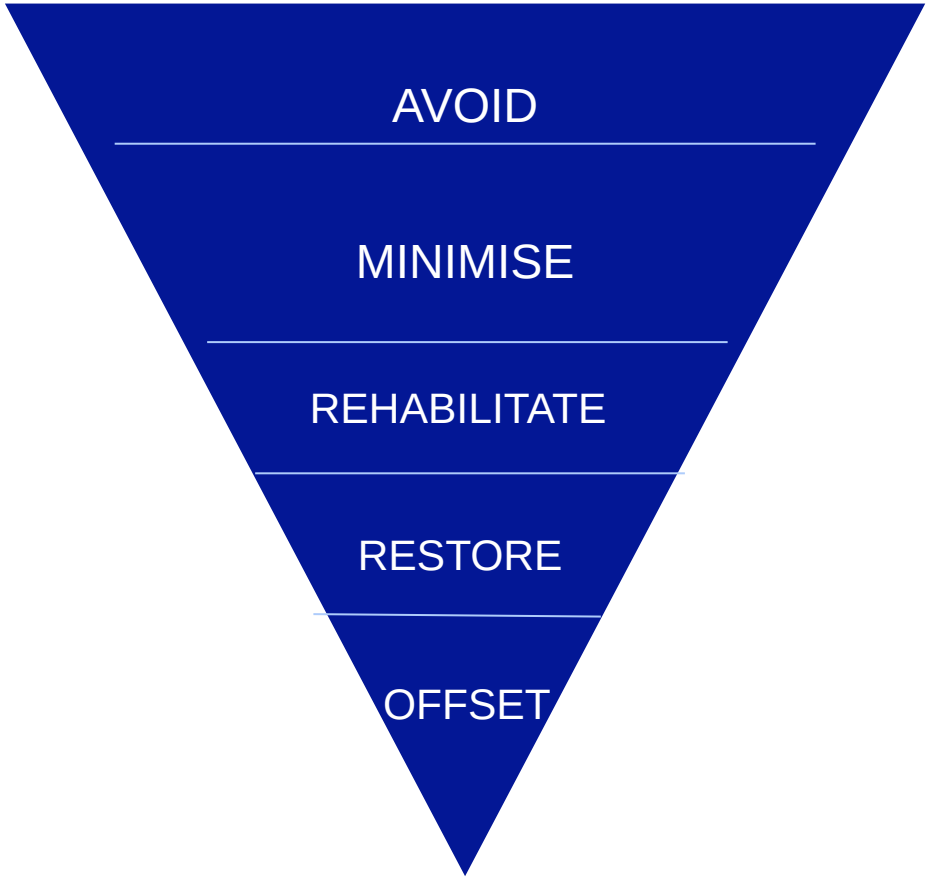
Systematically apply the steps of the mitigation hierarchy.



Avoid impacts from the outset
Plan and Design to avoid an impact as much as possible

Minimise extent/intensity of impacts
Minimize footprint by exploring alternatives with lower biodiversity impact

Site rehabilitation of impacted land
Rehabilitation programs maximize positive outcomes with landform design and vegetation strategies

Improve degraded ecosystems with targeted restoration
Restoration of specific features to enhance ecosystem function

Offset
Identify & design regional offsets

Achieving NPI and addressing residual impacts

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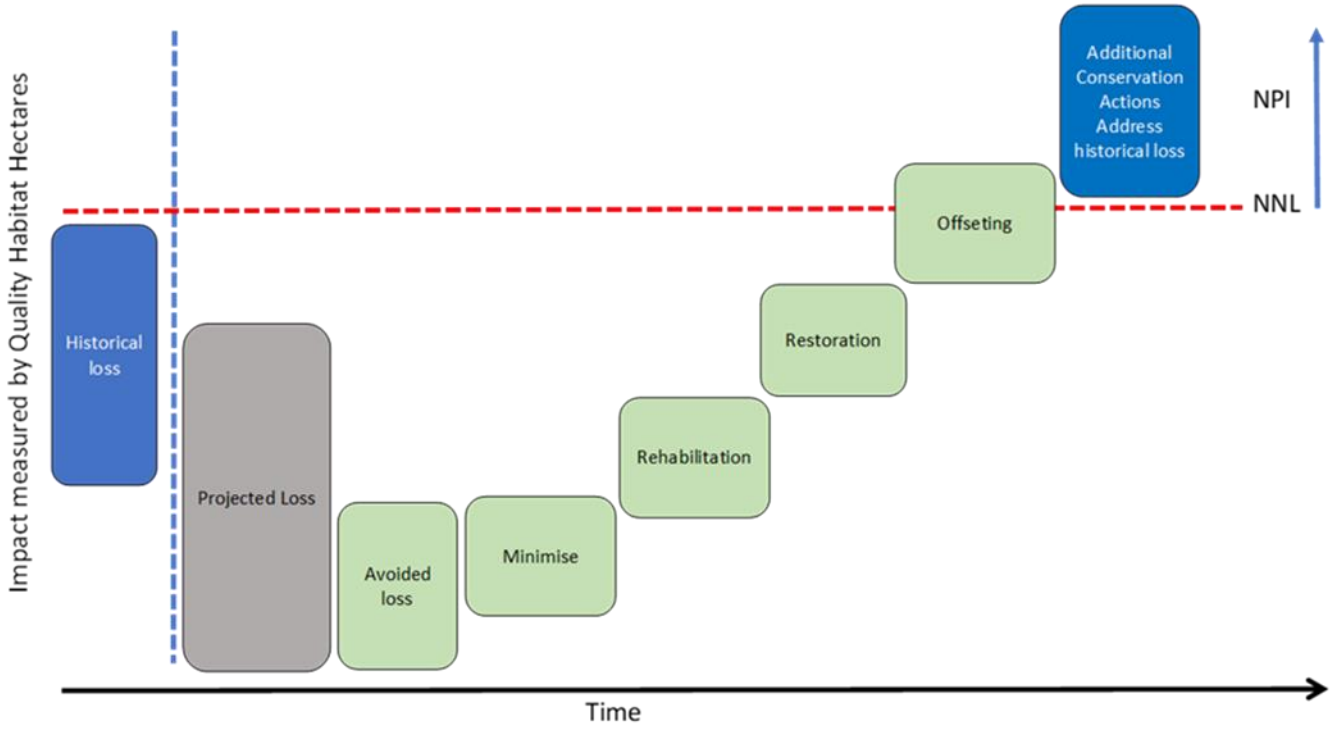
- **Net positive impact (NPI) <u>biodiversity losses owing to Anglo American's activities must be outweighed by biodiversity gains over time</u>**
- **Committing to achieving NPI requires a verified baseline to be set against which subsequent biodiversity impacts can be measured.**
- Once the baseline is set, the following steps are taken to achieve NPI:
  - the **projected biodiversity** losses are calculated based on the latest life of asset plan
  - the **mitigation hierarchy** is rigorously applied to minimise losses and achieve net gains
  - **historical losses** (Pre-2018) are assessed qualitatively, based on available data.
  - **additional conservation actions**, must be implemented (outside the fence), support mitigation of these historical losses.
  - Biodiversity Management Programmes at all sites to **protect, restore and enhance biodiversity** over the life of an asset.



Biodiversity management gains

1. Purpose & Objective | 2. Scope | 3. Planning & Design | 4. Implementation & Management | 5. Performance Monitoring

Creating biodiversity gains

Rehabilitation

Returning land disturbed by operations to a safe, stable, non-polluting and sustainable conditions aligned with the identified post-mining land-uses.

- Stable landform design for flora specific outcomes mapped to landscape
- Corridors to un-impacted landscapes
- Planned habitat-level outcomes, encouraging key species
- Combining vegetation with native replanting, building seed banks and nurseries

Restoration

Improving non-impacted land to partially native ecosystemsor fully recover

- Site based restoration plans defined, targeting species and habitat needs
- Native species additions / Invasive removals to restoring lost habitat features
- Projecting land use options to assess gain potential
- Working with stakeholders high value ecosystems with local significance

Offsetting

Measurable conservation gains that are achieved by restoring or protecting an ecosystem from impacts not caused by the project.

- Sustainable outcomes of equivalence in area habitat types & species in regional proximity of biodiversity loss
- Biodiversity additionality - not avoidance of loss to be demonstrated
- May be regulatory requirement upfront
- Identified through an offset planning process involving partners

Contributing to Nature Positive Outcomes through Additional Conservation Actions(ACA)

1. Purpose & Objective | 2. Scope | **3. Planning & Design** | 4. Implementation & Management | 5. Performance Monitoring

What are ACA?

- Initiatives that contribute to positive outcomes for biodiversity, ecosystem services and, where possible, society.
- A minimum requirement by the Biodiversity Standard regardless of a residual impact
- They are not related to the project's impacts, mitigation commitments and any compensation requirements within the NPI commitment.

Example:

- Anglo American Nature Positive Grant

Landscape approach

- Landscape protection beyond our own sites,
- Participating in or leading multi-stakeholder collaboration with all relevant stakeholders
- Enable a holistic and inclusive view, resulting in a more sustainable landscape for all

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Implementation and Management

Biodiversity Management Programme

1. Purpose & Objective | 2. Scope | 3. Planning & Design | **4. Implementation & Management** | 5. Performance Monitoring

The Biodiversity Management Programme is designed to support the achievement of NPI

1 SETTING THE BASELINE

- Assess the ecosystem, considering both habitat and the species
- Determine Specific Biodiversity Features (SBF)
- Define a metric for the site data

2 IDENTIFY RISK

- Determine projected loss from LoM
- Quantify risks and produce spatial maps
- Prioritise key areas
- Undertake qualitative historical loss assessments to estimate pre-2018 conditions

3 AVOID & MINIMISE

- Review LOAP with mine planning to assess if any projected losses can be avoided
- Identify alternate options to minimise loss and consider viability of alternative options identified.

4 BIODIVERSITY MGT PLAN

- **Rehabilitation**: returning land disturbed by operations to a safe, stable, non-polluting and sustainable conditions aligned with the identified post-mining land-uses.
- **Restoration**: Improving non-impacted land to partially of recover native ecosystems
- **Offsets**: Measurable conservation gains achieved by restoring or protecting an ecosystem from impacts not caused by the project.
- **Additional Conservation Actions:** activities beyond bio region of mine site

5 INTEGRATION & EXECUTION

- Integrate BMP's into business plans.
- Plan and execute work in line with operational activities and work routines, delivering in compliance with all aspects of the plan
- Integrate change management activities into existing work routines

6 BIOMONITORING

- Review of BMP implementation and compliance to plan
- Annual monitoring of biodiversity to ensure BMP is delivering expected gains
- Internal reporting of KPI's
- External review and assurance of BMP effectiveness

Monitoring feedback loop drives a dynamic programme

Implementation & Management of Standard

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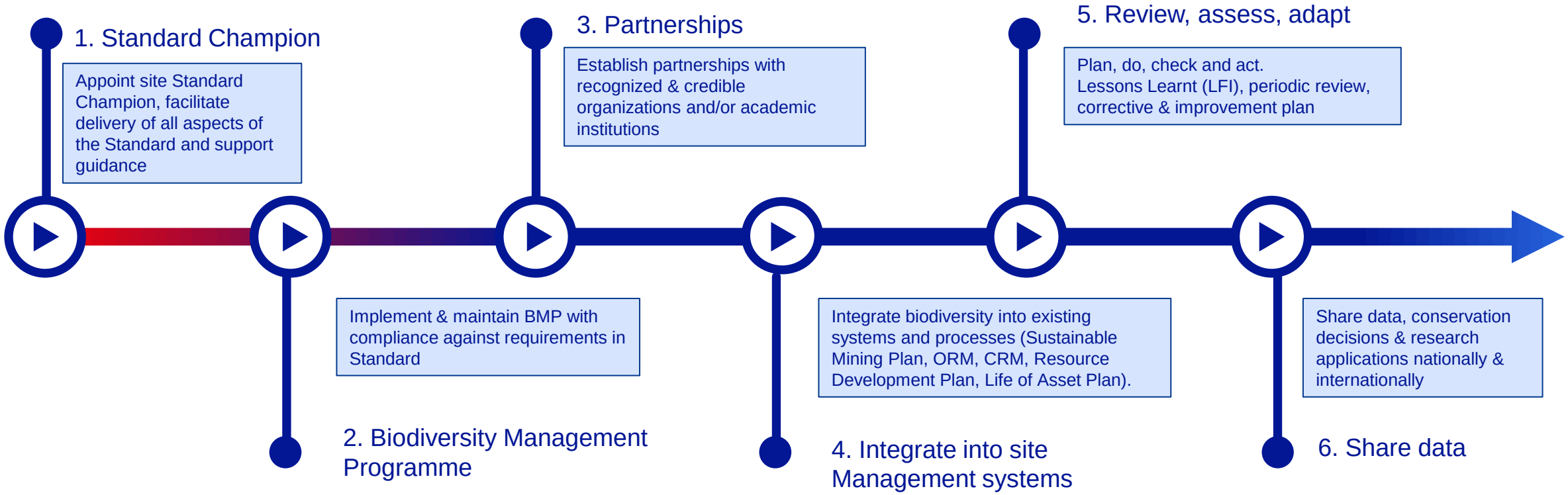

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Performance Monitoring

Monitoring

1. Purpose & Objective | 2. Scope | 3. Planning & Design | 4. Implementation & Management | 5. Performance Monitoring

- Implement monitoring programme including site specific indicators to evaluate the effectiveness of mitigation actions on reducing impacts on biodiversity and track progress towards achieving NPI targets/outcomes
- Review the monitoring programme and update as necessary
- Design indicators to follow the SMART philosophy (Specific, Measurable, Achievable, Relevant and Timely).
- Design a separate site-specific monitoring programme if offset measures are implemented to monitor and evaluate the success of offset programmes.
- Conduct performance monitoring against implementation of the BMP

Quality Habitat Hectares

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- Measure contribution to global biodiversity targets and conservation value
- Objective assessment of quantity & quality that is reliable and replicable
- Use of a simple metric for internal reporting and external disclosure
- Incorporate the extent, type & condition of ecosystem types and significant species impacted
- Enable target and scenario setting through areas avoided, impact minimised, hectares restored, Invasive Alien Species removed and protected area targets supported
- Enable functional and practical use for a wide variety of different management scenarios
- Consolidation of ecosystem types and significant species accounts towards internal and external commitments
- Evaluation and verification of positive biodiversity outcomes, contributions and actions