

News Release

31 May 2023

Anglo American re-organises senior management team to lead next phase of value delivery

Anglo American announces a number of changes to its senior management team and to its organisation.

Duncan Wanblad, Chief Executive of Anglo American, said: “We are re-organising how we manage our production businesses and the functional expertise that supports them to drive safe and consistent operational excellence and enhanced value. We are building on the significant progress we have made in recent years to further improve our portfolio of world class assets and deliver our growth potential – in service of our commitments to our shareholders, employees and stakeholders, as a responsible producer of future-enabling metals and minerals.

“We have been refreshing the executive team steadily over the last 12 months and we welcome this new generation of Anglo American’s leadership. As a team, we are embarking on our next phase of sustainable value creation.”

Al Cook joined as CEO of De Beers in February, Alison Atkinson took up her role as Projects & Development Director in May and Monique Carter joins as People & Organisation Director. Helena Nonka will lead a combined Strategy & Sustainability team, reflecting our resolute commitment to sustainability in its fullest sense as an integral part of our strategy and portfolio decisions. Richard Price leads a combined Legal & Corporate Affairs team, strengthening our integrated approach to our reputation across interconnected stakeholders and our employees to support strategic delivery and business performance.

Stephen Pearce continues to lead the Finance team across the group but has indicated his intention to retire during this year, having served as Finance Director since early 2017. The process to appoint his successor is under way, with a further announcement in due course.

Anglo American’s production businesses will be consolidated into two regions: Americas and Africa & Australia, each led by a Regional Director to be based in Brazil and South Africa respectively. They are accountable for safe and responsible operations, optimising current performance, future options and commercial value, in line with the Group’s strategy, and will work to ensure effective functional support and service delivery to their operations in each country.

Regional Director, Americas – Ruben Fernandes
Regional Director, Africa & Australia – Themba Mkhwanazi
CEO of De Beers – Al Cook
CEO of Crop Nutrients – Tom McCulley
CEO of Marketing – Peter Whitcutt

The organisation to support both the governance and strategic delivery of the group as a whole and the performance of the production businesses will be as follows:

Finance Director – Stephen Pearce (due to retire in 2023)
Technical & Operations Director – Matt Daley
Projects & Development Director – Alison Atkinson
Strategy & Sustainability Director – Helena Nonka
Legal & Corporate Affairs Director – Richard Price
People & Organisation Director – Monique Carter (takes up role on 5 June)

Anglo American plc

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Duncan Wanblad added: "Several changes to the team reflect the long service of several of our senior executives and a variety of personal circumstances. Anik Michaud, who has been instrumental over 15 years in shaping our brand, sustainability and thought leadership as critical underpins to employee and stakeholder trust, has decided the time is right for her to develop the next phase of her career outside Anglo American. Didier Charreton has decided to retire after almost eight years in which he has transformed our people strategy, most notably in talent development and in creating a more inclusive and diverse workplace for us all. We thank Anik and Didier for their immense contributions and wish them well in their next endeavours."

"Nolitha Fakude has led our strategic interests in South Africa with great skill for the last four years and, before that, as a non-executive director on our Board. I am delighted that she will continue as Chair of our management board in South Africa and lead a number of special projects in the national interest, while also advising me and supporting Themba in his new regional role. We thank her for her ongoing contribution."

Duncan Wanblad concluded: "The fundamental demand outlook for responsibly sourced metals and minerals is ever more compelling. I believe that we are well positioned to produce and grow into the two major demand trends of economic decarbonisation and the needs of a growing and urbanising global population – from homes and electronics to food and luxuries. The changes we have announced today create the senior team and organisational structure that I believe will lead us to deliver our full potential."

The organisational changes set out above take effect from 1 July 2023.

The CEOs of Anglo American's businesses in Brazil (iron ore and nickel), Chile (copper) and Peru (copper) will report via the Regional Director, Americas. The CEOs of Anglo American's PGMs business, Kumba Iron Ore and Australia (steelmaking coal) will report via the Regional Director, Africa & Australia.

Notes to editors:

From 1 July 2023, Anglo American's Executive Leadership Team will comprise:

Duncan Wanblad – Chief Executive
Stephen Pearce – Finance Director
Al Cook – CEO of De Beers
Alison Atkinson – Projects & Development Director
Helena Nonka – Strategy & Sustainability Director
Matt Daley – Technical & Operations Director
Monique Carter – People & Organisation Director
Peter Whitcutt – CEO of Marketing
Richard Price – Legal & Corporate Affairs Director
Ruben Fernandes – Regional Director, Americas
Themba Mkhwanazi – Regional Director, Africa & Australia
Tom McCulley – CEO of Crop Nutrients

Monique Carter served as executive vice president People & Organisation for Novo Nordisk, the life science and global healthcare company, for four years until 2023. Her global career experience spans engineering, chemicals, manufacturing and retail. Prior to her most recent role, Monique was Group HR Director at GKN, following a number of senior HR roles during her career at AkzoNobel and ICI. Monique has a BA degree in Business & Psychology from the University of

Luton, UK, and an Advanced Diploma in Human Resource Management. She is a Chartered Member MCIPD of the Institute of Personnel & Development, UK.

Anglo American is a leading global mining company and our products are the essential ingredients in almost every aspect of modern life. Our portfolio of world-class competitive operations, with a broad range of future development options, provides many of the future-enabling metals and minerals for a cleaner, greener, more sustainable world and that meet the fast growing every day demands of billions of consumers. With our people at the heart of our business, we use innovative practices and the latest technologies to discover new resources and to mine, process, move and market our products to our customers – safely and sustainably.

As a responsible producer of diamonds (through De Beers), copper, platinum group metals, premium quality iron ore and steelmaking coal, and nickel – with crop nutrients in development – we are committed to being carbon neutral across our operations by 2040. More broadly, our Sustainable Mining Plan commits us to a series of stretching goals to ensure we work towards a healthy environment, creating 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 the benefit of the communities and countries in which we operate, for society as a whole, and for our shareholders. Anglo American is re-imagining mining to improve people's lives.

www.angloamerican.com



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