

## News Release

10 October 2022

### **Anglo American leadership changes – De Beers**

Anglo American plc (“Anglo American”) announces the appointment of Al Cook as CEO of De Beers Group and Bruce Cleaver, current CEO of De Beers Group, as Co-Chairman of De Beers Group, both with effect from early 2023.

Duncan Wanblad, Chief Executive of Anglo American and Chairman of De Beers Group, said: “Together with our partners in De Beers, we congratulate Al Cook on his appointment as CEO of De Beers Group following Bruce Cleaver’s decision to step back after six years to a non-executive role. Al Cook brings more than 25 years of international leadership experience, gained predominantly at BP and Equinor, most recently leading Equinor’s multi-billion dollar global E&P business across Africa, the Americas and Europe. He previously led Equinor’s global strategy and business development, developing the company’s net zero strategy. I believe Al’s multi-disciplinary strategic skillset and strong personal conviction and values are ideally suited to the nature of De Beers, a global business that spans much of the spectrum from exploration and mining to Bond Street and Madison Avenue.”

Al Cook commented: “I am honoured to have the opportunity to lead the company behind the world’s leading diamond brand – De Beers. I look forward to working closely with De Beers’ people, customers, governments and other stakeholders to ensure that De Beers continues to lead the industry and deliver sustainable and purpose-driven value. Throughout my career, I have been passionate about bringing enduring economic, social and environmental value to host countries and communities. I deeply recognise the importance of De Beers’ approach to responsible mining – most notably in Botswana, Namibia and South Africa. It is our responsibility to work with the industry on continuing to fulfil the true promise of diamonds.”

Duncan Wanblad added: “Bruce has led De Beers with distinction, evolving the Company’s strategic vision to ensure that consumers’ desire for diamond jewellery is at the very heart of decision making across the diamond pipeline, while leading a safety transformation to ensure employee safety and wellbeing are recognised as the first priority and a shared responsibility. He has successfully steered De Beers through a period of considerable change over the last six years, including leading the way through technology to provide consumers with absolute assurance of the ethical provenance of their diamonds. Bruce has successfully expanded De Beers’ horizons for the longer term and reinforced the company’s unquestioned leadership position, exemplified by De Beers’ Building Forever sustainability framework to ensure an enduring positive diamond legacy. I look forward to his contribution as Co-Chairman, ensuring the greatest continuity for the business and our partners and stakeholders.”

Bruce Cleaver said: “It has been a tremendous privilege for me to lead such an iconic company as De Beers with its rich history, great people and culture, and truly unique product offering. I would like to pay tribute to all those who have supported me along the way – including all my De Beers Group and Anglo American colleagues, the representatives of our partner governments, the De Beers Sightholder community and countless others within and outside the diamond trade. I am proud of all that we have achieved together during this period, despite the major challenges we have faced along the way. I believe the diamond industry in general, and De Beers Group in particular, have a hugely exciting future ahead and I look forward to working closely with Al and the leadership team to ensure we continue to take the business and the industry to new heights.”

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### **Notes to editors:**

**Al Cook** is executive vice president of exploration and production international for Equinor ASA, the Norway-based global energy company. Al is responsible for operations in 12 countries across Africa, North America, South America and Europe. Previously, he held the role of executive vice president for global strategy and business development as Equinor created a net zero strategy and reshaped its portfolio for the energy transition. He joined Equinor after a 20-year career at BP that spanned a number of corporate, commercial and operational and major project development roles, including serving as Chief of Staff to the CEO. Al holds an MA in Natural Sciences from St. John's College, Cambridge University in the UK and completed the International Executive Programme at INSEAD, France. Al is a trustee of the Power of Nutrition charity, which helps address malnutrition in children across Africa and Asia.

**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.  
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