

Anglo American plc (the "Company")

Registered office: 17 Charterhouse Street, London EC1N 6RA
Registered number: 3564138 (incorporated in England and Wales)
Legal Entity Identifier: 549300S9XF92D1X8ME43

Directorate Change – Finance Director

Following the announcement made on 27 July 2023, the Company announces that John Heasley will join Anglo American and its Executive Leadership Team ("ELT") as Finance Director, and as an executive director on the Board of Anglo American plc ("the Board") on 1 December 2023.

Stephen Pearce, who has served as Finance Director since April 2017, will step down from the Board and ELT with effect from the same date and has agreed to remain employed by Anglo American until 29 February 2024 to continue to support the transition. His remuneration arrangements on retiring will comprise a payment in lieu of unworked notice and good leaver treatment in respect of outstanding share awards. Mr Pearce will receive a bonus payment for 2023, which will be paid in cash and deferred shares as normal, and a pro-rated bonus payment in respect of time served to 29 February 2024, which will be paid fully in cash. Mr Pearce's unvested Long Term Incentive Plan ("LTIP") awards will be pro-rated in respect of time served to 29 February 2024 and vest at the normal time, to the extent that the performance conditions have been satisfied. He will not receive any further awards under the LTIP. These arrangements are in line with Anglo American's current remuneration policy and practice. Mr Pearce will continue to receive his normal salary, pension and benefits up to the date of cessation of employment.

Following his retirement, Mr Pearce will be expected to maintain a minimum holding of Anglo American shares of three times his salary on cessation, for a period of two years.

Full details of these remuneration arrangements will be set out in the 2023 Directors' Remuneration Report.

This notification satisfies the Company's obligations under Listing Rule 9.6.11R.

Clare Davage
Deputy Company Secretary
1 November 2023