

Anglo American plc (the “Company”)

Registered office: 17 Charterhouse Street, London EC1N 6RA, United Kingdom

Registered number: 3564138 (incorporated in England and Wales)

LEI: 549300S9XF92D1X8ME43

Notification of transactions by Directors / PDMRs

The Company announces that awards of Ordinary Shares under the Company’s Non-Cyclical Share Award Plan (“NCA”) were made at nil cost on 1 December 2023 to an Executive Director.

An award has been made to John Heasley following the commencement of his employment with Anglo American. Mr Heasley has been granted an award of shares in compensation for incentives forfeited from his previous employer, following his appointment to the Company’s Board of Directors as Finance Director on 1 December 2023. This award has been structured on a ‘like for like’ basis to broadly mirror the opportunity and terms of the forfeited incentives. This award will vest in three tranches, subject to continued employment, aligned to the vesting dates of Mr Heasley’s awards from his previous employer in April 2024, 2025, and 2026. The vesting of each tranche will remain subject to the underpins attached to the original awards being met. Vested shares will be subject to a holding period of two years from the vesting date to align with the terms of the original awards.

Full details of Mr Heasley’s remuneration arrangements will be set out in the Company’s 2023 Directors’ Remuneration Report.

In accordance with Article 19 of the UK Market Abuse Regulation, the relevant FCA notification is set out below.

1.	Details of PDMR / person closely associated (PCA)	
a)	Name	John Heasley
2.	Reason for the notification	
a)	Position / status	Finance Director (Director/PDMR)
b)	Initial notification / amendment	Initial notification
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Full name of the entity	Anglo American plc
b)	LEI	549300S9XF92D1X8ME43
4.	Details of the transaction(s)	
a)	Description of the financial instrument	Anglo American plc Ordinary Shares of USD0.54945 each
	Identification Code	GB00B1XZS820
b)	Nature of the transaction	Award of Shares under the terms of the Anglo American plc Non-Cyclical Share Award Plan in compensation for incentives forfeited from a previous employer. This award will vest in three tranches aligned to the vesting dates of the forfeited

		awards in April 2024, 2025, and 2026. The vesting of each tranche will remain subject to the underpins attached to the original awards being met. Vested shares will also be subject to a holding period of two years from the vesting date, aligned to terms of the original awards.				
c)	Currency	GBP - British Pound				
d)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>GBP 0.00</td> <td>95,287</td> </tr> </tbody> </table>	Price(s)	Volume(s)	GBP 0.00	95,287
Price(s)	Volume(s)					
GBP 0.00	95,287					
e)	Aggregated information					
	Aggregated volume	95,287				
	Price	GBP 0.00				
f)	Date of the transaction	2023-12-01				
g)	Place of the transaction	London Stock Exchange – XLON				

Clare Davage
Deputy Company Secretary
1 December 2023