

Gender Pay Gap 2022

As of 5 April 2022, out of a total Anglo American Crop Nutrients workforce of **558** people, women made up **22%** of employees compared with 18% in 2021.

Our mean gender pay gap in 2022 was 23% which isn't where we want to be, but is an improvement compared to the 2021 figure of 32%. This does not mean that men are paid 23% more than women in our business in similar positions, it means when you find the average of the salaries and spread them across the pay quartiles, males earn 23% more as there are more of them in the higher pay quartiles. You can see in metric 1, the female representation across the pay quartiles doesn't reflect the 22% female population. Therefore, our challenge is to see this percentage spread more evenly across all the pay quartiles - we still have more to do to address this.

Going forward we will actively focus our collective efforts on areas such as talent acquisition; having at least one viable female candidate for roles wherever possible. We will also focus on development and succession planning for senior roles to mitigate some of these percentage gaps. In addition, there are a number of initiatives that are underway to make our workplace more inclusive, such as new PPE designs, changing facilities and female networks. All of these things are designed to increase potential opportunities for females in higher-paying roles in the future.

We will also continue to speak to school children, particularly girls in the local area, about the opportunities available to them in our business. This is a potential area where we can make a real difference to our future talent pipeline. We will continue to embed and focus our initiatives in those areas which will help us realise our vision of a truly inclusive workplace where everyone can thrive.

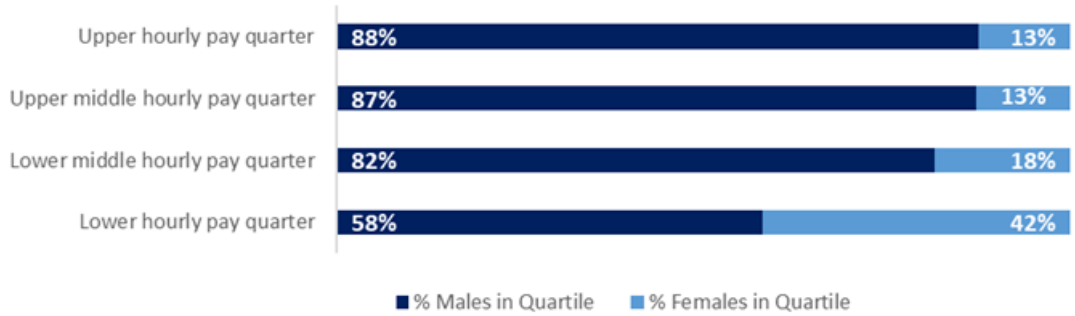


Tom McCulley, CEO Crop Nutrients

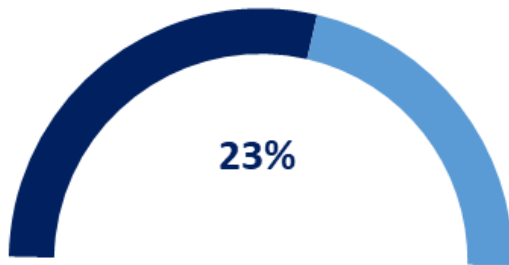


There are six different metrics we report that cover the pay gap between pay quartiles, the mean and median pay gap and the mean and median bonus pay gaps.

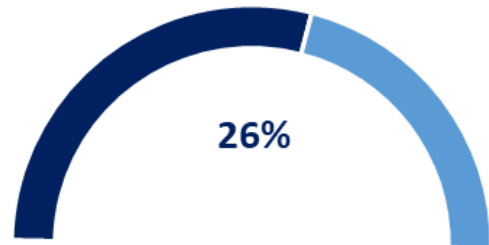
1. Gender split by pay quartile



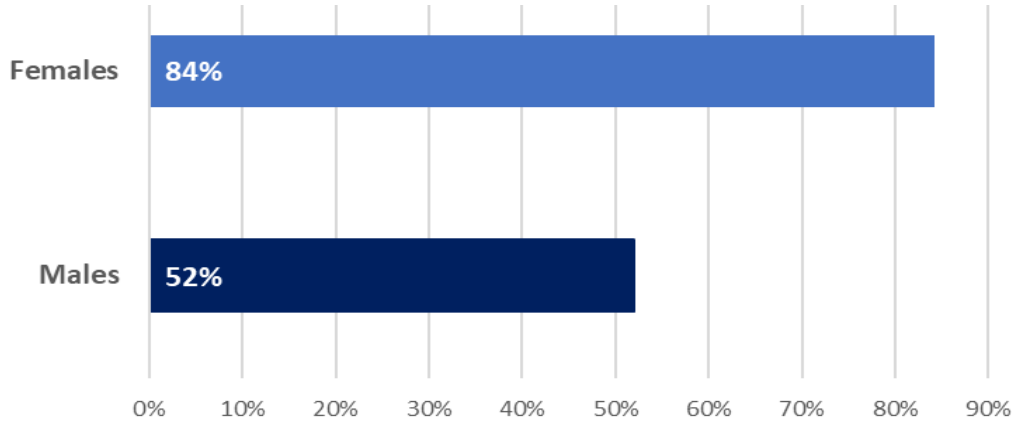
2. Mean Gender Pay Gap



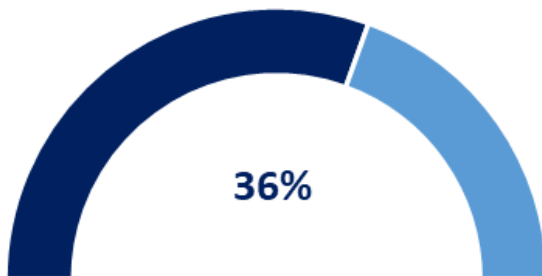
3. Median Gender Pay Gap



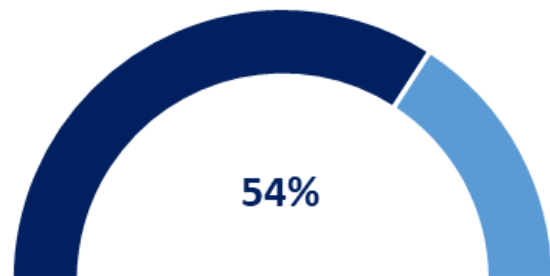
4. Percentage receiving a bonus*



5. Mean Gender Bonus Pay Gap



6. Median Gender Bonus Pay Gap



*The reason for the bonus pay gap figures only being 52% for men in 2022 is due to the number of people eligible and the different bonus schemes in place.