



CROP NUTRIENTS BUSINESS UNIT

GENDER PAY GAP REPORT 2022

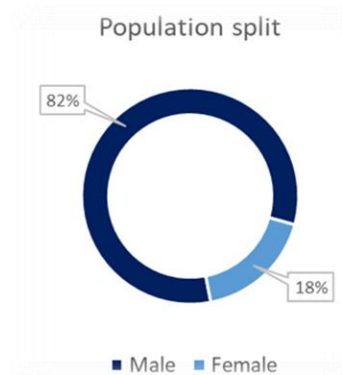
Crop Nutrients is a non-operating business unit of Anglo American currently in development phase. The UK employees are based at three sites in North Yorkshire, two sites in the Tees Valley and one site in London.

The Crop Nutrients Woodsmith Project represents a significant new mine development within Anglo American. Many roles within the business unit are in construction or engineering disciplines, which contributes to the gender split shown in the analysis below.



The following report sets out the information required under UK regulations for Crop Nutrients employment entity(s) as of 5 April 2021.

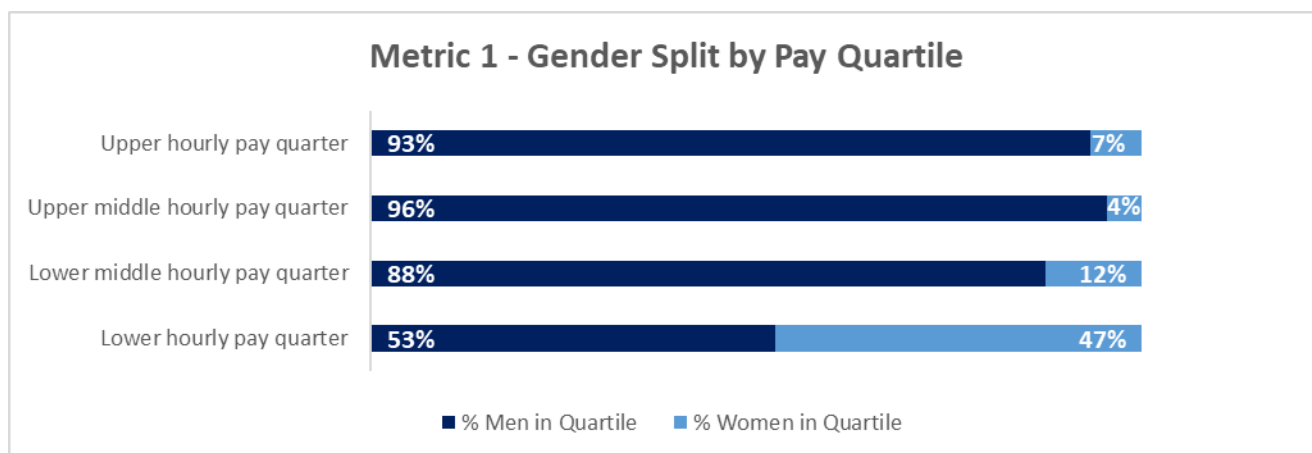
As of April 2021, there was a population of **549** Crop Nutrients employees in the UK, men make up 82% of this population.



Metric 1: Hourly pay gap ratios

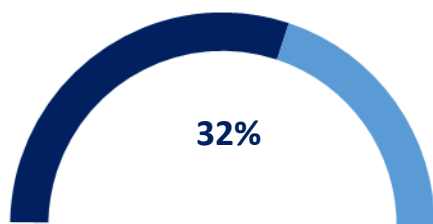
Metric 1 ranks Crop Nutrients’ 549 UK employees’ hourly pay from lowest to highest and then splits the number of employees into equally sized groups.

Reflecting on the outcomes, the chart below shows a low representation of women in general but also in more senior roles. The company is aiming to see an improvement in female representation in senior roles.

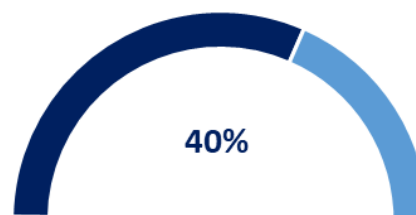


The mean UK hourly pay gap of 32% is primarily a function of the representation of men in the most senior management roles, as shown most clearly in the quartile analysis.

Metric 2 - Mean Gender Pay Gap



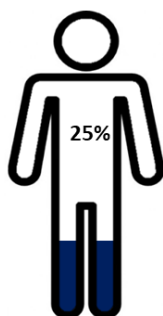
Metric 3 - Median Gender Pay Gap



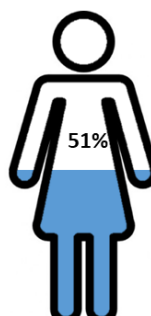
Metric 4: Proportion of employees awarded a bonus in 2021

The Crop Nutrients performance pay scheme is currently aligned with Anglo American’s Group performance pay scheme and operates irrespective of gender. The Crop Nutrients business was acquired by Anglo American in 2020 and a majority of its employees were also new to the business after this time. As a result they were not eligible for bonus for the 2020 performance year. Based on the rules of the schemes in place at the time, 25% of male and 51% of female employees received a cash bonus.

Metric 4 - % of Men receiving Bonus



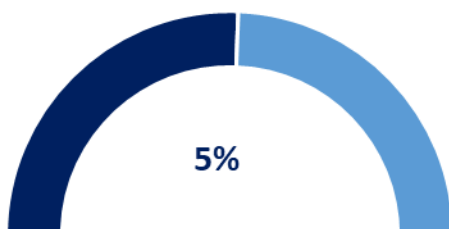
Metric 4 - % of Women receiving Bonus



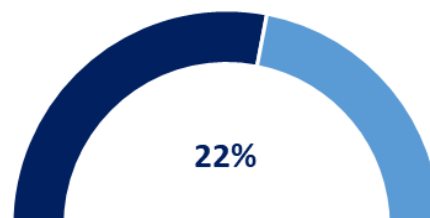
Metric 5 & 6: Bonus pay gap for 2021

The factors driving the bonus pay gap were those applicable to the hourly pay gap shown in metrics 1 and 2, imbalanced gender composition across more senior roles. Variable performance pay structures for the most senior employees differ from those of the wider workforce, thereby further widening the gap. There is an aim to reduce this bonus pay gap with a focus on increasing the proportion of female employees in more senior roles.

Metric 5 - Mean Gender Bonus Pay Gap



Metric 6 - Median Gender Bonus Pay Gap



The UK Gender Pay Gap reporting requirement

The UK Gender Pay Gap reporting requirement is a regulation under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 that is designed to provide public transparency in relation to the difference between men's and women's earnings within a company. This regulation came into effect on 6 April 2017 and all UK registered companies that employ, in the UK, 250 or more people are required to disclose specifically defined information by 4 April 2022.

The source data for the required information must be at the 'snapshot date' of 5 April 2021. The Crop Nutrients business unit is confident that it complies with the UK's Equal Pay legislation, which governs the right to equal pay between men and women for equal work. I confirm the data reported is accurate.

Tom McCulley

CEO Crop Nutrients