



Sustainability
report 2024



PLATINUM

About this report

Our annual sustainability report aims to provide comprehensive disclosure to a broad range of stakeholders on the sustainability context and issues facing Anglo American Platinum, as well as our approach, strategy and targets, and our performance for the period 1 January to 31 December 2024.

We report on the performance of our managed operations, with references and data for our non-managed operations, where relevant. The contents of this report are premised on our membership of Anglo American plc for the year.

All photographs in the report were taken between 2023 and 2024.

Assurance

Financial and sustainability aspects of our 2024 suite of reports are independently assured. see ► **page 113 to 115** for the external assurer's report on sustainability assurance.

Feedback

We value and encourage questions and feedback from stakeholders. Contact us at: sustainability@angloamerican.com

Our reporting suite



Integrated report (IR)



Aimed at financial stakeholders (investors, lenders and creditors)

Account for our progress against strategic priorities and prospects, considering risks, opportunities and trade-offs, as well as sustainability matters material to creating enterprise value.

Financial materiality

Annual financial statements (AFS)



Aimed at financial stakeholders

Audited financial statements reflecting effects on enterprise value that have already taken place at the reporting date or are included in future cash-flow projections.

Financial materiality

Ore Reserves and Mineral Resources report (ORMR)



Aimed at financial stakeholders

Updated estimates and reconciliation of Ore Reserve and Mineral Resource statements for all assets in line with the SAMREC Code (2016) and section 12.13 of the JSE listings requirements.

Financial materiality

Sustainability report (SR)



Targets all stakeholders wanting to understand our sustainability impacts

Disclosure on material sustainability topics, reflecting our most significant impacts (positive or negative) on our people, the environment and society, and their impacts on our business.

Double materiality

Climate change report (CR)



Aimed at all stakeholders

Disclosure of climate-related aspects of our ESG strategy and sustainable mining plan against global best-practice benchmarks or standards.

Financial materiality

Governance report (GR)



Aimed at all stakeholders

Disclosure of governance-related aspects, demonstrating how Anglo American Platinum conducts itself according to sound governance practices and the highest standards of ethics, integrity, transparency and accountability. Includes our King IV application and disclosure.

Double materiality

* Copyright and trademarks are owned by the Institute of Directors in South Africa NPC and all of its rights are reserved. The board ensures that reports issued by the company enable stakeholders to make informed assessments of Anglo American Platinum's performance and its short, medium and long-term prospects.

This annual sustainability report was developed in tandem with Anglo American Platinum's demerger process from Anglo American plc (refer to integrated annual report). As a standalone operating entity, and without detracting from our commitment to sustainability, in future we may review some of the processes, practices and related commitments, drivers and matters that are currently informed by membership of the Anglo American Group.

The publication of our 2024 suite of reports precedes other elements of a complex demerger process. We have:

- Issued the notice of the annual general meeting (AGM) at which shareholders will vote on a number of substantive changes, including rebranding Anglo American Platinum to reflect its status as an independent company listed on the JSE Limited
- We will soon issue a prospectus ahead of our secondary listing on the London Stock Exchange (LSE)
- At our AGM on 8 May and at the Anglo American plc AGM on 30 April, shareholders will vote on the resolutions required to initiate the final steps of the demerger.



Mogalakwena: North pit

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For more information, visit:

[www.angloamericanplatinum.com/
investors/annual-reporting](http://www.angloamericanplatinum.com/investors/annual-reporting)

Cover image: Lentina Madimani of Kioni at an Impact Finance Network event. Kioni is a project that transforms communities through the art of beading. In 2025 we will work with Kioni to extend their impact.

Sustainability performance at a glance

Anglo American Platinum continued to demonstrate leading sustainability performance in 2024, with our strong management of environmental, social and governance issues reflected in global rankings by leading agencies.

Sustainability ratings and rankings

	FTSE/JSE Responsible Investment Index: Remained a constituent of the top 30 index
	FTSE Russell: Highly ranked among the top 5 sub-sector peers with an overall ESG score of 4.3, environmental score of 4.3, social score of 4.3 and governance score of 4.1
	MSCI: Achieved A rating in 2023
	ISS: Maintained Prime status
	S&P Global ESG: Score of 72 in 2023, ranking in the 94th decile. We have been included in the S&P Global Yearbook

People



Tragically, three fatalities

1.67 total recordable injury-frequency rate (TRIFR)
(2023: 1.61)

Restructuring resulted in loss of jobs

29,022 people employed
(employees and contractors)
(2023: 31,668)

R17.7 billion
Wages and related payments to employees
(2023: R18.6 billion)

R7.3 billion
Procurement in host communities
(2023: R7.1 billion)

R987 million
Social investment expenditure (corporate social investment, social and labour plans, community dividends)
(2023: R806 million)

Business resilience



3.6 million ounces PGM metal and concentrate (M&C) production
(2023: 3.8 million ounces)

R109 billion net revenue
(2023: R125 billion)

2024 action plan delivered
R7 billion in cost savings and
R5 billion in stay-in-business capital

R72 billion*
Total group economic contribution to society
(2023: R85 billion)

R18.6 billion
Capital expenditure
(2023: R20.5 billion)

R3.3 billion
Taxes and royalties paid
(2023: R5.3 billion)

R71.75 per share
Total dividend per share
(2023: R21.30 per share)

Environment



98% conformance with Global Industry Standard on Tailings Management (GISTM)

0 level 4 or 5 environmental incidents
(2023: 0)

4.24Mt CO₂(e)
Scope 1 and 2 emissions
(2023: 4.29Mt CO₂(e))

13.99GJ/tonne
Smelted energy intensity
(2023: 13.73GJ/tonne)

Governance



IRMA 75 certification achieved by Unki and Mototolo, and IRMA 50 certification achieved by Amandelbult and Mogalakwena

Achieved B on CDP climate disclosure

Achieved B on CDP water disclosure

LPPM certification maintained

* Total group tax and economic contribution consists of Anglo American Platinum Limited companies, United Kingdom, Singapore and PGI (Platinum Group Investment) countries.



Leadership

Message from SET and S&SD committees

Introduction

As chairs of the social, ethics and transformation (SET) committee and the safety and sustainable development (S&SD) committee, we are pleased to present to you an overview of the matters that concerned these committees during the year, and the related performance of the company in 2024.

It is our belief that good sustainability performance is a necessary basis for good company performance in the long term. Beyond investors, other stakeholders justifiably have expectations of how we operate as this affects them, their communities and our shared physical environment.

We believe stakeholders are entitled to expect exemplary sustainability performance as well as honest and frank reporting on these matters. We are responsible for ensuring this report gives readers a balanced account of sustainability management at Anglo American Platinum. In the work of our committees, we do all we can to ensure that company executives and managers understand their duty to report openly and honestly to us, and are encouraged to do so.

With the impending demerger from Anglo American plc, we are developing our own competencies in areas where Anglo American has historically set standards. The notable legacy of Anglo American is

deeply ingrained in our company's culture and, where appropriate, we will work on augmenting this through future investment in our commitments to sustainability.

We invite our stakeholders to study this report and we welcome your questions or comments. Please write to: sustainability@angloamerican.com.

Safety, health and wellbeing

We are deeply saddened that three people were fatally injured in two accidents at one of our managed operations in 2024.

While we did not allow ourselves to become complacent after two years of zero fatalities, these events require us to engage in deep analysis and introspection. Led by the Department of Mineral Resources and Energy (DMRE), investigations into the technical causes of these accidents are proceeding. Without pre-empting these findings, Anglo American Platinum's own in-depth investigation provided us with substantial insight and recommendations are being implemented.

The board and senior management have to ascertain how and why our extensive work to build and continually reinforce the company's safety culture appears to have failed in these two accidents. The challenge is to ensure that hundreds of working teams throughout the company are enabled to make the right safety decisions all the time.

While we are gratified that underlying safety performance, including injury rates, continues to show a positive trend, the fatalities are a painful reminder that there can never be room for reducing our focus at any level. We will remain vigilant in monitoring leading indicators and learning from high-potential incidents and high-potential hazards. This will be a particular focus of the board in 2025.

We cannot underestimate the need and the value of the work we do among employees and their families to address chronic diseases and mental health. Societal pressures on people, including our employees, are increasing, and this has real impacts on their quality of life and our employees' ability to carry out their work effectively.

Another significant area of focus is in relation to the integrity of our tailings storage facilities (TSFs). We remain committed to complying with the Global Industry Standard on Tailings Management (GISTM) and, by the end of 2024, had achieved 98% conformance for extreme or very high potential consequence facilities. We remain focused on closing the remaining gaps, working towards the next stage of conformance required by the GISTM by the end of 2025.

Lwazi Bam
Independent chairperson,
SET committee



Dorian Emmett
Independent chairperson,
S&SD committee



Message from SET and S&SD committees continued

We are particularly pleased that we are getting to grips with possibly the most demanding feature of the standard, which is preparing communities to be ready to deal with any potential emergency situation that may arise.

On ► **page 79**, you will read about emergency drills carried out in villages around Mogalakwena, which illustrate our extensive work in partnership with a range of stakeholders.

Climate change and environmental issues

We are pleased with the progress in our decarbonisation journey, particularly the finalisation of agreements for 460MW of renewable energy facilities to power our operations.

While the reduced carbon footprint means lower emissions, it also means that we will have access to cost-effective and reliable power once the facilities are installed. We also anticipate it will significantly mitigate any EU carbon border adjustment mechanism liabilities.

As our understanding of all our emissions becomes more definitive, and as our decarbonisation plans materialise, so we will need to align and modify our targets. We remain committed to reaching our target of being carbon neutral on Scope 1 and 2 emissions by 2040. Our work to identify opportunities to achieve this target is ongoing.

An important part of our contribution to the global energy transition is our

fundamental support for the hydrogen economy. PGMs are destined to play a significant part in the hydrogen fuel cells that are powering an increasing number of vehicles in pilot projects across the globe and for other forms of mass use. If and when these programmes gain scale, their impact on PGM prices could be significant.

Water has always been a major concern for our business, both for our own operations and as a shared resource. South Africa is a water-stressed country and this is being exacerbated by shortcomings in regional infrastructure maintenance. At the same time, climate change threatens both drought and flooding in different locations and at different times. While we are intent on minimising our fresh water abstraction for our own use, our extensive community water programmes and public-private partnerships seek to address the availability of potable water.

Diversity, equity and inclusion

The value to the company of our increasingly diverse, equitable and inclusive workforce, particularly in management, is apparent. The many opportunities for advancement for black people, women, members of the LGBT+ community and people with disabilities improves our understanding of our business, enhances the quality of our executive decision making, and is embedding our values throughout the business.

An important part of our work to enhance diversity, equity and inclusion (DEI) are

the many forums established to consult and better understand the obstacles experienced by a range of employees. We continue to monitor closely and campaign on matters of sexual harassment and gender-based violence (GBV), knowing that these are a societal and not only a workplace issue.

Engaging with and supporting communities

Anglo American Platinum is profoundly aware of the need for a high quality of engagement with the communities near our operations. Failure to effectively understand community members' needs and perceptions of our operations, and a failure to respect their rights, will ultimately undermine our operational effectiveness and harm our reputation.

Our aim is to improve the quality of life of people in host communities, both during the life of our operations and after mining has ceased, in many ways. A powerful mechanism is through the local economic development features of our social and labour plans (SLPs). We consistently work to give effect to these SLPs.

We are proud to report that all four of our owned mines are now IRMA accredited.

Crime, corruption and ethics

Our company focuses on preventing corruption through our procurement and other systems. Through training on ethical conduct and appropriate interventions where concerns are identified, we also

work to prevent any forms of corruption being perpetrated by an employee or our business partners and others. Training in ethical conduct is provided, and appropriate measures taken when breaches are uncovered. The so-called 'procurement mafia' in South Africa remains a serious challenge, although the efforts of the South African Police Services (SAPS) and the partnership that has developed between government and organised business has had a mitigating impact. We hope these initiatives continue and intensify.

Approval of report

We are mandated by the board to take collective responsibility for ensuring the integrity of this report. In our opinion, the 2024 sustainability report is aligned with accepted global benchmarks for sustainability reporting, addressing all material matters to offer a balanced view of our sustainable development strategy and how it relates to the company's ability to address impacts on society, the environment and the economy in the short, medium and long term. We remain focused on delivering sustainable outcomes for the business.

Lwazi Bam
*Independent chairperson,
SET committee*

Dorian Emmett
*Independent chairperson,
S&SD committee*

Johannesburg
13 March 2025

Message from the CEO

Craig Miller
Chief executive
officer



The period under review was a crucial year as we set the Scope for the future of Anglo American Platinum as a stand-alone entity. As we embark on this new chapter, sustainability continues to be a fundamental priority in our strategy for building a resilient business.

As we build on the legacy of the Anglo American Group, we will continue to drive operational excellence and invest in the full potential of our people and assets to maximise value from our portfolio for the benefit of all our stakeholders.

We will create and expand demand for our products, operating with agility to enhance efficiencies and ensure our disciplined capital allocation make us sustainable for the long term.

We are committed to honouring our promises to our host communities and sharing the value we create in our efforts to entrench our social license to operate.

The required human resources, skills, capabilities, systems and services previously provided by Anglo American are well underway to being transitioned into our company to enable us to continue delivering on our commitments.

Our 2025 strategy and beyond focuses on advancing the safety and health of our employees, achieving operational excellence, investing in our portfolio for maximum value contribution, a simplified and strengthened organisation, driving demand for our products to ensure long-term success and critically integrating sustainability in all we do. This strategy is underpinned by delivering superior shareholder value, which in turn will create value for our employees, suppliers, communities and shareholders. We provide some insight into this strategy on [page 18](#) of this report.

Safety and health

By far the most devastating events for us in 2024 were the losses of three of our colleagues, Tshepiso Mokale, Euzmen Ndlebe and Basanda Langeni in safety incidents at Amandelbult's Dishaba Mine. We extend our sincere condolences to their families, friends, communities and colleagues.

These tragic events have been thoroughly investigated and reviewed by both our executive and our board with recommendations shared across the Anglo American Platinum Group.

Our call to action included introducing self-stoppages at mines during which frontline and management teams were retrained. Our focus is on embedding lessons learned, continually strengthening our safety maturity and culture, integrating deep behavioural understanding into safety programmes, improving business partner performance management and emphasising high-risk work and associated controls.

Safety is a non-negotiable accountability of all our people, and we continue to drive leadership visibility in our operations, creating an environment that is conducive to and incentivises safe behaviour, where everyone can raise safety concerns and take the necessary action to remain safe. It is the responsibility and accountability of every individual working for us to adhere to the rules and standards that we have established as an organisation to ensure we remain safe and protected. We continue to support our teams in achieving this goal.

As Anglo American Platinum transforms, a major focus is to deeply embed our safety culture, including in mentoring practices and work routines, throughout the business. We use leading and lagging indicators to identify focus areas, using innovation and technology to take people out of harm's way and reducing repeated high-potential (and actual) incident events.

The fatalities at Amandelbult's Dishaba Mine come after two years of operating without a fatality. The safety performance of our other operations gives us the confidence that zero harm is possible. Mogalakwena, Mototolo and Unki have each achieved more than 12 years of fatality-free mining, additionally Unki, Polokwane Smelter, ACP and RBMR all reduced their total recordable injury-frequency rate (TRIFR) by more than 15% against the prior three-year average performance. Encouraged by the possibility of zero harm, we must and will do better.

Our employees' health and wellbeing is paramount to the business. Healthy employees enhance safety and productivity, which underpin the success and longevity of our business. While it is pleasing to note that we did not record any occupational illnesses during the year, we have deliberately widened our focus to encompass employee health and wellbeing. The wellness initiatives that we have implemented at all our operations cover HIV, TB and chronic diseases. We also provide our business partners with HIV, TB and chronic disease screening. Additionally, we continue to support employees with their mental health and those struggling with alcohol and drug abuse. At the heart of our programme is the education we provide on chronic and lifestyle disease prevention and management.

Message from the CEO continued

Operational restructuring

The past year continued to present a challenging PGM price environment, combined with volatile global geopolitics. It is against this background that we had to take steps to support the resilience of the business through operational restructuring. During the year we initiated this restructuring under section 189A of the Labour Relations Act 66 1995. This decision was not taken lightly but was necessary for the sustainability of our business. The s189A process, facilitated by the Commission for Conciliation, Mediation and Arbitration (CCMA), resulted in a reduction of approximately 3,400 roles from our structure. We sought to minimise the extent of this, by inviting employees nearing the end of their careers or who had alternative options to separate voluntarily from the company, and redeploying some individuals where opportunities existed. We recognise the impact for many of our employees and their families. We have undertaken these steps to ensure the resilience of the business, so that it may continue to make a significant contribution to society for years to come.

Decarbonisation

We have made progress in the implementation of our decarbonisation initiatives in line with our 2040 Scope 1 and 2 emissions net-zero target and this will continue to enhance the value of our

products and help our customers achieve their own decarbonisation goals, some of whom are factoring sustainability into their purchasing decisions and contractual engagements.

We have set ourselves a target of 30% reduction in our Scope 1 and 2 carbon emissions by 2030 (from a 2016 baseline), and to achieve carbon neutrality by the end of 2040. A shift to renewable energy offers the biggest opportunity for achieving this as 86% of our carbon emissions relate to grid-tied electricity, which relies largely on coal-fired power. We concluded an offtake agreement with Envusa Energy for the supply of ~460MW of renewable energy and construction has begun, with the first phase of supply scheduled for the end of 2025. This offtake is expected to enable us to reach our 2030 decarbonisation goal of 30% reduction in Scope 1 and 2 carbon emissions.

We have also set ourselves an energy efficiency improvement target of 2% per year, designed to reduce the amount of energy that we consume, and we are investigating self-generation of renewable power at some of our operations. We believe our sustainability investments will yield returns, in terms of price and security stability.

Water as a critical and shared resource

Water is a critical resource for our business and water conservation and recycling remain a priority. All our operations are in water-stressed regions which, based on our climate-data review and predictive modelling, indicate that water stress is likely to increase in future, especially in Limpopo. As such our ambition is to operate mines that minimise the use of additional water. Our water management strategy is focused on achieving this goal by reducing fresh water abstraction, increasing water efficiency and recycling water.

As part of our commitment to improve water security in our host communities we have invested in municipal waste water-treatment initiatives that give us access to a sustainable source of quality and safe grey water from waste water treatment plants in Polokwane, Mokopane and Rustenburg.

Tailings management

Anglo American Platinum is committed to conformance with the Global Industry Standard on Tailings Management (GISTM), and we welcome the establishment of the Global Tailings Management Institute (GTMI), which has been established as an independent

oversight body to promote the widespread adoption and implementation of the GISTM.

At the end of 2024 we achieved 98% conformance for extreme or very high potential consequence facilities, and we are on track to close the remaining gaps. We have invested significant resources in our governance structures and engineering approach, including the introduction of hydraulic dewatered stacking (HDS) at our new Blinkwater 2 TSF at Mogalakwena. We focused extensively on emergency preparedness in line with our GISTM conformance, including the development of management plans and conducting evacuation drills with local communities.

IRMA adoption

We recognise that stakeholders, including shareholders and customers, need to trust where and how our metals are mined. For this reason, Anglo American Platinum has been a leading adopter of the Initiative for Responsible Mining Assurance (IRMA). In 2024 Unki retained its IRMA 75 certification. Mototolo and Amandelbult were assessed against the IRMA standard for the first time in 2024, achieving IRMA 75 and IRMA 50, respectively. Mogalakwena received its IRMA 50 certification in 2025. All four of our owned mines are now IRMA accredited.

Message from the CEO continued

Community relations

In last year's report I reflected on how the difficult financial environment was going to test the strength of relationships. In navigating 2024, we emphasised engagement, transparency and working to ensure that we deliver on our commitments.

Managing expectations in a resource-constrained environment remains a challenge we must navigate with our communities as there are limitations in what we as an individual company can deliver. We will continue to engage in meaningful dialogue about the market we are operating in and the impact that has on the role that we can play.

There is great potential for partnerships with other actors that can help deliver on community expectations, and we are committed to continue playing a leading role in delivering on the expectations of our communities to the extent that it is within our control.

Government relations and society

In South Africa we have had a free and fair general election and a peaceful transition of power from a single party to a government of national unity (GNU), a coalition of parties. This points to the

maturity of our democracy and that in our country's challenging economic environment we see a successful functioning legislature and executive. For business, the real benefit of the GNU is that it enhances opportunities to continue to work together with government in addressing key national priorities. The past year has seen a burgeoning of the benefits of partnerships.

We supported the initiative to end loadshedding in 2024 and to drive energy reform as part of the National Energy Crisis Committee (NECOM) and have provided support through Business Unity South Africa (BUSA) to stabilise the performance of road transport networks in South Africa.

We support the clear priorities outlined by Government in terms of creating inclusive economic growth and driving the transformation of our country.

Engagements have been positive, with recognition of the skills business can contribute and, to a greater extent, what government's responsibilities are. We hope that we can sustain this to achieve inclusive growth and a reduction in unemployment.

The battle against crime and corruption is an area that still requires an immense and

targeted focus. Illegal mining and the procurement 'mafia' are serious challenges facing our industry. With Business Against Crime South Africa, we reinforce our work to build a capable forensic service, support an integrated response to priority crimes, including illegal mining and cable theft, and implement a data-driven approach to targeting crime hotspots. We are also part of the Joint Initiative to Fight Crime and Corruption, an institution formed through a partnership between government and B4SA.

I am determined that we must continue to work towards eradicating violence against women and children. Our GBV advisory panel at corporate and operational sites, GBV champions and facilitators, the REAL Men programme, our support for the Thuthuzela Care Centres and our Living with Dignity hub that provides medical and legal support in GBV cases are among the projects and structures we have put in place.

Conclusion

Our sustainability agenda is embedded in our business, and we will continue to pursue our objectives to ensure a safe working environment for our employees, operations that impact positively on our host communities, and products that contribute positively to society.

I commend the commitment of the leadership team and employees of Anglo American Platinum to achieving our goals, and I thank the chairs and members of the two board sub-committees that support and guide our efforts. As we step forward as an independent company, I have confidence that we will continue to create value for all our stakeholders.

Craig Miller
Chief executive officer

Johannesburg
13 March 2025

Sustainability governance

Sustainability governance is integrated into our business decision making at all levels. Oversight is provided by the board through the SET and S&SD committees.

Accountability

Primary responsibility for implementing sustainability policies and commitments rests with the executive committee (exco), led by the CEO.

Exco provides direction on behalf of the board and advises the board on decisions and other matters. It works to ensure that all relevant matters are addressed.

Executives with direct responsibility for sustainability matters are the executive head: corporate affairs and sustainable impact, executive head: asset strategy, safety, health and environment, and executive head: projects.

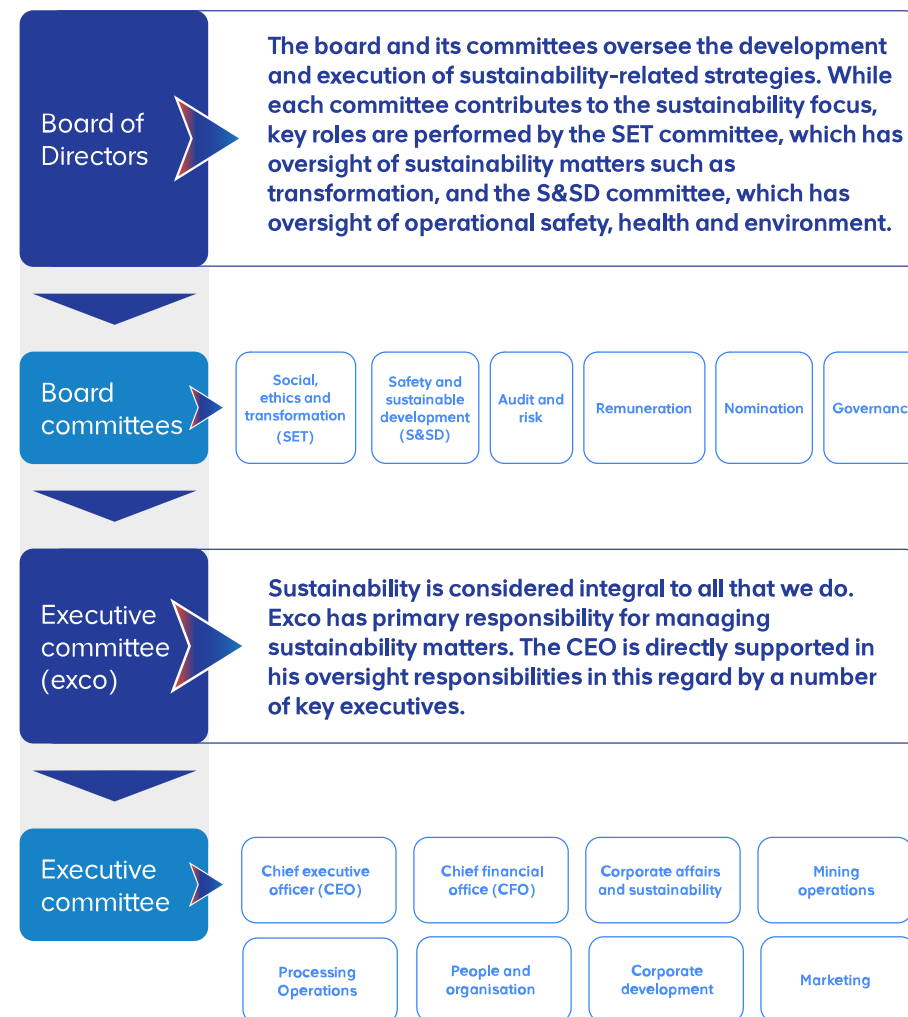
At operational level, general managers are responsible for developing and monitoring implementation of five-year local sustainable mining plans. All plans are based on the understanding that sustainability governance is integrated into our business at all levels.

Historically, our social performance has been managed and assessed in terms of Anglo American's social way 3.0 policy framework. Safety, health and environmental (SHE) matters are managed and assessed in terms of the Anglo American SHE way standard.

Teams of practitioners and professionals support the executives. The corporate head of social impact and sustainability reports to the executive head: corporate affairs and sustainability, providing guidance on overall integration to support the requisite coordination.

Rewarding performance

Sustainability performance is built into our remuneration system. A short-term incentive (STI) applies to executive directors, prescribed officers, management and corporate employees. SHE performance measures account for up to 20% of the STI. Performance of critical sustainability tasks account for 30% of the annual bonus. A deduction occurs in the unfortunate event of a fatality. Long-term incentive plan (LTIP) performance measures are assessed over a three-year vesting period.





Our context and strategy

Our business

Based in southern Africa, our platinum business is a leading primary producer of platinum group metals (PGMs). In 2024, we contributed 33% of global production of platinum, 19% of palladium and 35% of rhodium.

We provide a complete resource-to-market service, supplying our network of global customers with a range of mined, recycled and traded products. We operate across the value chain to produce the complete range of PGMs including platinum, palladium, rhodium, iridium, ruthenium and osmium.

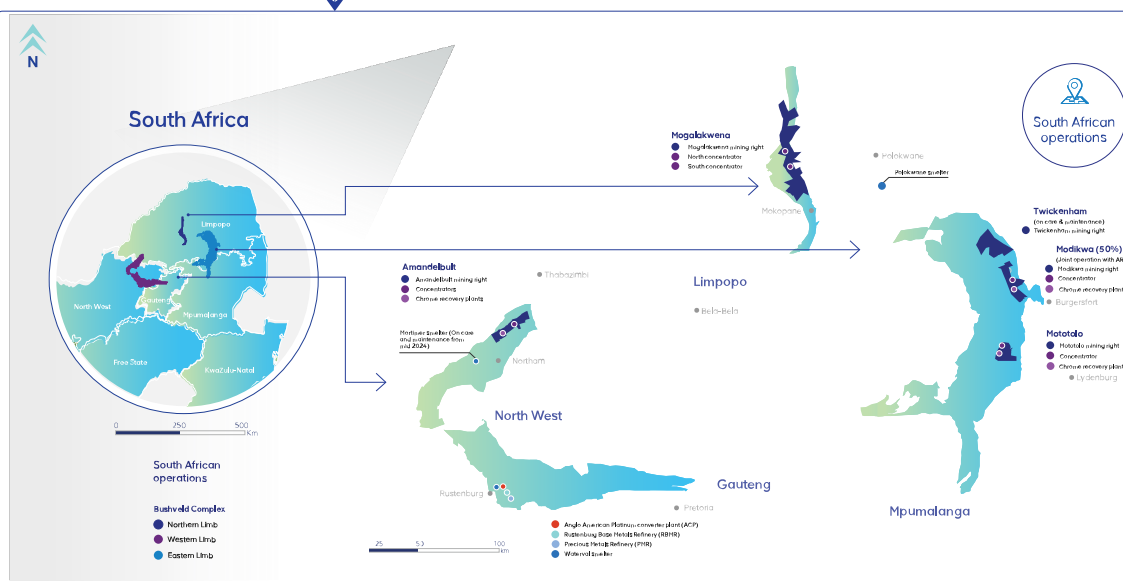
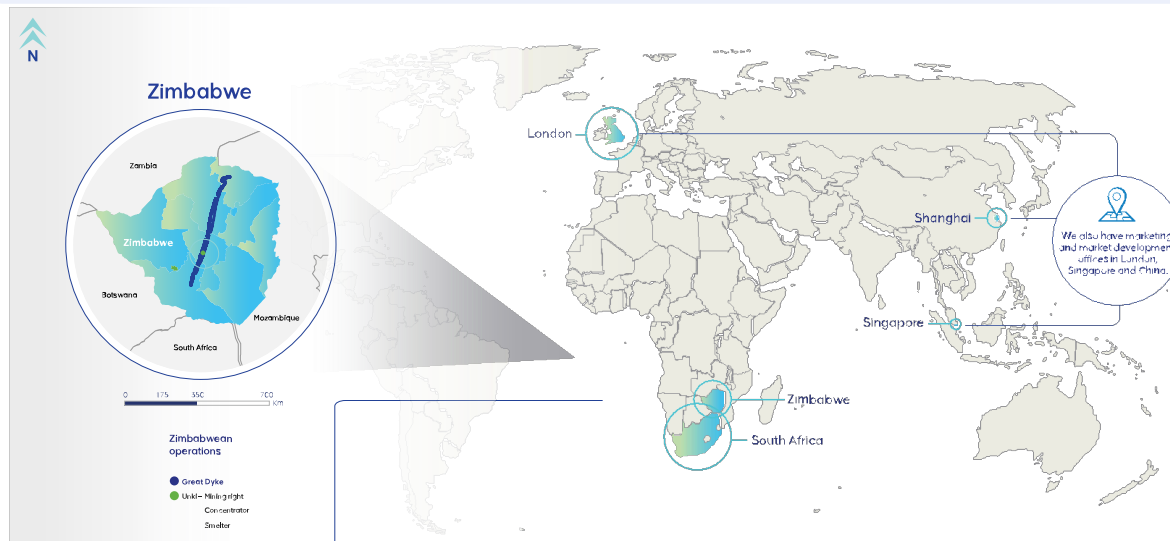
Our business is part of the broader southern African economic and social landscape, and we are committed to working towards a safe, sustainable, competitive and profitable business that benefits our country, our communities, our people and our shareholders.

Where we mine

We have three mining operations in the Bushveld Complex in South Africa: Mogalakwena, the Amandelbult Complex, and Mototolo Mine. We also have mining rights over the Twickenham (on care and maintenance) and Der Brochen project area adjacent to Mototolo. In Zimbabwe, we own the Unki Platinum Mine.

We hold a 50% interest in the Modikwa Platinum Mine, a joint operation (JO) with African Rainbow Minerals Mining Consortium Limited.

Our operations are located in the PGM-rich Bushveld Complex in South Africa and Great Dyke region of Zimbabwe. We also have marketing and market development offices in London, Singapore and Shanghai. Our industry-leading asset portfolio extracts the largest mineral asset base of long-life, high-quality metals globally.



Our value chain

Our value chain starts before mining begins and extends to post-closure. We are mindful of the impacts that we have, and the impacts on our business at every stage.

1 – EXPLORATION AND MANAGEMENT OF MINERAL RESOURCES AND ORE RESERVES

We actively explore for and identify mineral deposits essential for modern life. By leveraging our world class expertise and cutting-edge technologies, we are committed to discovering and developing these mineral deposits in a socially collaborative and sustainable manner.

2 – MINING (Underground and on surface)

In extracting the products essential for daily life, we leverage over 100 years of mining expertise from the Anglo American Group while upholding the highest standards of safety, labour practices and environmental stewardship. Safety remains our top priority, with a steadfast commitment to achieving zero harm in all our operations. We adhere to good labour practices, ensuring a safe and supportive working environment for our workforce. Additionally, we plan comprehensively for the full lifecycle of our mines and beyond, using proprietary technologies to minimise waste, optimise resource use and protect surrounding ecosystems.

3 – PROCESSING (Smelting and refining)

By processing, converting and refining raw materials we seek to produce what our customers need and value while advancing sustainability, socio-economic goals and responsible production. Our processing technologies support our aim to reduce energy consumption, minimise waste and recycle water to support a circular economy approach. By increasing efficiency and driving innovation, we seek to enhance productivity promote decent work and contribute to economic growth. By adding value to our products, we strengthen our positive community and economic impact, aligning with our commitment to industry advancement, sustainable practices and the principles of responsible resource management.

5 – REHABILITATION AND CLOSURE

We start planning for closure from the inception of a project, and throughout the lifecycle of the mine. We take great care to consider the long-term impacts, including the management of TSFs, water resources, land use and biodiversity. Where possible we undertake concurrent rehabilitation, and plan for both social and environmental closure.

4 – MARKETING AND SALES

We strive to provide a consistent, tailored supply that meets the precise specifications of our customer, adding significant value for our customers but supporting million billions of consumers who depend on our products daily, strengthening our market presence and contributing to strong economic performance in the regions we serve. We transport our metals and minerals to customers, ensuring their delivery to markets where they are most needed. By leveraging advanced technologies, we aim to actively co-ordinate and optimise global shipping operations to deliver efficiency and reliability.

The sustainable value of PGMs

Anglo American Platinum places a great deal of focus on supporting new markets for PGMs through our market development activities.

We believe and invest in the significant potential of our metals. We support the development and stimulation of new markets through our market development activities.

We seek to boost existing demand and leverage new capabilities to capture value through our adjacent value-chain initiatives that include developing diversified markets for PGMs.

We want to broaden the number of applications that use our metals, contributing to innovation and development in key global trends (such as emission-free transport, decarbonisation and clean energy production), and pursuing undiscovered capabilities and opportunities.

We take a multipronged approach to improving PGM demand by:

- Finding and nurturing viable ideas
- Supporting the commercialisation of those with strongest potential
- Collaborating with other leading institutions to achieve scale for both emerging and existing uses.

Through our market development activities, we are playing our part in creating a cleaner, greener, healthier tomorrow.

The market for PGMs today and tomorrow

At present, over 60% of PGM gross demand is accounted for by catalytic converters. These are pollution-control devices for vehicles and other machinery

with internal combustion engines. The sector is especially important for platinum, palladium and rhodium, but only modestly important for ruthenium and iridium. While this sector is expected to decline over time as the proportion of battery-electric vehicles (BEVs) on the road rises, PGMs promise to play a growing part in contributing to other cleaner forms of energy.

Factors affecting PGM demand

Automotive production slowed in 2024 after a surge in the prior year. Light-vehicle output, the most important component, fell modestly. Light-vehicle sales, however, rose 2% year-on-year.

BEVs continued to take market share, but at a slower pace, reaching around 13% of light vehicle sales from 12% in 2023. Globally, plug-in hybrids, that still require PGM catalysts, saw faster growth than pure electric vehicles.

In 2024, a number of vehicle manufacturers, including Volvo, Ford, Fiat, Volkswagen, General Motors and Bentley, reduced electric-vehicle production targets for the next five to 10 years.



The sustainable value of PGMs continued

There was also slower-than-expected progress in clean energy technologies (apart from in China) in 2024, and a slowdown in the growth rate of BEV production and sales.

For 2025, analysts are grappling with market growth uncertainty as a result of US President Donald Trump's expressed intention of imposing widespread new import tariffs, particularly on China, and the Trump administration's stance on climate change. Expected weaker emissions standards would keep internal combustion engine vehicles on the roads for longer, while tariffs would increase vehicle costs.

It remains the case that the vast majority of vehicles produced in 2025 will continue to require PGM catalysts, with loadings probably modestly lower than in 2023/2024. Palladium should be in deficit again in 2024, but then move into surplus from 2025 as automotive demand is curbed by the shift to BEVs and recycling volumes finally improve. Platinum, however, should see prolonged deficits.

Shifting to a low-carbon world

The transition away from fossil fuels demands the development of cleaner technologies, new industries and the new forms of employment this will bring.

Hydrogen has a significant and wide-ranging systemic role in achieving a low-carbon future and is a key driver in deploying renewables-based power-generation systems. PGMs are an essential catalyst in both the production and use of hydrogen.

Platinum and iridium-containing proton exchange membrane (PEM) electrolyzers can produce clean hydrogen from renewable energy. Platinum-containing fuel cells already have a role in stationary power generation and can be used efficiently to power both light and heavy-duty fuel-cell electric vehicles (FCEVs).

While FCEV sales remain low, there is still considerable interest in the heavy-duty market and continued progress with light-duty vehicles. BMW has launched a pilot of the iX5 Hydrogen FCEV SUV and Toyota has announced an FCEV version of the Crown sedan and the Hi-Lux. Several new models have been launched or are in progress by Chinese original equipment manufacturers (OEMs).

► See hydrogen case study on page 72

The growth of the hydrogen economy is currently constrained by capex costs and the cost of hydrogen production. However, PGM demand in the hydrogen economy could increase from 2024's approximately

150,000 oz to over 1,200,000 oz in the next decade.

Policy was becoming increasingly supportive of hydrogen, most notably through the hydrogen hubs of the US's Inflation Reduction Act, though this may change in 2025. The mandated hydrogen refuelling station construction of the EU's Alternative Fuels Infrastructure Regulation is supportive.

PGM recycling

A circular-economy approach has sharpened our focus on optimising the use of resources, maximising process efficiency, reducing waste and regenerating nature.

A core component of a circular-economy approach is secondary production or recycling PGMs. These metals can be recycled repeatedly with minimal loss, continually reducing the environmental impact. Advanced recycling technologies mean that over 95% of PGM content in used automotive catalysts can be repeatedly recovered.

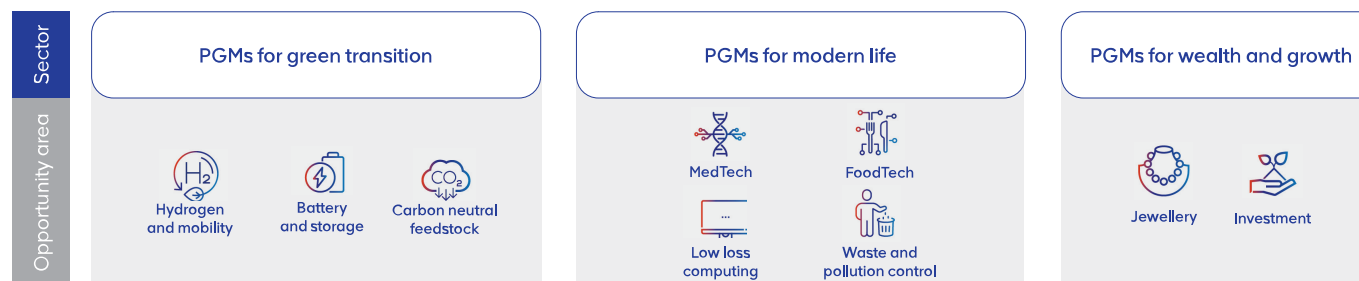
However, newly mined PGMs are still needed to meet 80% of demand from multiple industries, so primary and secondary production are interdependent.

Depending on the application, most PGMs are recoverable through the product life cycle, from production scrap to end-of-life materials. PGMs are reused, either through open-loop recycling that recovers platinum, palladium or rhodium from automotive catalytic converters in scrapped vehicles, or from closed-loop recycling where the metal remains in the application, such as when metal is recovered from used chemical catalysts and recycled to produce fresh catalysts to replace the spent charge.

We are increasingly considering the circular economy in our planning and processes. This shift focuses on developing new products and services while rethinking the design, life cycle and end-of-life stage of a product or service to optimise its use. It also includes enhancing efficiency at operations to address value lost through the by-products of business processes across energy, emissions, water and waste.

PGM opportunities

These are some of our ongoing market development workstreams



The sustainable value of PGMs continued

Platinum in jewellery

Gross global jewellery demand accounts for about one-sixth of platinum demand, and a small amount of other PGM demand. Platinum jewellery volumes improved in 2024, driven by a turn to platinum in China as gold prices soared, growth in India after the mid-year general election, growth in Japan and strong growth in the US.

PGMs in other industrial uses

PGMs' exceptional chemical properties mean they are used in a wide range of industrial processes such as glass manufacturing, chemical production and electronics. Industrial PGM demand, primarily platinum, has been strong in recent years but was relatively subdued in 2024, given sluggish growth in the global economy. From 2025, we project that it faces better prospects in sectors such as clean chemicals, with the potential for greater use of palladium and rhodium on lower prices.

Participating in value-chain adjacencies

Using our insights into the PGMs market, we continually seek to offer new value to customers and society by adapting our product mix and initiating additional collaboration with customers.

The increasing focus on traceability, transparency and responsibility offers new opportunities while imposing new pressures. Future customers will prioritise more bespoke services and products, particularly those that support achieving climate commitments.

We hope that these opportunities will open up new markets and employment opportunities, for both our communities and the broader South African economy.

We use our market insight, logistics capabilities and other companies' processing assets to ensure our metals services business is tailored to our customers' needs. We proactively investigate the viability of enhancing our processes to ensure security of supply, and to offer price optionality, price risk management solutions, and fixed prices. At the same time, we are committed to doing this sustainably and in a socially responsible manner.

Case study

New alloy to be trialled at jewellery awards

Platinum Guild International – a global platinum jewellery marketing organisation, partly funded by Anglo American – has created a new brand, Inoveo Platinum.

Alloyed, a materials designer and developer spun out from the University of Oxford tested potential alloy compositions using an alloy development platform powered by digital models and artificial intelligence. The teams settled on a formula that is 95% platinum and 5% other metals, including ruthenium (another PGM we produce) and a mix of proprietary materials.

The new alloy, Inoveo Platinum, has four times less porosity and four times higher production yield. It is 40% harder than standard platinum alloys and provides a smoother, more consistent fill due to its lower melting temperature and high fluidity. It also allows for faster polishing and setting times.

The development of Inoveo Platinum highlights the potential of our market development work to spur demand for our PGMs through collaboration and innovation.

PlatAfrica, the annual jewellery design and manufacturing competition that marked its 25th anniversary in 2024, provides students and professional

designers with the opportunity to showcase their talent in displaying innovation and technical expertise. Inoveo Platinum will be trialled by designers at next year's awards.

We host the design awards annually in partnership with Platinum Guild International India and Metal Concentrators. In 2024, Vuyani Gumede won the student category, Ronel Jordaan won the professional category, and Emmah Mahlatsi won the People's Choice Award.

The market development team works to stimulate demand for our PGMs by developing new opportunities for PGMs such as fuel-cell electric vehicles, and by resolving bottlenecks in existing demand.



'Mokorotlo' designed by Emmah Mahlatsi



'The Platinum Centenary Ring' designed by Vuyani Gumede



'Resonance' designed by Ronel Jordaan

Our corporate strategy and approach to sustainability

In 2024, we continued to work towards delivery of our commitments and strategy, while evolving our corporate strategy to support our independent future.

The components of our corporate strategy were:

- **Leading in sustainability:** We collaborate with our communities and countries to create a better future
- **Stimulating new markets and leveraging new capabilities:** We produce metals that improve people's lives and have a positive impact on the world
- **Going beyond resilience, thriving through change:** We stay strong and reliable in the face of change through safe, stable and capable operations
- **Maximising value from our core:** We always work to innovate and improve to make our jobs and organisation better.

Evidence of our efforts to deliver against this strategy appears throughout this report.

In May 2024, Anglo American plc announced major structural changes to accelerate delivery of its strategic priorities, which included demerging its PGM interests. This decision by our major shareholder presented an opportunity for Anglo American Platinum to complete work focused on positioning our company for the future – starting with a review of our strategy as an independent entity.

In an evolving PGM market, our refocused corporate strategy concentrates on delivering economic (shareholder) value. From these economic returns, we are able to share the value created with our broader stakeholder groups.

By creating economic value for shareholders, we also create value for others (through employment, supply contracts and more) and we can share

the economic value created through our broader social investment initiatives.

Sustainability strategy

Our revised sustainability strategy underpins our new corporate strategy, and strives to ensure our sustainability initiatives are effectively focused, coordinated and embedded across all our operations.

Fostering partnerships is essential for the development of mine host regions, aiming for long-term, sustainable progress that extends well beyond the life of each mine. Achieving common goals requires collaboration with community representatives, traditional leaders, faith groups, businesses, government, academics, and impact investors and NGOs.

Furthermore, we also seek to collaborate with our mining peers, achieving greater socio-economic development through economies of scale.

We seek to leverage the interconnections between technology, digitisation and many of our sustainability outcomes. Technology has the potential to deliver step-change results across the mining value chain, including safety, environmental and social benefits, while reinforcing the ethical credentials of our products.

Our revised sustainability strategy is a living framework that evolves as circumstances change. It embodies our overall approach to sustainability from critical foundations to specific commitments (goals).

Advancing safety and health	Achieving operational excellence	Investing in our portfolio for maximum value contribution	Simplified and strengthened organisation	Driving demand to ensure long-term success
Continuously improve our safety performance to accelerate our ambition of zero-harm. The safety and health of our employees and neighbouring communities remain at the forefront of our strategy.	Improve the company's competitive position and protecting cash-flow generation and returns through commodity price cycles.	Investing in our portfolio of mining and processing operations to achieve maximum value contribution, while exercising continued and focused capital discipline to ensure sustainable growth and long-term value delivery.	Reduce organisational complexity and focus on strategic priorities as a standalone entity to continue creating value for all stakeholders.	Capitalising on the long-term value in PGM market's demand and supply dynamics to meet emerging opportunities and applications through value-focused capabilities to ensure through-cycle, long-term success.
Integrate sustainability in all that we do				
Our strategy is anchored through a shareholder value-protection lens to prioritise sustainability. While we seek to minimise risks that impact cash flows, and build on opportunities to grow cash flows. We will endeavour to ensure that each strategic lever is met with a supporting ESG action at the core.				

Our revised sustainability strategy has three key focus areas. Each of these has targeted strategic levers that seek to ensure the group's sustainability initiatives prioritise areas that create or protect value for the business. They are underpinned by business foundations to establish the necessary structures, governance and capabilities that drive responsible mining based on common and essential minimum requirements to deliver operational efficiency and long-term value creation.

Focus area	Lever
Climate and energy	<ul style="list-style-type: none"> ► Energy security ► Decarbonisation
Local communities	<ul style="list-style-type: none"> ► Facilitator in creating resilient communities
Ethical value chains	<ul style="list-style-type: none"> ► IRMA certification

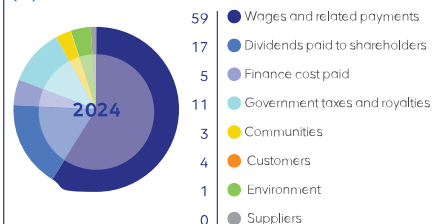
How we create and share value

In line with our strategic intent, the value we create through our world-class assets and operations is distributed to key stakeholders.

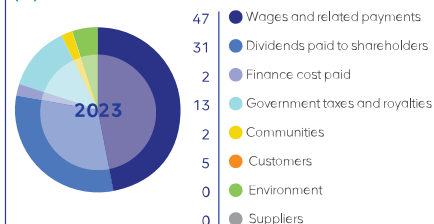
	2024 R million	2023 R million
Economic value created		
Net revenue	108,987	124,583
Economic value distributed to stakeholders		
Employees	17,695	18,569
Providers of capital	6,471	13,027
Dividends paid to shareholders	5,058	12,149
Finance cost paid (including interest capitalised)	1,413	878
Government taxes and royalties	3,305	5,300
Customers	1,343	1,800
Communities	987	806
Environment	184	199
Suppliers	113	52
Economic value distributed to stakeholders	30,098	39,753
Economic value reinvested		
Purchase of property, plant and equipment (excluding interest capitalised)	18,580	20,526

The monetary value distributed to key stakeholders is shown below. The tables overleaf summarise additional benefits and initiatives for the broader stakeholder group.

Economic value distributed 2024
(%)



Economic value distributed 2023
(%)



Training underground at Amandelbult

How we create and share value continued

Value creation for each stakeholder

Employees

The safety, health and wellbeing of our employees is of great importance to our business. As such, we are committed to providing a supportive environment, with an inclusive culture. As part of that commitment, we invest in training to equip and empower employees, which enables the business to continue being competitive.

	2024	2023
Safety at managed operations	Three fatalities	Zero fatalities
People employed	19,637 employees 9,385 contractors	22,334 employees 9,334 contractors
Employee turnover (excluding voluntary severance packages)	6%	5%
Wages and benefits paid	R17.7 billion	R18.6 billion
Training and development expenditure	R0.9 billion	R1.1 billion
Women in management	30%	29%

Unions

Anglo American Platinum regards unions, which are the elected representatives of our employees, as trusted partners. We ensure that we consult with them on significant strategic issues affecting their members and collaborate on many matters of mutual interest.

	2024	2023
Days lost to strike action	Zero	Zero
Wage agreements	Five year wage agreement in place	Five-year wage agreement in place
Employee share ownership plan (ESOP)	Share allocation, dividend payments and evergreen payments	Share allocation, dividend payments and evergreen payments

Communities

We are committed to investing in communities and frequent and transparent engagement with them is key to realising the value we add.

	2024	2023
Social investment expenditure (corporate social investment (CSI), SLP and Alchemy/Atomic)	R987 million	R806 million
CSI expenditure	R273 million	R471 million
SLP expenditure	R305 million	R246 million
Dividends paid to community shareholders	R409 million	R89 million
Community grievances: Level 4 and 5	Zero	Zero

Our customers

We ensure that we provide our customers, both current and potential, with responsibly sourced high-quality products, with reliable availability.

	2024	2023
PGMs sold	4.1Moz	3.9Moz
Marketing and market development	R1.3 billion	R1.8 billion
Operations that have conducted IRMA audits	100%	100%

Investors

For the capital they provide, which fuels the growth of our business, our investors require constant, reliable returns. Some of these investors are pension funds, communities and employees, who need assurance that our business practices continue to be responsible. They are also interested in our account of our impact on society and the environment.

	2024	2023
Dividends paid	R5.1 billion	R12.1 billion
Finance cost paid on borrowings (including interest capitalised)	R1.4 billion	R1.0 billion
Return on capital employed	14%	24%

How we create and share value continued

Government

Government, as the custodians of the orebodies we mine, expects Platinum to create and sustain jobs, contribute to the social and economic development of our host communities and make a substantial contribution to the fiscus through taxes and royalties. This is in addition to wanting responsible, reliable operators and long-term investors.

	2024	2023
Income tax paid	R2.6 billion	R3.7 billion
Royalties paid	R0.7 billion	R1.6 billion

Suppliers

We recognise historically disadvantaged suppliers as one of the key focus areas in our sustainability strategy. We have set targets against our discretionary spend to drive procurement from BEE-compliant suppliers, particularly those in our host communities. Other functions, such as Zimele, drive targeted interventions to advance businesses owned by black people through programmes in enterprise and supplier development that focus on business support.

	2024	2023
Procurement from host communities (%)	18%	18%
Procurement from BEE-compliant companies:		
– Goods	79%	44%
– Services	91%	62%
Zimele enterprise and supplier development programme:		
– Verified jobs supported	6,275	1,691
– Number of loans funded	44	27
– Value of loans funded	R113 million	R52 million

The environment

Anglo American Platinum takes its duty to be a responsible steward of the environment where it operates seriously. We regard the natural environment as a stakeholder representing future generations and we are committed to minimising our impacts and footprint, while making a net-positive contribution where possible.

	2024	2023
Scope 1 and 2 GHG emissions	4.24Mt CO₂ (e)	4.29Mt CO ₂ (e)
Fresh water intensity	0.438m³/t milled	0.425m ³ /t milled
Environmental expenditure	R184 million	R199 million
Environmental incidents:		
– Levels 4 and 5	Zero	Zero



Leaveson Chamaka (Section surveyor), operating a drone at Mogalakwena

Focus on material issues

Our process

In 2024, we conducted a comprehensive review and assessment of the material sustainability issues that are most important to both our business and our stakeholders.

We continue to be supported by an independent third party whose contribution provided an objective lens and ensured that all relevant issues were considered in a balanced and thorough manner.

We adopted a double-materiality approach to our annual materiality review. While our approach is consistent with both GRI (impact materiality) and SASB (financial materiality), we elected to follow the guidance of the Corporate Sustainability Reporting Directive (CSRD), the only standard that currently provides this guidance.

The following definitions were used:

- **Impact materiality:** We assessed whether the sustainability issue in question is material from an impact perspective, focusing on our actual or potential positive and negative impacts on people or the environment connected to us. This includes considering both short and long-term effects
- **Financial materiality:** We evaluated whether the sustainability issue is material from a financial perspective, meaning its potential to influence our future cash flows or enterprise value by creating risks or opportunities, again considering short, medium and long-term implications. We recognise that these financial impacts may not currently be quantifiable.

Our four-stage process

1 – Desktop review and analysis



This included an analysis of **peer reporting**, current and emerging **disclosure standards** and feedback from **ratings agencies**. The outcome was a potential list of 30 material issues.

2 – Discovery of impacts



This year's assessment included **detailed interviews** with internal stakeholders (including members of our board) and external stakeholders (investors, media and an industry body). Interviewees were **invited to raise issues** that they believed were material to both the company and its stakeholders and environment, today and in future. The list of potential material issues derived from **an industry perspective** was increased through this process to a total of 35. The additional issues related specifically to Anglo American Platinum's **position and context**.

3 – Ranking of issues



The material issues identified in step 2 were ranked by the Anglo American Platinum executive through an **online survey**. They were asked to assess both impact and financial materiality according to the definitions above. For both **impact and financial materiality**, we considered the **timeframe** (short, medium and long term). For financial materiality, we considered whether the matter presented a risk or opportunity.

4 – Finalisation of issues



The survey outcomes were considered and ranked. As per **CSRD guidance**, we include the most significant impact and financially material issues. The final list of material issues was considered by the **executive** and **SET committees**. These matters have guided the content of this report. After reviewing the findings, the committees agreed that the identified issues should be **included in the 2024 sustainability report**.

Focus on material issues continued

Material issues

Many of the issues identified in our materiality assessment are interdependent and dynamic, meaning they are closely linked and can evolve over time. While some of these issues may not appear among the top 15 material issues, we recognise their ongoing importance to the business. These issues are critical to our long-term sustainability and form part of the strategic management priorities that underpin our critical foundations. Their relevance remains high, and they continue to be closely monitored, ensuring that we address them within our broader sustainability strategy, even if they are not at the forefront of our immediate focus.

The table below is a combination of the top impact materiality issues and the top financial materiality issues. Combined, this makes a total of 15 material issues. **N** indicates a new issue.

Issue

ENVIRONMENT			
Tailings management			
Ensuring integrity of our TSFs, complying with local and international standards.			
Financial or impact	Timeframe	Risk or opportunity	Our response
Impact Financial	Short term Medium term	Risk	see ► page 73
Access to water/water stewardship			
Ensuring our operations have the right quantity and quality of water on which they depend and being mindful of the demand for water resources by other stakeholders.			
Financial or impact	Timeframe	Risk or opportunity	Our response
Impact Financial	Short term Medium term	Risk	see ► page 80
Climate action			
Investing in renewable energy to enhance energy security and contribute to our decarbonisation journey.			
Financial or impact	Timeframe	Risk or opportunity	Our response
Impact Financial	Medium term Long term	Opportunity	see ► page 67

SOCIAL			
Resettlement and relocation			
Delivering resettlement processes that lead to enhanced livelihoods, maintain good community relationships, and deliver compensation through the application of rights processes in line with commitments.			
Financial or impact	Timeframe	Risk or opportunity	Our response
Financial	Short term Medium term	Risk Opportunity	see ► page 62
Employee health, safety and mental wellbeing			
Prioritising the physical and mental health of employees by fostering safe working environments, offering support programmes and promoting a culture of care.			
Financial or impact	Timeframe	Risk or opportunity	Our response
Impact Financial	Short term Medium term Long term	Risk Opportunity	see ► page 34
Attracting, retaining and developing a skilled workforce			
Investing in talent acquisition, professional growth and retention strategies to build a capable workforce aligned with the company's long-term goals.			
Financial or impact	Timeframe	Risk or opportunity	Our response
Impact Financial	Short term Medium term	Risk Opportunity	see ► page 42

Focus on material issues continued

SOCIAL continued

Community engagement and trust ^N

Building meaningful partnerships with communities through transparent dialogue, trust-building initiatives and active participation in shared objectives.

Financial or impact	Timeframe	Risk or opportunity	Our response
Financial	Short term Medium term Long term	Opportunity	see ► page 50

Positive, measurable impact on communities ^N

Ensuring that we maximise positive social, economic and environmental impacts on our host communities and eliminate/minimise negative impacts.

Financial or impact	Timeframe	Risk or opportunity	Our response
Impact	Short term Medium term Long term	Opportunity	see ► page 53

ECONOMIC

Demand for our metals ^N

Leveraging market trends to capitalise on growing demand for metals critical to clean energy and industrial development.

Financial or impact	Timeframe	Risk or opportunity	Our response
Impact Financial	Medium term Long term	Risk Opportunity	see ► page 15

Business resilience

Ability to withstand inflationary pressures and variable market conditions.

Financial or impact	Timeframe	Risk or opportunity	Our response
Impact Financial	Short term Medium term Long term	Opportunity	see IR ► page 54

Capital allocation ^N

Optimising the allocation of resources to balance opportunities with shareholder returns and long-term value creation.

Financial or impact	Timeframe	Risk or opportunity	Our response
Financial	Short term Medium term Long term	Opportunity	see IR ► page 44

GOVERNANCE

Cybersecurity and data privacy

Safeguarding digital systems and sensitive information against cyber threats, ensuring data integrity and compliance with privacy standards.

Financial or impact	Timeframe	Risk or opportunity	Our response
Impact	Short term	Risk	see ► page 106

Geopolitical uncertainty and volatility

Navigating uncertainties and volatility, and reframing global markets, relationships, regional blocks and national positions.

Financial or impact	Timeframe	Risk or opportunity	Our response
Financial	Short term Medium term Long term	Risk	see IR ► pages 23 to 28

Demerger from Anglo American ^N

Ensuring a smooth and structured transition from Anglo American while retaining operational excellence and stakeholder confidence. Providing clear guidance on adherence to best-practice corporate governance and transparency, including board representation.

Financial or impact	Timeframe	Risk or opportunity	Our response
Impact Financial	Short term Medium term	Opportunity	see IR ► pages 42 to 44

Ethical business conduct (including anti-bribery and corruption)

Promoting a culture of ethics, integrity and accountability to uphold anti-bribery standards.

Financial or impact	Timeframe	Risk or opportunity	Our response
Impact Financial	Short term Medium term Long term	Risk Opportunity	see ► page 100

Our contribution to the SDGs

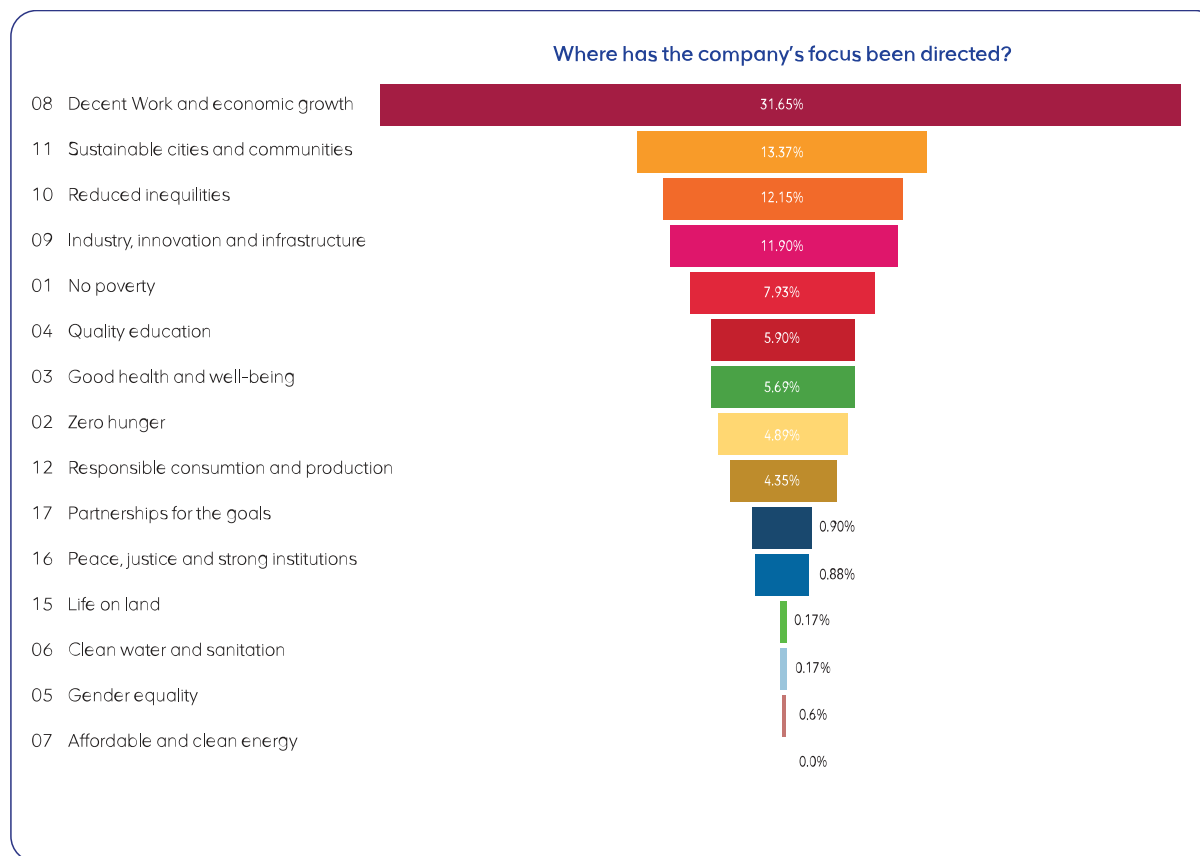
Anglo American Platinum's approach to sustainability is underpinned by the 17 UN Sustainable Development Goals (SDGs). The goals set out how the world can end poverty, improve health and education, reduce inequality, stimulate economic growth and address climate change-related challenges.

In 2024, Anglo American Platinum actively supported South Africa's National Development Plan (NDP), the UN's Sustainable Development Goals (SDGs) for 2030, and the Paris Agreement's climate goals through these activities:

- Private Sector Contribution for South Africa's 2024 Voluntary National Review (VNR) on Sustainable Development Goals (SDGs) to mark its contribution to South Africa's progress to meet the 2030 goals
- SDG Innovation Accelerator Programme, an intensive 10-month learnership facilitated by the UN Global Compact for its corporate members to nominate young business leaders, change-makers, and innovators to develop sustainable business solutions that drive an SDG-aligned positive impact on our communities and the environment
- SDG Challenge South Africa is a platform by Soapbox SA that emphasises collaboration between businesses, academia, and innovative thinkers to drive SDG solutions aligned to the organisation's sustainability commitments see [page 83](#) on our performance.

Anglo American Platinum's input to the 2024 Private Sector Contribution VNR report included a short case study on innovating for the SDGs, about our collaboration with BMW and Sasol to pilot the launch of a fleet of hydrogen vehicles ie BMW iX5 Hydrogen as part of Anglo American Platinum's catalytic Hydrogen Valley Initiative that aims to provide an expression to South Africa's national hydrogen roadmap through hydrogen hubs and pilot projects. The report's final prioritisation of the South African private sector SDGs is as follows, based on a balanced view of participating companies' individual priorities, risks, opportunities, and the priority topics arising from the process.

Anglo American Platinum's contribution to the 2024 Private Sector Contribution VNR report priority SDGs is below.



Our contribution to the SDGs continued

SDG4 – Quality education

Through our investment in schools in our host communities through the Anglo American schools programmes our interventions have resulted in improved education outcomes, and enhanced telecommunication services and infrastructure. We also provide bursaries to several local community youth to various higher education institutions across the country.

SDG7 – Affordable and clean energy

Investments in renewable energy sources for our operations demonstrate our commitment to sustainable energy solutions.

SDG8 – Decent work and economic growth

Anglo American Platinum has contributed by supporting and creating job opportunities as part of our Livelihoods and Zimele initiatives, fostering economic growth in local communities through our mining operations and community investment programmes.

SDG9 – Industry, innovation and infrastructure

We have invested in innovative mining technologies and infrastructure projects at our operations and in our communities that enhance resource efficiency and support industrial development, aligning with South Africa's private sector priorities see ► [pages 81 and 83](#) on our performance).

SDG11 – Sustainable cities and communities

Our initiatives aim at supporting local communities around our mining sites, ensuring they are inclusive, safe, resilient, and sustainable through our inclusive procurement and responsible sourcing approaches.

SDG12 – Responsible consumption and production

We have adopted practices that reduce waste and promote recycling, through our circular-economy approach for more sustainable and efficient production methods in line with national goals and regulations.

SDG 13 – Climate action

Our commitment to reducing carbon emissions through our Envusa programme and implementing sustainable mining practices such as our energy efficiency initiatives directly supports climate action, a priority in the national reporting.

SDG17 – Partnerships for the goals

Participation in the UN's voluntary national reporting, global compact in South Africa, and the Hydrogen Valley Initiative, a Department of Science and Innovation-led initiative. This has strengthened our partnerships across sectors, enhancing our capacity to achieve the SDGs through collaborative efforts.

Anglo American Platinum is deeply committed to aligning its corporate investments with its sustainability policies and strategies in line with the UN SDG 2030 Agenda. We are setting ambitious targets to increase our share of SDG-aligned investments, especially post our demerger from Anglo American plc.

We will continue to operate under the principles of the UN Global Compact, focusing on human rights, labour standards, environmental sustainability, and anti-corruption. Moreover, we are exploring further opportunities through the Forward Faster Initiative to enhance and expedite our contributions to these goals, aiming for a more sustainable and equitable future for all stakeholders.

Definitions

SDGs: The Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity. Adopted by all United Nations Member States in 2015, these 17 goals aim to address critical global challenges by 2030.

United Nations Voluntary National Reporting on SDGs: This process allows countries to voluntarily report their progress towards achieving the SDGs. It involves submitting national reviews that reflect the country's efforts, successes, and challenges in implementing the SDGs, fostering a global dialogue on sustainable development.

United Nations Global Compact: The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment, and anti-corruption. It promotes responsible corporate citizenship and encourages companies to advance the SDGs.

United Nations Global Compact Forward Faster Initiative: This initiative is designed to accelerate the private sector's contribution to the SDGs. It focuses on mobilising companies to take more ambitious actions in key areas like climate action, living wages, water resilience, gender equality, and finance and investment, aiming for faster and more substantial progress.

Performance against targets

Sustainability performance is measured on a quarterly basis to track progress against 2024 sustainability priorities. Each stretch goal is supported by annual priorities and quarterly milestones to ensure consistent progress.

Strategic priority →	Environmental stewardship	
Stretch goal	Stretch target	Full-year update
Fresh water withdrawal	Achieve fresh water withdrawals ≤9 738ML in line with the defined reduction pathway for 2024.	The 2024 target was not achieved, due to increased water usage at Mototolo and Processing plants, and operations at Unki affected by a TSF sinkhole and tank failure in October and November.
Water efficiency	64.2% water efficiency (three-year rolling average, appropriately adjusted for hydrological variation and operational measures).	The water efficiency target for 2024 has been achieved.
CO ₂ emissions (million tonnes)	Achieve 4.29 million tonnes CO ₂ emissions.	Performance for the full year ended 1% below target.
GHG intensity (tonnes/tonnes smelted)	Achieve 3.30 tonnes/tonnes smelted.	Performance for the full year ended 10% below target.
Biodiversity	Achieve 80% compliance with approved biodiversity management plan.	The target for FY2024 has been achieved.
Strategic priority →	Responsible citizenship	
Livelihood	Achieve 2.25 off-site jobs supported per on-site job.	Exceeded the FY2024 target of 2.25 jobs supported, achieving a total of 2.51.
Education	Ensure group/business is on track against SMP goal roadmaps for the education stretch goal. Accomplish planned quarterly milestones.	This has been deferred to 2025 to align with the revised education programme strategy for the 2025 to 2026 period
Health and wellbeing	Services in place in selected host communities to address specified health priorities.	A five-year agreement with the Limpopo Department of Health has been finalised, with full integration of prescription dispensing systems and consideration for extension and scale-up due to high demand.
Strategic priority →	Leading governance	
Mine certification	100% of mine sites with IRMA achievement level.	All PGMs owned mines have completed IRMA audits.
Responsible sourcing	All sites are to implement the responsible sourcing standard and conduct due diligence.	All sites have implemented the responsible standard, and ~90 due diligences have been completed across sites.
Policy advocacy	Ensure group/business is on track against SMP goal roadmaps for the policy advocacy stretch goals. Accomplishment of planned quarterly milestones.	Actively participated and contributed to all planned sustainability advocacy platforms, ie Mineral Council's, International Platinum Association, Mineral Council Sustainability Committee, Platinum Guild International and Eurométaux.
Social way	Achieve at least 80% of the in-Scope Social Way requirements.	In 2024, the sites improved the delivery of their Social Way activities in accordance with their Improvement Plans. Although not all sites met the planned targets for their requirements, collectively, all sites achieved over 80% of their priority requirements.



Performance

Our people

In this section

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Our employees and business partners are our business. Their safety, health and wellbeing are, and must be, the top priority of management at all levels. Equally, our business cannot operate effectively without the cooperation of communities in which our operations are based.

To achieve success and sustainability of our business, we need to attract and retain the best talent available. At the same time, to be optimal for our business and for society, that talent must encompass diversity, equity and inclusion.

We seek to engage constructively with our employees and unions, seeking to optimise economic and other benefits to our employees.

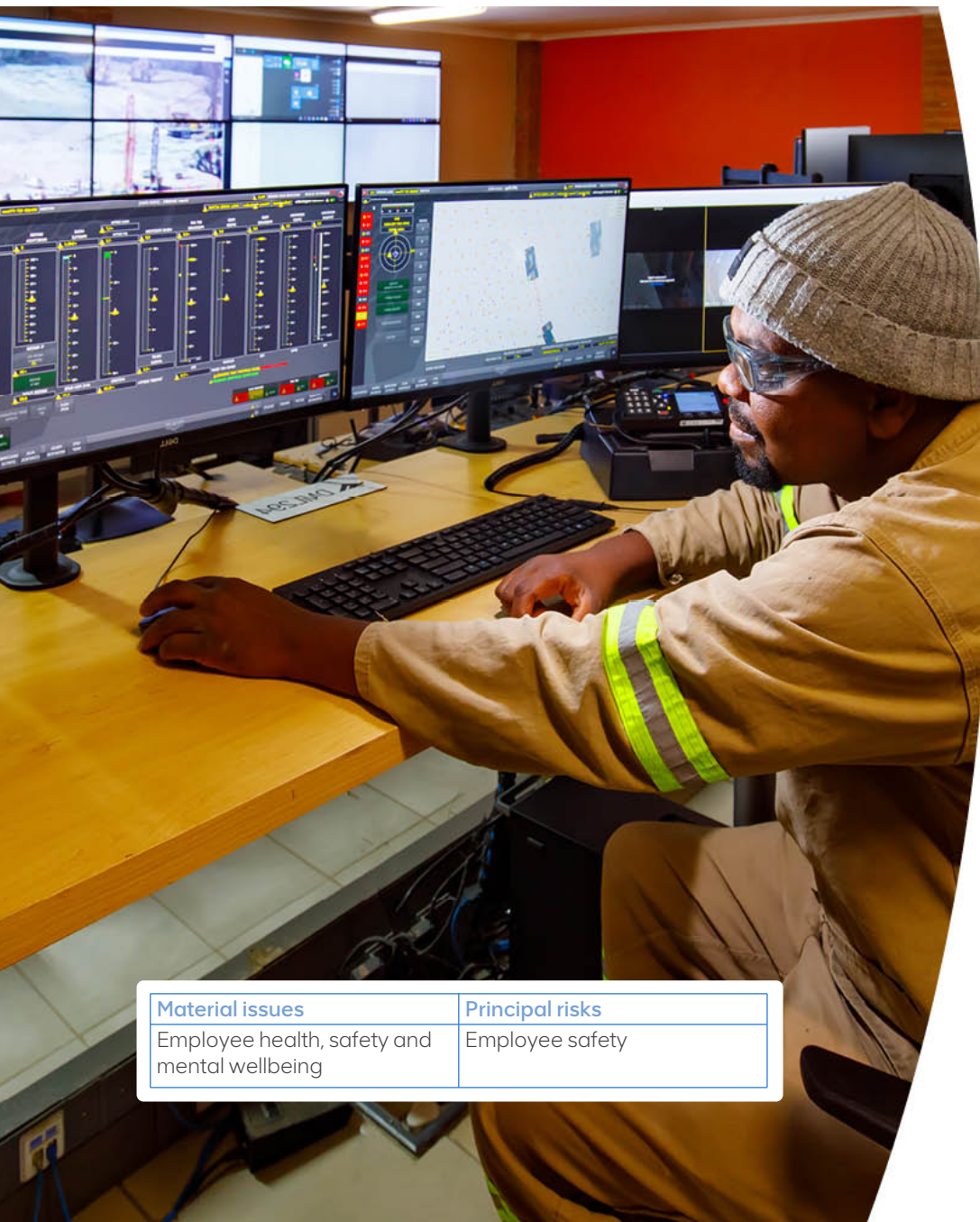
To achieve a positive interdependent relationship, the benefits of our presence also need to be felt in our host communities. As part of strengthening our relationship with communities, we need to avoid or minimise any negative impacts on residents near our operations to ensure quality of life for our neighbours and the continuation of our social licence to operate.

SDGs



Underground safety meeting, Amandelbult 15 East

Focus on employee safety



Material issues

Employee health, safety and mental wellbeing

Principal risks

Employee safety

Why this matters

We prioritise a safe and healthy working environment that is fatality-free above all else in our business. Any significant safety failure has far-reaching consequences for employees and their families as well as our business.

It is with great regret that we report three fatalities in 2024, after two consecutive years of being fatality-free.

Our ambition and targets

We aim to eliminate all fatalities and annually reduce our total recordable injury-frequency rate (TRIFR) by 15%.

Our safety vision is guided by the following principles:

- All injuries and incidents are preventable
- We must strive to continuously learn from incidents through a scenario-based approach to incident prevention
- Non-negotiable standards should be consistently applied.

Our approach

As part of our commitment to eliminating fatal accidents, Anglo American Platinum has implemented a comprehensive safety management system across all operations. This includes managing safety hazards, allocating appropriate resources, providing training, education, engaging in consultation and conducting audits. We are responsible for the full and effective implementation of the system,

while working to ensure the business complies with all relevant legal requirements at all times.

Smart technology, such as drones and safety dashboards, plays an important role in our safety management. We have also implemented a leading indicator dashboard for use by operational leaders and supervisors. Additionally, we train employees to identify and assess risks effectively to eliminate danger. We encourage the same approach outside our operations, as part of our culture.

We continuously strengthen our safety initiatives with on-site business partners by encouraging and enforcing participation and alignment to our systems and processes.

Our safety strategy is underpinned by five key pillars:

- People enablement
- Behavioural enhancement
- High-risk work and stopping repeats
- SHE maturity
- Ownership by all.

Our approach to contractor safety is guided by our performance management framework, a critical tool we introduced two years ago. The framework is designed to support the safety performance of on-site contractors.

Caption: Malesela Pete, drill rig operator, in the control room at Mogalakwena

Focus on employee safety continued

Compliance

The Mine Health and Safety Act (MHSA) under the Mine Health and Safety Inspectorate of the Department of Mineral Resources and Energy (DMRE) regulates safety and health in South Africa, while the Department of Employment and Labour oversees refining operations, which are regulated under the Occupational Health and Safety Act.

Performance in 2024

Fatalities

We tragically lost three colleagues in 2024 in two separate incidents at Amandelbult. Tshepiso Terrence Mokale and Euzmen Ndlebe lost their lives in an ore pass-related incident at Dishaba Mine. Basanda Glen Langeni passed away after an incident, also at Dishaba Mine.

Detailed independent investigations into these fatal accidents have concluded, and recommendations to prevent such incidents were implemented.

Anglo American Platinum remains committed to providing long-term care for the families of employees who lost their lives at our operations. This includes financial support for educating dependants' children from pre-school to tertiary level. We also aim to conduct follow-up visits to monitor the wellbeing of these families and children's academic performance.

Injuries

The most common injuries (42%) were from slip-trip-and-fall incidents and handling material and equipment (2023: 56%).

We continued to prioritise low-energy injury reduction to further improve the TRIFR. We also retained our focus on fall-of-ground, winches and rigging, and rail-bound equipment injuries as areas of further TRIFR improvement.

As part of embedding our integrated risk management programme, we have continually strengthened control strategies around the fatal risk work we are involved in. We are also concentrating on ensuring that controls are brought into work execution.

High-potential incidents

We have a stringent investigation process for high-potential and serious incidents (HPIs), which includes an independent investigative review by a multidisciplinary team. We use the findings of these investigations to enhance our safety approach and implement remedial actions to prevent similar incidents.

In 2024, we recorded 92 HPIs compared with 97 in 2023. This improvement reflects increased visible felt leadership, high-potential hazard reporting and frontline supervisory stoppages.

Safety stoppages

The DMRE issued 13 safety-related regulatory stoppage instructions (under section 54 of the MHSA) in 2024 (2023: 15) and 17 non-compliance (section 55) notices (2023: 12). We resolved the issues raised by DMRE quickly and did not receive fines or additional directives.

Fatalities (managed operations)

	2020	2021	2022	2023	2024
Employee	1	1	0	0	1
Business partner	0	1	0	0	2
FIFR ¹	0.016	0.013	0.00	0.00	0.04

¹ FIFR: Fatal injury-frequency rate

Injuries

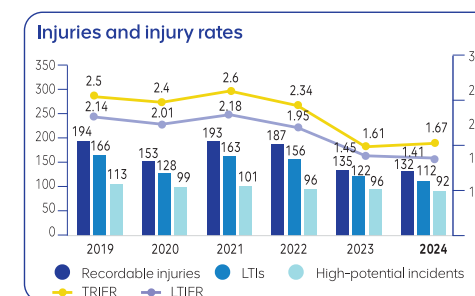
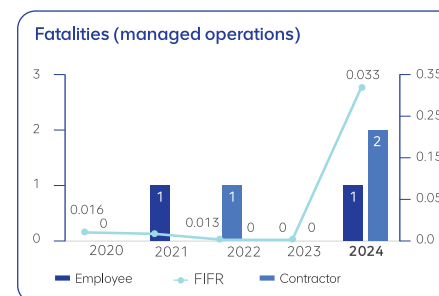
	2019	2020	2021	2022	2023	2024
Recordable injuries	194	153	193	187	135	132
LTIs ¹	166	128	163	156	122	114
HPIs ²	113	99	101	96	96	92
TRIFR ³	2.5	2.4	2.6	2.34	1.61	1.67
LTIFR ⁴	2.14	2.01	2.18	1.95	1.45	1.44

¹ LTIs: Lost-time injuries

² HPIs: High-potential incidents

³ TRIFR: Total recordable injury-frequency rate

⁴ LTIFR: Lost-time injury-frequency rate



Focus on employee safety continued

Progress continued in voluntary stoppages called by supervisors and employees, with frontline stoppages rising from 1,268 in 2023 to 3,358 in 2024. We think this demonstrates the effectiveness of our awareness campaigns. We are pleased that employees are enforcing their right to stop work when they deem conditions to be unsafe and escalate issues for effective remediation.

We have implemented human-factor analysis tools for incident investigations to better understand what drives behaviours that lead to safety incidents.

Other safety management mechanisms introduced in 2024 include hardware controls as part of high-risk work, complemented by increased on-site supervision.

Regrettably, we did not meet our repeat incident targets. Most of these repeat incidents related to fire and explosion, mobile equipment, fall-of-ground, moving machinery and uncontrolled release of energy.

The improvement in our investigative process was the result of implementing appropriate management oversight and enhancing the competence and capability of our investigation teams. During the year, we continued to actively engage our business partners on safety, in line with our contractor performance management procedure. We have also developed a business partner hub to train new employees and business partners on Anglo American Platinum's approach to safety.

Read more about our Rustenburg business partner hub on [page 38](#).

Leadership and accountability

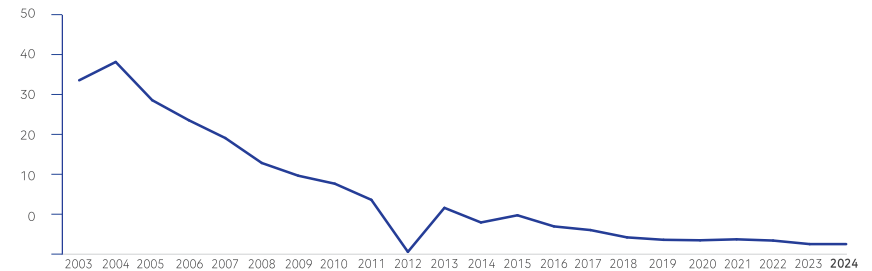
In 2024, we continued using our safety framework to embed positive safety leadership practices. This included ongoing safety training focused on leadership development and encouraging managers to demonstrate Anglo American Platinum's safety culture. The framework defines our expectations of managers, supervisors and all employees in daily activities. This framework is also an important focus in our exco safety engagement sessions.

At Unki, we focused on deepening employees' behavioural understanding of safety leadership practices, an initiative we will continue embedding throughout the business.

We also continued our back-to-basics programme as part of our five-pillar safety strategy. This programme, which includes union representatives, focuses on the basics of safety and the importance of culture to:

- Ensure alignment between management and workers
- Ensure role clarity
- Maintain well-understood indicators that are regularly discussed at safety meetings
- Prioritise the most important issues
- Monitor performance and learning from incidents.

TRIFR over the last 20 years



Other focus areas included using our safety management system as a tool to understand reasons behind people not complying with safety rules in the business, including leadership

practices and safety behaviour, in essence the same safety management matters that are applied to full-time employees. Contractors are required to adhere to the same safety approaches as full-time employees.



Lucaino Foster (Diesel mechanic) and Judythness Phaho (Auto-electrician) in the workshop at Amandelbult 15E-10-16 East dropdown

Focus on employee safety continued

Also built into the framework are systems that have substantially reduced the onboarding time of contractors. Since the framework was introduced, contractor safety performance has, we believe, improved in many respects and will be monitored in future.

Operational risk management

We have continually strengthened our fatal-risk control strategies. The business has also implemented minimum mandatory critical controls where there may be risk of a catastrophic nature. As part of our process safety management programme, we redefined our Scope of process safety risks in 2024, which we integrated into our operational risk management process. Process safety involves applying the same operational discipline seen in chemical and oil and gas industries to high-consequence and low-frequency mining and processing risks in our business. This enables us to ensure process safety hazards are identified, understood and controlled to stop catastrophic accidents.

We continued to create awareness and train all employees on process safety. This was in addition to recruiting specialists and developing a focused communication strategy and technical training materials. We have also continued to invest resources in process safety information at our converting, smelting and refining operations to ensure the accuracy of drawings and efficacy of automated safety and control strategies.

Technical innovation for safety

At Mogalakwena, we are using drones to assist with anticipating safety risks. The drones have also helped the operation create compliance heatmaps.

Addressing fire risk

We have made significant improvements to our electrical room fire systems by enhancing our detection and suppression technologies to detect potential fires quicker.

Our programme to redesign and upgrade our fire-control systems will continue until 2028. We have also replaced all our CO₂ systems with the IG55 suppression system, which is a fire-extinguishing system comprising 50% nitrogen and 50% argon. With IG55, we are able to suppress fires faster and more safely.

Focus for 2025

- Ensure employees are able to apply the safety skills they have developed in their day-to-day activities in the workplace
- Expand our process safety support in managing catastrophic risks in mining
- Intensify safety training of supervisors, other site-level leadership and members of safety departments to facilitate and strengthen middle management and frontline supervision
- Continue integrating data for improved predictive analysis
- Continue embedding our safety leadership practices programme at our sites to deepen behavioural understanding.



Beverly Nunkoo (section surveyor) using lidar scanner technology at Mogalakwena

Focus on occupational health, employee health and wellbeing



Why this matters

Our employees are a vital part of our business, and their health and wellbeing are paramount. By prioritising employee health and wellness, the business is playing a role in improving their quality of life and, by extension, that of their families. Healthy employees enhance safety and productivity.

We have implemented programmes to prevent, monitor and, where necessary, treat lifestyle conditions. These include HIV/Aids, TB, chronic disease management, heart-health scoring and mental health support.

Our ambition and targets

We use our risk-based surveillance and care programmes to reach our goal of limiting the effects of workplace exposure to health hazards.

Our target for HIV/Aids management is 95:95:95. This target was implemented by UNAIDS under its strategy to ensure 95% of HIV-infected people are diagnosed by 2030, 95% will be on antiretroviral therapy (ART), and 95% will achieve sustained viral suppression. Our strategic priorities are to maintain intensive HIV and TB programmes, while managing chronic lifestyle diseases by preventing, monitoring and, where necessary, treating chronic lifestyle conditions. We also strive to increase testing at occupational health clinics.

We collaborate with medical service providers to support disease management and provide individual counselling and training. Other support includes raising awareness on mortality and morbidity risks when defaulting on medication. Additionally, we raise awareness about TB prevention and early diagnosis, as well as vaccination programmes.

Anglo American Platinum's mental health support includes monitoring, follow-ups and referrals, mental health management and mental illness prevention.

Our medical surveillance priorities include business partner onboarding, risk-based medical surveillance (fitness assessment), occupational and environmental health risk and exposure assessments, ergonomics and work condition assessments, health data science, as well as updating reporting processes and systems.

For post-incident medical care, we aim to ensure we have met our objectives and targets and embed actions into day-to-day operations. We are also prioritising raising awareness at appropriate forums and completing several group project pilots, such as our smart glasses roll-out, simulation training for our medical team (virtual reality) and secure messaging on Teams.

Material issues

Employee health, safety and mental wellbeing

Principal risks

Social licence to operate

Caption: Professional nurse, Mhlodi Shibambo, assisting a patient at the Pholotji Clinic in Mapela

Focus on occupational health, employee health and wellbeing continued

Our approach

The health and wellness function is integral to supporting the sustainability of our business by effectively managing employee health and wellness, occupational diseases, injuries on duty, chronic disease, risk-based medical surveillance, mental health monitoring and employee assistance programmes. We do so in compliance with legal requirements, as framed within the MHSA, Zimbabwe's Mines and Minerals Act, National Social Security Authority Act and Pneumoconiosis Act regulate Unki's compliance.

We include employees, unions, regulators and other bodies in our programme development and implementation to ensure these have the desired impact.

The average absenteeism rate was 16.6% in 2024 (2023: 18.9%). We strive to limit absenteeism due to ill health given its effect on the company, particularly on the collective ability of teams to perform their duties safely.

Performance in 2024

Our health strategy is guided by:

- Controlling occupational exposure through sound occupational hygiene principles
- Comprehensive, ongoing surveillance and management in occupational medicine
- Wellness, wellbeing and lifestyle management
- Support for community health.

The number of employees exposed to inhalable hazards, excluding carcinogens, was 62% lower than the previous year, while 4% fewer were exposed to occupational carcinogens. In addition, 5% fewer employees were exposed to noise above the occupational exposure limit.

Controlling occupational health exposure and ongoing surveillance

We have implemented exposure-reduction plans at each operation that evaluate strategies for reducing identified occupational health hazards. Some solutions are engineering controls like optimised extraction ventilation, while others are administrative controls like reducing exposure time.

We have prioritised demarcating noise and respiratory zones and made the use of personal safety equipment compulsory. We also provide customised hearing protection and 'fit-face' testing of respiratory protection to limit hazard transmission pathways.

We have five occupational health centres that perform risk-based medical surveillance linking hygiene exposure data to medical surveillance. This reduces the number of medical examinations. All periodic examinations and pre-employment medicals at our process divisions are now risk-based.

We did not record any health-related stoppages or sanctions from the DMRE during the year.

Progress on health targets

Aspect	Measure	Target	2024
Health: medical surveillance	100% annual medical surveillance of persons potentially at risk of exposure to airborne pollutants (cat A). Category A hazards are exposures above the occupational exposure level (OEL) for that stressor.	100%	100% valid certificate of fitness
Wellness status	Number of employees* who have had their personal, confidential health assessment and received feedback in the form of a personal score, with supporting explanation and analysis, as a percentage of total employees.	90%	99%

* Number of employees due for planned medicals in reporting year.

Airborne pollutant hazards

We use various programmes to manage airborne pollutant hazards, such as diesel particulate matter (DPM), fugitive emissions (metallurgical dust, coal-tar pitch volatiles, nickel and sulphur dioxide), soluble platinum and soluble rhodium.

Diesel-powered equipment used in underground mines produces DPM and a mixture of exhaust emission gases. We have set a DPM limit of 0.1 mg/m³ elemental carbon, even though South Africa and Zimbabwe do not have specific DPM limits.

Noise management and hearing conservation

We aim to control exposure to noise by using engineering solutions, complemented by continuous monitoring.

We aim to provide customised hearing protection at all sites, and our occupational health clinics conduct annual maintenance and fitments.

We seek to ensure employees who work in areas where noise levels may exceed an eight-hour 85 decibel (dB) limit are protected.

In 2024, there was one case of noise-induced hearing loss (NIHL) (2023: 0). The latency period between exposure and developing NIHL may lead to fluctuation in the number of cases from year to year.

Managing fatigue

We are vigilant about fatigue management, given the impact of exhaustion on safety and the wellbeing of our employees. The lives and lifestyles of people outside of work also contribute to fatigue.

Focus on occupational health, employee health and wellbeing continued

The DMRE's mandatory code of practice on preventing fatigue in the workplace guides our approach. All our sites conduct self-assessments against the group fatigue management standard.

Employee wellbeing

The wellness initiatives we have implemented at all our operations cover HIV, TB and chronic diseases. We also provide our business partners with HIV, TB and chronic-disease screening.

Additionally, we continue to support employees with their mental health and those struggling with alcohol and drug abuse. At the heart of our programme is the education we provide on chronic and lifestyle disease prevention and management.

We promote employee wellbeing during medical surveillance examinations and wellness campaigns.

Managing HIV/Aids and TB

In 2024, the estimated prevalence of HIV infection among our permanent employees was 20% (2023: 21%).

As part of our wellness management strategy, we focused on improving the quality of our individual and group counselling, and promoted testing with medical surveillance and service providers.

At the end of 2024:

- 97% of employees knew their HIV status (2023: 95%), against a target of 93%
- 98% of HIV-positive employees were taking ART (2023: 94%) against a target of 93%
- 90% of known HIV-positive employees on ART had viral-load suppression (2023: 89.4%), against a target of 90%.

During the year, we recorded 31 new TB cases (2023: 63) and zero TB deaths (2023: zero). Our TB incidence rate was 156 per 100,000 people in 2024 (2023: 296). This is significantly below the national average in South Africa of 468 per 100,000 (2024 data).

In 2014, the Mine Health and Safety Council summit pledged to reduce TB incidence levels to below the South African incidence rate of 834 by December 2023. The industry has achieved this target.

According to our records, no Anglo American Platinum employee has died of TB since 2020.

After investigating all new TB cases, we found that 48% of employees had an HIV/TB co-infection. We then collaborated with Platinum Health (medical aid scheme) and reintroduced isoniazid, a TB prophylaxis, for all HIV-positive employees. Those who completed this treatment have not contracted TB for over three years.

In addition, we worked together to get employees who had defaulted on their HIV medication back onto ART. This included setting up counselling sessions for those employees.

We also assisted employees who received an early TB diagnosis and those newly diagnosed with HIV in starting treatment as soon as possible.

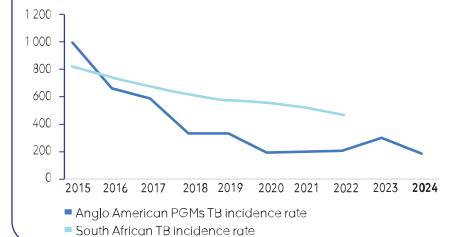
Managing chronic diseases and lifestyle management

Anglo American Platinum's employee wellness support comprises assistance programme services, wellness days and on-mine health promotion activities.

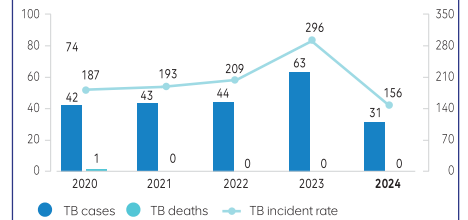
Our occupational health clinics regularly monitor all employees with chronic conditions to ensure proper management. In 2024, the proportion of people with hypertension was 16% (2023: 20.1%) and 4% had diabetes mellitus (2023: 5.6%).

Reducing the incidence of heart disease remains a priority and we have continued to pursue this goal since launching our heart-health score and lifestyle assessment initiative in 2022. Given its role as a main cause of premature death, reducing heart disease helps improve employee health and quality of life.

■ TB incidence (per 100,00)



■ TB cases/deaths



TB cases/deaths

	2020	2021	2022	2023	2024
TB cases	42	43	44	63	31
TB deaths	1	0	0	0	0
TB incidence rate	187	193	209	296	156

Progress towards UN 95:95:95 targets

	2020	2021	2022	2023	2024
Known status	94	92	93	95	97
On ART	92	93	93	94	98
Viral load suppression	84	89	89.4	98	90

Focus on occupational health, employee health and wellbeing continued

As part of the programme, we encourage employees to use the company's health services and have regular physical health checks. We raise awareness on the risk of heart disease and offer advice on behavioural changes to reduce risk. By the end of 2024, 99% of our employees had received their heart-health score (2023: 99%).

Mental health

We have implemented a number of mental health programmes for employees. One of these is the mental health monitor and our employee assistance programme (EAP). The monitor is designed to support Anglo American Platinum in its efforts to ensure that people in need of mental health support receive it immediately.

Platinum Health provides EAP services at operations. This includes counselling conducted either face-to-face or via a telephone service that is available around the clock. The line is staffed by social workers to assist those requiring immediate counselling. Most employees prefer face-to-face sessions rather than telephonic counselling. The in-person consultations form the backbone of EAP services but the phone line is helpful to employees who need urgent assistance.

There were fewer EAP consultations in 2024 than in 2023. Although this is likely due to there being fewer employees due to the impact of retrenchments, it is positive that employees are using the services and receiving treatment.

The programme assists employees with social, mental, financial and legal issues.

Additionally, employees have access to the Engage app, a platform for psychological check-ins where they answer questions about how they are feeling.

The company promotes these mental health services through newsflashes and informative talks.

Investing in community health

We have made good progress in our partnerships with governments, medical service providers and NGOs to give effect to our community health initiatives.

In 2024, Anglo American Platinum invested R65 million in health support and infrastructure (2023: R91 million). This is in addition to the community health services we provide, such as emergency medical response for incidents outside our operations, including car accidents on public roads and community medical emergency and violence cases.

Another important service we provide through our facilities is TB contact tracing for our employees in collaboration with the Department of Health.

Employee areas of concern

Social	Mental
<ul style="list-style-type: none"> Relationship problems Discord with manager Racism Bullying Alcohol abuse Family/child abuse Domestic violence School-age pregnancies HIV 	<ul style="list-style-type: none"> Low mood or depression without any apparent reason Constant anxiety or panic attacks Auditory hallucinations Paranoia or disorientation Mood swings Exposure/witness to a traumatic event
Financial	Legal
<ul style="list-style-type: none"> Debt/cash loans Not managing on monthly income Partner job loss Financial concerns about future Retirement Retrenchment 	<ul style="list-style-type: none"> Family maintenance issues Being sued Arrest for domestic violence Employer dispute before CCMA DMRE investigation



Processor Tandise Fikile processing samples at PMR

Focus on occupational health, employee health and wellbeing continued

Focus for 2025

- Establish group psychotherapy to support GBV survivors
- Mental health screening at all initial and periodical medicals
- New multiple casualty incident programme roll-out.

Case study

Rustenburg hub streamlining onboarding and offboarding

The Rustenburg onboarding hub we established to streamline the onboarding and offboarding of employees and business partners will be rolled out to other group sites following its successful implementation.

Construction of the hub began in March 2023 and was commissioned in April 2024. It is improving efficiencies, specifically the time it takes to onboard and offboard people and the costs of these processes.

Onboarding time for process operations has improved by 82%.

The facility is intended to be a one-stop shop for onboarding and offboarding permanent employees and business partners for process operations and projects.

Our hub includes security screening, an occupational health centre and a rehabilitation and functional assessment centre.

The hub provides training in Anglo American technical standards through computer-based and facilitator-based training, with a practical demonstration area.

We also offer support for and integration of the contractor performance management framework and the operational risk management and induction training.



Caring for our employees



Material issues	Principal risks
Employee health, safety and mental wellbeing Attracting, retaining and developing a skilled workforce	Employee safety

Why this matters

Our people are the business and their safety, health and wellbeing, training and development are our main priority. Success in these areas is directly linked to the success of the business.

Organisational restructuring

The business continued to face significant headwinds in 2024, with a protracted structural downturn in PGM markets exacerbated by geopolitical tensions and lacklustre global economic growth. As we dealt with this reality and developed a new pathway for the future, we took the very difficult decision to implement organisational restructuring to reshape and reconfigure the business. Regrettably, this had an impact on our employees and contracting companies.

We implemented this process in line with section 189A of the South African Labour Relations Act and consulted with trade unions and affected employees in a process facilitated by the Commission for Conciliation, Mediation and Arbitration (CCMA). This restructure impacted 3,700 jobs in South Africa and affected around 620 service providers/business partners.

We recognise the impact that this has had on affected employees and contractors, and have done all we can to undertake this process in a fair and empathetic manner. We also recognise the impact this has had on

employees who remain in the business and have provided access to psycho-social support.

Performance in 2024

Our employees

At the end of 2024, our total staff complement was 29,002 (2023: 31,668) people, 68% employees and 32% contractor employees (2023: 74% employees; 26% contractor). In total at year end, 22% of our employees (4,416) were women (2023: 4,922 or 22%).

We prioritise compliance with the Employment Equity Act 1998, the BBBEE Act 2003, and section 28(2)c of the MPRDA. Relevant functions of the business are responsible for ensuring that the company continues to comply with these laws. In addition, we routinely conduct audits to identify and resolve any gaps or issues.

The South African constitution and all labour-related national legislation, as well as the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, guide our labour relations policies and procedures.

Our Zimbabwe operations comply with that country's Labour Relations Act, the country's constitution and the ILO declaration.

Caption: Vivian Magwai, control room operator, at the Amandelbult Tumela control room

Caring for our employees continued

Constructive labour relations

Most of our South African employees 93.25% (2023: 93.67%) belong to trade unions, with 100% of the bargaining units covered by collective bargaining agreements.

In Zimbabwe, our unionised employees account for 16% of the workforce (2023: 17%). Mining employees and other trade unions are represented by the Associated Mine Workers Union (AMWU) at national level. The union engages in collective bargaining with the Zimbabwe Chamber of Mines. Workers' committees established in terms of the Labour Act provide representation at operation level.

There were no wage negotiations for our South African operations as the 2022 five-year wage agreement remains in place.

Tripartite structure

The tripartite structure was established to collectively advance the health and safety of employees within our operations. The key stakeholders and participants are the chief inspectors from the Department of Mineral and Petroleum Resources and the Department of Employment and Labour, union officials from recognised trade unions and senior or executive leadership from Anglo American Platinum and other Anglo American businesses.

The tripartite structure set up by Anglo American several years ago was replicated by Anglo American Platinum towards the end of last year ahead of Anglo American Platinum becoming a stand-alone entity.

The role of the structure is to ensure a collaborative approach to health and safety, with key role players participating in and being able to influence company decisions regarding the health and safety of employees.

Housing and accommodation

Anglo American Platinum's housing and living condition requirements comply with all DMRE regulations set in the 2009 and 2019 standards. We submitted our housing and living condition plans in 2020 and, in 2024, completed the housing condition survey for review plans for submission in 2025.

The business continues to assist employees with decent housing opportunities, with the aim of homeownership.

We invested R648 million (2023: R662 million) in our employee housing and accommodation assistance scheme in 2024 for 14,624 employees (2023: 15,677) and provided company houses to 2,688 (2023: 3,159) employees. We also provided family accommodation units to 2,688 people (2023: 2,064) and 1,106 (2023: 1,095) people with single accommodation housing.

Our 2024 housing survey indicates that our housing assistance is ensuring employees have access to decent water, sewerage and electricity supply. Employees who were surveyed also indicated that they prefer sourcing their own homeownership options.

Employee share ownership plan

We developed Thobo, our employee share ownership plan (ESOP), in line with the Companies Act. The scheme grants beneficiaries a share allocation of R8,000 annually. In 2024, R521 million was distributed to Thobo and community trusts.



Construction at Der Brochen underground declines project

Caring for our employees continued

Distribution of employees

Location	Male	Female	2024	2023
South Africa				
Johannesburg office	171	169	340	376
At operations	12,848	3,957	16,805	19,506
Fixed-term contractors	994	153	1,147	1,117
Zimbabwe				
Unki	1,208	137	1,345	1,335
Total	15,221	4,416	19,637	22,334

Employee turnover (%) excluding VSP

Location	Male	Female	2024	2023
Involuntary turnover	2.57	0.30	2.87	2.16
Voluntary turnover	2.2	0.61	2.81	2.74
South Africa (total)	4.85	0.94	5.79	4.92
Zimbabwe (total)	3.68	0.38	4.06	4.52
Total group	4.77	0.91	5.68	4.90

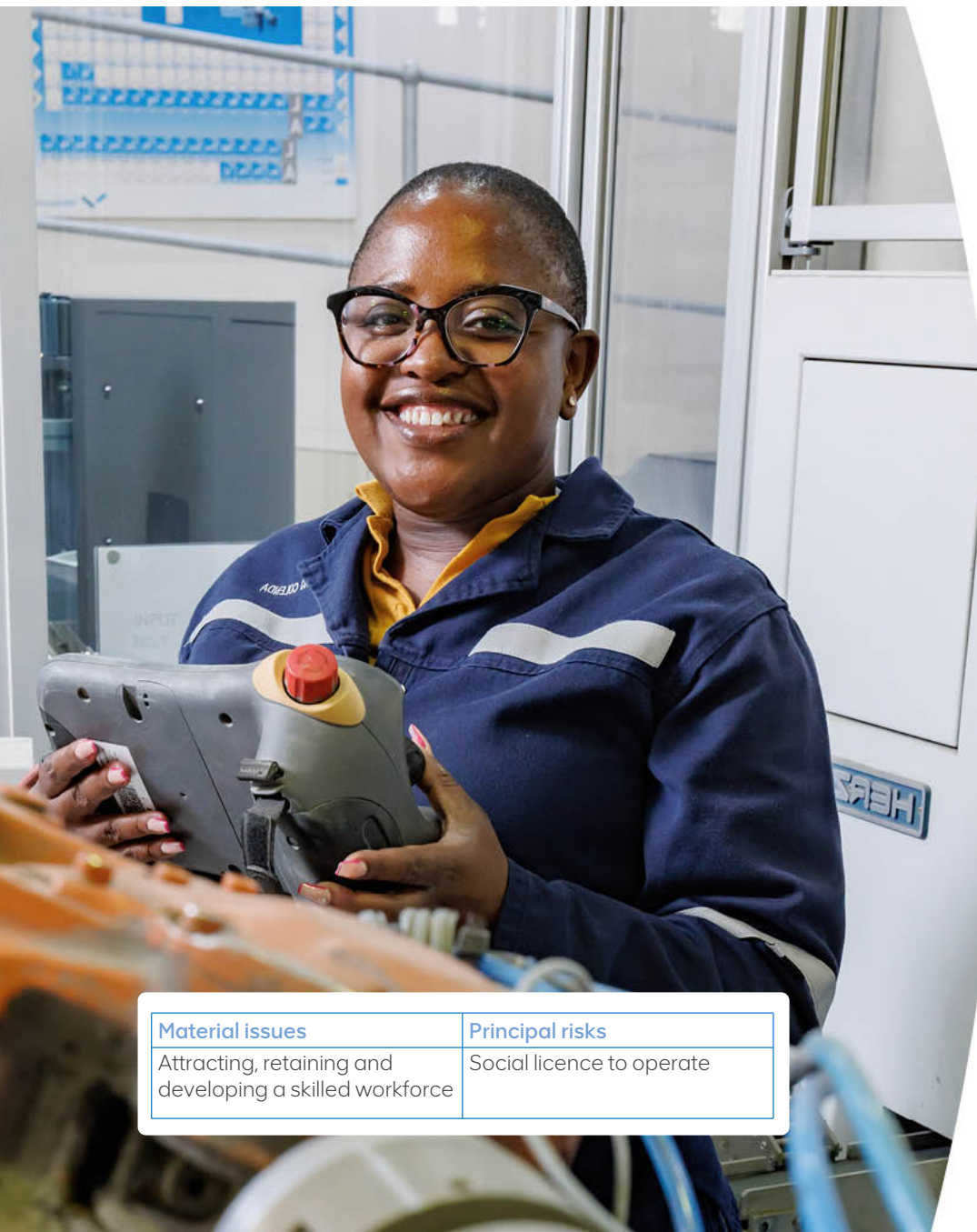
Union representation of employees (%)

Operations	Union	2024	2023
South Africa	Association of Mineworkers and Construction Union (AMCU)	39.11	39.58
	National Union of Mineworkers (NUM)	39.35	38.13
	UASA	11.43	11.58
	General Industries Workers Union of SA (Giwusa)	4.07	4.09
Zimbabwe	Associated Mine Workers Union of Zimbabwe	8	7
	Zimbabwe Diamond Allied Minerals Workers Union (ZDAMWU)	10	10



Dimpho Letsoko, Metallurgical technical engineer at the Precious Metals Refinery

Training and development



Material issues

Attracting, retaining and developing a skilled workforce

Principal risks

Social licence to operate

Why this matters

Our employees are the business and, together, we strive to deliver on the company's ambitions. Attracting, retaining and developing suitable talent and skills are a priority, especially since we operate in an industry affected by skills shortages.

We ensure we provide for the needs of our employees and remain committed to our culture, which emphasises enabling each other to always feel and be at our best. This is important for our diverse talent pool, putting us in the best position to deliver sustainable benefits to our stakeholders.

Our ambition and targets

Anglo American Platinum's ambitions for our permanent employees and business partners are to:

- Proactively build and enhance our internal talent capabilities, fostering dynamic and inclusive pathways for leadership succession
- Live up to and inculcate our values of safety, care and respect, integrity, accountability, collaboration and innovation in all that we do
- Optimise relationships with employees and their representative trade unions in all appropriate structures
- Conduct collective bargaining in a way that leads to a fair outcome for employees and a sustainable outcome for the company, and achieve this goal without industrial action
- Ensure all qualifying employees enjoy housing assistance benefits and are able to provide decent living conditions for themselves and their families.

Aligned to our ambitions, we have set specific targets:

- Annually advance 25% of people with potential to the next level of work in the organisation
- Prioritise internal promotions over external appointments
- Have women make up 50% of our graduate programme group
- Promote participation in employee share ownership plans (ESOPs).

We prioritise attracting and retaining women and other historically disadvantaged South Africans (HDPs) in line with the country's goals and our own goal to contribute to redressing the imbalances of the past.

Our approach

Our approach to training and development is guided by our employee value proposition (EVP). This is focused on inspiring, attracting and retaining the talent the company needs to deliver on its purpose.

We develop our workforce and leaders by equipping people with the necessary skills and capabilities to drive business impact. Maximising employee retention is an important aspect and we consider these workers' aspirations, future needs of the business, and the growing expectations of our stakeholders.

As we prepare for the future of work, we are focused on ensuring we source, place and develop the right talent for the right roles. We do so in a way that focuses on merit, fosters inclusion and diversity, and builds leadership capabilities.

Caption: Colenda Mashiane, millwright, adjusting precise robot movements at the EBRL Robolab

Training and development continued

This is in addition to driving transformation, as we continue building an inclusive and diverse workplace to meet the needs of a multigenerational workforce.

South Africa's history of inequality and the current skills shortage in the mining industry make closing the skills gap a priority for the company. Our BBBEE skills development scoring showed some progress in 2024, at 9.23, compared to 7.22 in 2023.

Performance in 2024 Sourcing and attracting talent

We are guided by the principles of inclusion and diversity as we prepare for the future of work while building leadership skills.

As skills shortages make recruitment in the industry more competitive, attracting young talent and retaining potential future leaders require flexible and more agile ways of working.

We conducted operational and functional talent reviews throughout the year, during which each discipline identified critical or skill roles. These roles were prioritised for proactive recruitment and emphasised to ensure development plans for successors were established, addressing any readiness gaps.

Additionally, we conducted a comprehensive training needs analysis and developed a targeted programme for frontline supervisors, focusing on enhancing technical skills, interpersonal

skills, and safety and compliance. Starting in 2025, we will also roll out digital literacy programmes to further equip our workforce for the future.

Building a local talent pipeline

Employing local people is an important part of our commitment to sustainability. We have partnered with three schools near each of our mining sites to create a talent pipeline that we begin building with grade 10 learners.

We prepare these learners for university entry and further their development through comprehensive engagement. We provide bursaries, scholarships, learnerships and additional resources to ensure we effectively integrate these young people into our business.

In 2024, we invested R15 million (2023: R9.2 million) in bursaries, scholarships and graduate development. The focus of our graduate programme is on scarce processing, mining and engineering skills.

Although most scholarship beneficiaries opted for studies in the mining and engineering fields, others made different selections such as pharmacy and medicine, which are also beneficial to communities.

Bursaries, graduates and scholarships

We paused the recruitment of new bursars and external graduates in 2024 due to the restructuring process and instead focused on absorbing 13 final-year bursars into the business. We

appointed 19 graduates into substantial positions, 11 women and eight men, as Water Resource Coordinators, production engineers, metallurgists and business improvement advisors.

We also provided 19 new scholarships as part of our SLP3 initiative. Of these, six were granted to top-performing maths and science learners from our partner schools. This is in addition to the ongoing support we provide to 70 scholarship beneficiaries, 66% of whom are female, and 32 bursars (35% female). At the end of 2024, 42 of 99 graduates were female.

Scholarships are obligation-free sponsorships ring-fenced for our host community learners. Most of our scholarship recipients (51%) are studying at Minerals Education Trust Fund (METF) universities. The METF supports education and research in mining and minerals by providing scholarships and resources to students and institutions.

Local school support

We invested R3 million in maths and science support for our partner schools. We are also working towards a self-sufficient model incorporating teachers, governing bodies and heads-of-department to limit our reliance on external service providers.

In previous years, the University of Limpopo provided tutoring support directly to learners. Following the training for teachers provided by the University of the Witwatersrand, teachers now provide

additional maths support for learners, making schools less reliant on tutors. We refocused the support from external providers to teachers, who have been capacitated to teach with minimal social support from Anglo American Platinum.

Youth employment

In 2024, we continued supporting the Youth Employment Services (YES) initiative, albeit with a reduced programme, by investing R30 million compared to R100 million in 2023.

The initiative is led by the Department of Trade, Industry and Competition (dtic) in collaboration with business. YES provides young unemployed black people aged 18 to 35 with work experience to improve their employment prospects.

In 2024, we provided 643 young people with 12-month job placements and a minimum wage through YES, aligned with our livelihoods strategy.

YES beneficiaries in 2024

	No
Twickenham	48
Polokwane	48
Mogalakwena (Mokopane)	159
Amandelbult (Thabazimbi)	136
Mototolo/Der Brochen (Burgersfort)	126
Process division (Rustenburg)	126
Total	643

Training and development continued

Scholarship disciplines

Technical education and digital skills	Healthcare and safety emphasis	Leadership and management development	Humanities and social sciences
<p>Engineering represents 35.6% of our scholarship fields.</p> <p>Science and technology fields such as computer science and information technology represent 11.1% of our scholarships, preparing students for the digital future. These skills are cultivated at institutions like the University of Johannesburg and the University of Pretoria.</p>	<p>Sponsoring students in health sciences, such as medicine and pharmacy, means we are supporting health and safety studies in our communities. These courses constitute 11.1% of our scholarship fields at institutions like the University of Cape Town and the University of the Witwatersrand.</p>	<p>Fields of study in business and management account for 15.6% of our scholarships, highlighting our commitment to nurturing future leaders and managers. Key institutions include the University of Johannesburg and the University of Pretoria.</p>	<p>Humanities and social sciences make up 26.7% of our scholarships.</p>

Training and development initiatives

Initiative	Description	Aim	Impact	Number of people trained
Early talent	A structured bursary and graduate development programme, focused on ensuring a diverse pipeline of professionals into the business across all key disciplines.	A healthy pipeline of professionally competent people, ensuring the development of a specialised and competent workforce.	The programme develops platinum mining-related competencies across a range of disciplines.	35 bursars (63% women and 80% HDPs), 99 graduates (as at December 2024) (42% women; 89% HDPs).
Engineering learnerships	Learnerships help fill the skills gaps in engineering artisanal levels.	Learnerships develop skills and aid local community development by creating a readily accessible pool of skills.	Developing employees supports skills retention at operations and creates employment for local communities through post-schooling qualifications.	We had 435 learners in learnership programmes: about 430 learners (99%) were HDPs and 173 (40%) were women.
Skills programmes	Various skills programmes comprising groups of unit standards that allow learners to become employable for a specific role and are recognised by the Mining Qualifications Authority.	Give learners the opportunity to participate in skills development programmes with national recognition.	Employees benefit from nationally recognised qualifications relevant to the industry that also create the opportunity for promotion.	692 employees benefited from various recognised skills programmes relevant to the mining industry for promotional opportunities.
Cadetships/internships	Training people from local communities in skills for specific jobs to be employed immediately into permanent positions or later, as needed.	Ensure a pool of technically competent people from local communities who are immediately available to fill specific roles in the business.	Addresses the socio-economic issue of preparing youth for employment by providing experiential training in the mining and minerals processing industry.	647 people from local communities have received skills/experiential training on various programmes in the mining and minerals processing industry.
Youth Employment Services (YES)	YES is a collaborative initiative between government, business and labour in South Africa, aimed at tackling youth unemployment by creating meaningful work opportunities for young people.	To provide young South Africans with the skills, experience and networks needed to improve their employability and promote inclusive economic participation.	YES is a livelihoods initiative, enabling young South Africans to earn an income while gaining valuable work experience. By fostering employability, it helps create sustainable pathways out of poverty, contributing to economic empowerment and improved living standards for individuals and their communities.	633 youth (100% HDPs and 60% women).

Training and development continued

Retaining talent

Once we have recruited employees, we focus on retention and nurturing their development.

In 2024, the loss of women and HDPs was 37%. Our total turnover in 2024 (excluding voluntary separations) was 5.68% (2023: 4.9%). The percentage of talent loss, particularly in technical disciplines, is an important measure for our business. In 2024, this was 2% (2023: 5.6%). Most of those who left were in the mining and technical discipline.

The exit analysis revealed that the Amandelbult operation recorded the highest turnover, with the cited reason for these resignations being better career opportunities.

In our early talent programme, we advanced 35% of internal talent (2023: 39%) against our 25% target. Women represented 49% (2023: 50%) of those advanced.

We have committed to prioritising internal appointments over external appointments. We reached this goal in 2024, with 61% (2023: 62%) of appointments being internal.

Talent development initiatives

We launched a number of initiatives during the year to foster talent development. As part of that process, we asked employees to complete development plans detailing the specific initiatives they were already part of or interested in, to enhance their current skills and facilitate upward mobility.

Operations also held career workshops for employees, focused on identifying

opportunities, encouraging reflection, and planning for career growth. Participants learnt how to enhance their careers by recognising their strengths, building their personal brand and expanding their networks to ensure purposeful and fulfilling career advancement.

We identified key scarce skill roles for which to develop robust succession pipelines. We also conducted operational and functional talent reviews throughout the year. Each of our disciplines identified scarce or critical roles, which we prioritised for proactive recruitment and emphasised to ensure development plans for successors were established to address any readiness gaps.

Training and development investment

Our learning and development opportunities cover:

- Leadership development
- Youth development
- Learnerships
- Coaching and mentorship
- Career-progression planning
- Financial assistance for further education.

We invested R917 million in training and development in 2024 (2023: R1.1 billion) for 18,408 employees (2023: 20,859). Each employee spent an average of 62 hours in training (2023: 82).

The MPRDA has a skills development investment requirement of 5% of the wage bill. Anglo American Platinum exceeded this by investing 7.7% (2023: 9.4%). Designated groups made up 91% (2023: 91%) of employees who received skills development training and women made up 23% (2023: 22%).

For the leadership programme, 50% of participants were women (2023: 33%) and 75% (2023: 70%) were from designated groups.

We are committed to fostering diversity and inclusion, with particular focus on senior leadership roles. We are actively sourcing diverse talent and driving equitable representation at all levels of leadership. As part of this commitment, we are prioritising the advancement of women through targeted talent reviews and career development panels, ensuring their progression into key roles.

Recognising the importance of listening to our workforce, we are intensifying initiatives to identify challenges faced by

our employees. Through meaningful engagement and dialogue, we aim to address key issues and co-create solutions that reinforce an inclusive, supportive and thriving workplace.

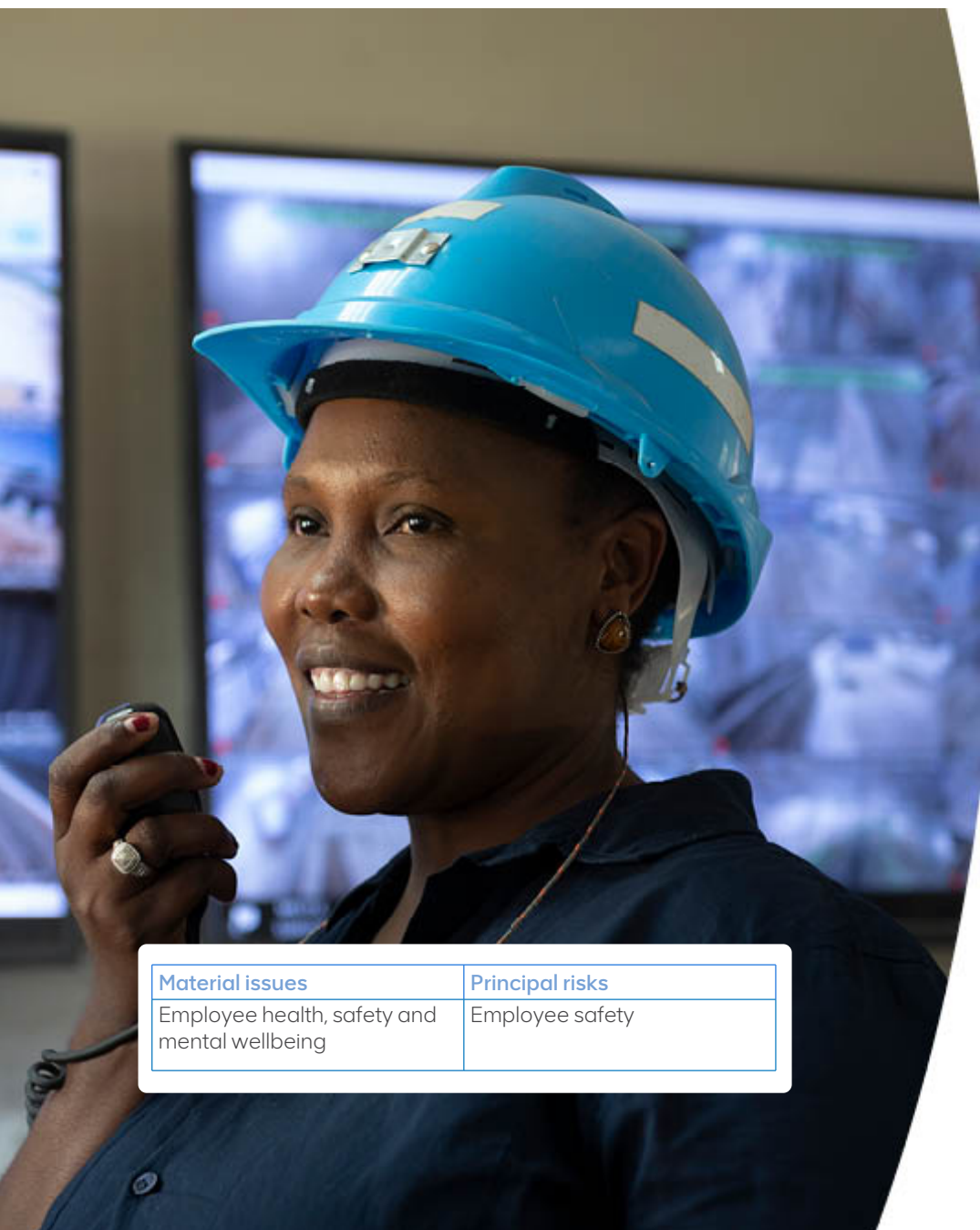
Focus for 2025

- ▶ Build a compelling bursary programme under the standalone identity and re-establish university relationships
- ▶ Continue to focus on supervisor development
- ▶ Engineering Skills Training Centre to continue with artisan development.



Jaison Banda, rig operator at Unki

Diversity, equity and transformation



Why this matters

As part of South Africa's mining industry, we play an important role in driving socio-economic transformation and redressing historical social inequality. Accordingly, we recruit diverse talent and work hard to ensure our culture fosters a sense of belonging among employees. We also provide employees with development opportunities to equip them with future-fit skills that enable them to contribute to our purpose-led growth.

Our ambition and targets

Anglo American Platinum's goal is to foster a diverse and inclusive work environment.

Our targets include:

- Women to account for 25% of senior leadership positions by the end of 2025
- HDPs to account for 60% of mid-management, 60% of senior positions, and 50% of exco by the end of 2025
- People living with disabilities to make up 1,5% of the total workforce by the end of 2025.

Our approach

Our approach to diversity, inclusion and transformation is guided by our integrated transformation strategy, which is aligned with the requirements of relevant legislation.

To ensure we deliver on our goals, we have formed networks and forums that lead engagements on inclusion and diversity matters.

These include:

- Employment equity and skills development committee
- Community development forums
- GBV advisory panel at corporate and operational sites
- GBV champions/facilitators.

Compliance

We operate our business in compliance with the Employment Equity Act 1998, BBBEE Act 2003, and section 28(2)c of the MPRDA. We have tasked relevant functions in the business to ensure that the company continues to comply with these laws.

Performance

Employment equity

In 2024:

- Our HDP cohort made up 90.7% of our total employees (2023: 93.5%), 90.9% of critical and core positions (2023: 91.0%), and 77.8% of top management (2023: 83.3%)
- Women made up 24% (2023: 22%) of our employees, 22.6% (2023: 21%) of critical and core positions, and 30% of top management (2023: 42.9%)

Material issues

Employee health, safety and mental wellbeing

Principal risks

Employee safety

Caption: Mary Itumaleng, control room operator, at Amandelbult Dishaba

Diversity, equity and transformation continued

- People with disabilities accounted for 0.4% of our total employees (2023: 0.5%), 0.4% of critical and core positions (2023: 0.4%) and 0.5% of management positions (2023: 0.6%)
- In 2024, women in leadership positions totalled 29.2% (2023: 29.0%). The restructuring programme resulted in the loss of several women in senior leadership roles, due to the restructuring changes both at corporate and site levels.

Anglo American Platinum's ability to meet its targets in 2024 was impacted by our restructuring process, which saw both voluntary separations and retrainments. Despite the impact of this process on the proportion of women in the workforce and in management, we continued to focus on fostering an inclusive culture that supports employees and prioritises their wellbeing as well as attracting and promoting women in senior leadership roles.

Enabling environment

We have programmes and facilities that support the inclusion of women, people living with disabilities and the LGBT+ community in the workplace.

We continue to be challenged in attracting women in technical disciplines due to shortages in the market. We partner with leaders in the business to create a pipeline through various programmes like bursars, graduate development programmes, learnerships and development of women in supervisory roles within the technical disciplines.

We continued with our integrated recruitment approach to attract and recruit people living with disabilities.

We aimed to create communication platforms to support people living with disabilities, while raising awareness among the broader workforce of the needs of their colleagues and ensuring they feel psychologically safe.

GBV and bullying

We continued to focus on gender-based violence (GBV) and bullying, harassment and victimisation (BHV) throughout the year, and used key times such as Women's Day/month and 16 Days of Activism against GBV to intensify our work.

Other programmes included Light the way – extinguish GBV. We also supported our LGBT+ colleagues, recognising important dates such as International Day against homophobia, biphobia and transphobia in May. We held a number of engagements through our REAL You network, which we established to promote a safe, inclusive and welcoming environment for our LGBT+ colleagues.

Gender neutral facilities (toilets and change houses) have been identified as one of the key opportunities for improving psychological safety for the LGBT+ employees. The discussions and practicalities of these proposals are still in progress, which if achieved, will be groundbreaking and contribute towards building an inclusive culture.

Performance in 2024

	2024 %	2023 %	2022 %	2021 %	2020 %
HDPs in workforce	90.7	93.5	89.7	89.3	88.8
HDPs in critical and core positions ¹	90.9	91.0	89.9	89.1	88.6
HDPs in top management ²	70.0	83.3	50.0	50.0	50.0
HDPs on board ³	60.0	58.8	50.0	50.0	41.7
Women in workforce	24.0	22.0	21.0	20.8	19.8
Women in critical and core positions ¹	22.6	21.0	20.1	19.0	18.5
Women in top management ²	30.0	42.9	37.5	37.5	33.3
Women on board ³	20.0	33.0	41.7	41.7	33.3

¹ Management: top, senior, middle and junior management.

² Top management: exco level.

³ Board members of Anglo American Platinum.

During Pride month in October, we focused on understanding what gender-neutral facilities might look like in the mining world.

Some of the takeaways were:

- Implementing such facilities underground may be a challenge
- Safety remains a key concern and should be adequately planned to ensure better security in the facilities
- People are generally receptive and open to the notion of gender-neutral facilities. Some have already been exposed to these in restaurants and airports
- There should be intensive communications and awareness to avoid unintended consequences such as further victimisation and discrimination of people who choose to use the facilities

- The facilities should be of use to everyone and not a specific group of people.

Another important topic of discussion was how the workplace can eliminate further discrimination against transgender people.

Reporting

The number of GBV and BHV cases reported by employees in 2024 was 274 (2023: 162). Of the 274, 61 were HR grievances and redirected to the relevant HR managers to resolve. Although this is a marked increase, these numbers reflect the trust employees have in the reporting systems we have implemented. Increased levels of reporting have enabled us to provide assistance to more people and take action against perpetrators.

Diversity, equity and transformation continued

Employees have access to our Living with Dignity hub and YourVoice, through which they can anonymously report any incidents or issues.

Sexual harassment incidents remain a great concern as this implies employees are being violated on our premises. The arbitration rulings in our favour in cases that appeared before the CCMA serve as external affirmations of our work to eradicate harmful behaviour such as sexual harassment and GBV.

The decision to dismiss two employees, for domestic violence and sexual harassment was upheld by the CCMA following an arbitration process. This supports and reaffirms our policy and the stand we have taken against all forms of violence.

Bullying had the highest number of reports. We are working to resolve this matter because it illustrates how leaders show up and how employees perceive their work environment.

We continuously reinforce our values and commitment in promoting psychological safety and our desired culture. Our 'extinguish harmful behaviour' training, which addresses bullying, was done at the corporate office, Unki, Mototolo and the engineering skills training centre. This training has provided rich insights that will aid in further enhancing our response and prevention strategies.

We included bullying as part of our International Men's Day engagement through a storytelling conversation between an ex-perpetrator and a victim who has moved from conflict to compassion.

Our efforts on bullying and GBV during the 2024, 16 Days of Activism period, extended to young boys in schools through our REAL Men campaign.

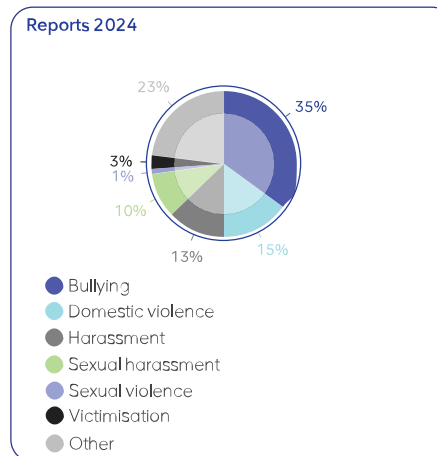
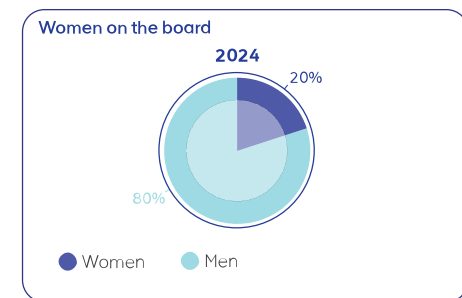
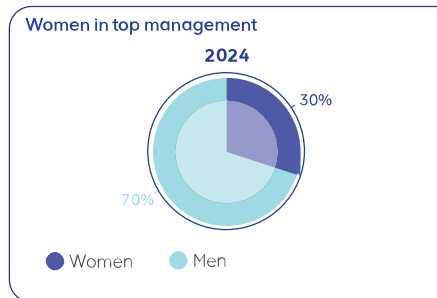
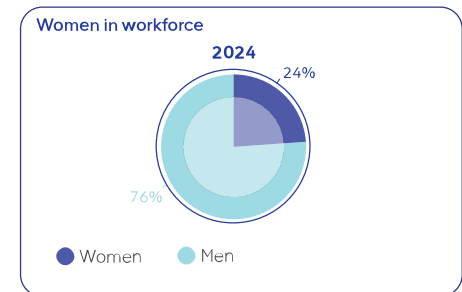
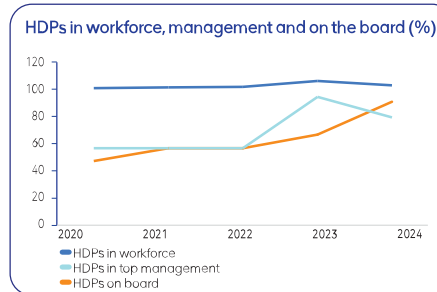
We have partnered with a prominent law practice to provide pro-bono legal assistance to survivors, who would otherwise be unable to afford legal representation.

► [Read more about our GBV support partnership on page 49.](#)

We communicate GBV statistics every month across the business, with operations running various awareness campaigns. Defining the behaviours that male colleagues should aspire to was important, as we have started to recognise males who demonstrate our 're-imagined behaviours for men' as positive role models in the organisation.

We maintained our anti-GBV initiatives and employee support through our Living with Dignity hub. The hub provides first-responder, medical, legal and psycho-social support to victims and their families. It is also a platform for employees to report any GBV incidents.

In addition, we support the Thuthuzela Care Centres (TCCs) in different parts of the country in a variety of ways. For instance, in August 2024, we donated R450 000 to a centre in the Mogalakwena community. TCCs were established by the government to help GBV victims access the legal remedy, care and support they need.



Diversity, equity and transformation continued

Focus for 2025

- Partner with the corporate affairs teams to raise GBV awareness in communities surrounding our operations
- Increase our focus to create a more enabling environment to aid in attracting and recruiting more people living with disabilities
- Involve more boys and men in anti GBV campaigns. We have started engagements with boys through host community schools during the national campaign known as 16 Days of Activism against Gender-based Violence
- Improve our efforts to ensure full compliance to government's GBVF guidance note, through the GBV National Strategic Plan.

Case study

Partnership provides legal support for GBV cases

Through our Living with Dignity hub, we have partnered with law firm Webber Wentzel to provide legal support in GBV cases.

The Living with Dignity hub is designed as a resource-intensive unit, providing first-responder, medical, legal and psycho-social support to victims and their families. It partners with specialists in areas where it needs to scale up its service offering or provide additional capacity.

The hub has also appointed case managers responsible for ensuring end-to-end case management services.

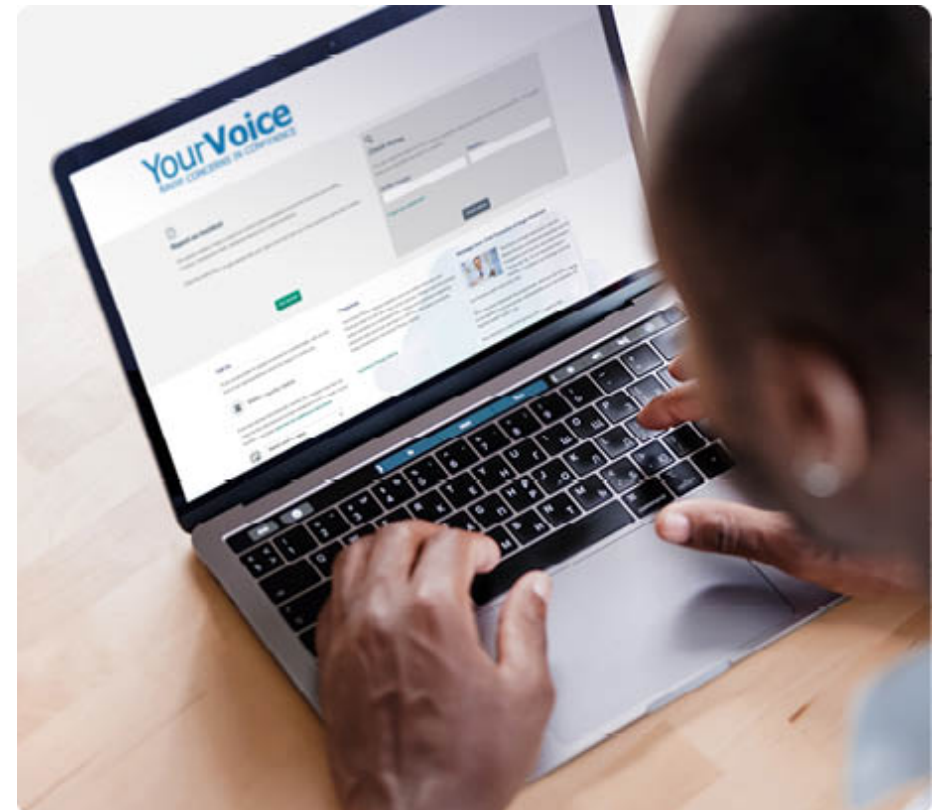
Through this partnership, the law firm provides additional capacity, on a pro-bono basis and where required, to ensure matters progressed through the criminal justice system are appropriately dealt with, effectively acting as an observer in the criminal trial.

The eradication of GBVF (GBV and femicide) requires all parts of the ecosystem to work together – no one party can do it on its own. Although common in other jurisdictions, a so-called watching brief is not common in

South Africa and prosecutors are not used to having a watching brief legal practitioner play a role. It is therefore crucial that, in each case, a unique relationship be established with the prosecutor, which is a constructive and mutually respectful working relationship.

The partnership has assisted in two cases to date.

This is one of several initiatives we have implemented to address GBVF. Others include a GBV advisory panel at corporate and operational sites and GBV champions and facilitators as part of the GBV prevention and response structures.



Engaging with communities



Material issues

Community engagement and trust

Principal risks

Social licence to operate

Why it matters

We prioritise developing, strengthening and maintaining relationships with all our stakeholders.

These relationships are key to realising our goal to drive economic growth and empowerment in our host communities.

We operate in an environment with diverse stakeholder groups that require active engagement with us. The Scope of our engagement with stakeholders is an important focus as it impacts our ability to deliver on our strategy.

Our ambition and targets

By building strong relationships and pursuing regular, transparent engagements with our stakeholders, we aim to enhance risk management, ensure health and safety, respect human rights, drive economic inclusion and empowerment, protect the environment and safeguard cultural heritage for the mutual benefit of business and communities.

Our aims for stakeholder engagements include:

- Maintaining a proactive approach to stakeholder management and relations
- Continuing to engage with all levels of government and civil society organisations.

Our approach

Our stakeholders include communities, civil society, government, suppliers, businesses, business organisations and interfaith groupings.

Anglo American Platinum's executive and heads of department are responsible for provincial and national engagements. Site-level engagements are the purview of our operations teams. Stakeholder engagement leads are responsible for particular issues, while general managers have oversight.

We also have a stakeholder engagement management committee at corporate level that oversees our approach, issues the engagement mandate and reports on performance to exco. The committee is chaired by the executive head of corporate affairs and meets monthly.

We have implemented protocols to guide when it is appropriate to escalate issues from site to corporate level. At each operation, we have implemented a complaints and incident management system that enables stakeholders to raise grievances and report incidents. Community relations officers log complaints and incidents at site level.

Stakeholder engagement managers ensure these are investigated and addressed appropriately and timeously.

Caption: Beaders, Masibudi Queen Machava (left) and Rita Moshabi at the Impact Finance Network event showcasing the jewellery designed and made at Kioni. In 2025 we will work with Kioni to extend their impact.

Engaging with communities continued

Our stakeholder engagement strategy guides our stakeholder relationship approach and management.

It comprises:

- Issues and stakeholders – mechanisms to identify the most critical issues that impact the business and stakeholders
- Management process – protocols to manage internal processes
- Engagement guidelines – principles and rules of engagement consistent with Anglo American guidelines
- Tracking performance – mechanisms for tracking performance and reporting
- Systems and support – systems to support successful stakeholder management, including IsoMetrix, sentiment monitoring, operational risk management integration and capacity building.

Community engagement

Our community engagement forums at each operation aim to meet monthly to discuss progress and provide feedback on important social initiatives and issues.

We have also recruited young unemployed people in our host communities as fieldworkers who engage directly with residents.

Compliance

Our stakeholder engagement strategy is in line with the Anglo American Social Way 3.0, International Finance Corporation's

(IFC) sustainability framework, South Africa's King IV Code on Corporate Governance, and AA1000 Assurance stakeholder engagement standard, which sets the global benchmark for best practice.

Additionally, we have aligned our strategy with our human rights policy, business integrity policy and code of conduct. Each operation has a stakeholder engagement plan, which is one of the Anglo American Social Way 3.0 requirements. This plan includes issues mapping, roles and responsibilities, an engagement strategy and milestones and targets.

Stakeholders can report grievances to the Anglo American Platinum safety and sustainable development and social, ethics and transformation committees.

Performance in 2024

The goals of our stakeholder engagement activities in 2024 were to maintain a positive and proactive approach to government and community relations. A key focus was developing local accountability strategies.

Significant stakeholder engagements include successful engagements around Seritarita Secondary School, the coordination and submission of all SLP implementation plans and the development of customised local accountability strategies.

Anglo American Platinum closed off 69 grievances in 2024. A further 52 grievances have not been closed off. This includes those that are in progress, awaiting sign off or are in appeal. The majority of these related to local procurement. Other recorded grievances were about infrastructure deterioration and development, contractors and cultural heritage.

There has been a significant turnaround in the time taken to address grievances. Other actions include ongoing training, resolving trouble-shooting system challenges and monthly performance reporting.

Focus for 2025

- Continue delivery of SLP and CSI projects and plan for the next iterations of our SLPs
- Continue to support municipal water delivery within area of responsibility
- Conduct CEO and exco introductory meetings with government and other strategic partners
- Position new, demerged organisation in institutions and businesses, through collaborative platforms
- Review and socialise the stakeholder engagement strategy, policies and procedures to align with the demerged organisation.



Working with communities at Mogalakwena

Engaging with communities continued

Case study

Collaborative approach to infrastructure upgrades

We have joined forces with five other mining companies and the Mpumalanga department of public works, roads and transport to rehabilitate the P171/1 road between Mashishing and Roosenekal in Mpumalanga. This will improve road safety and extend its lifespan.

This collaborative project is a significant public-private partnership for infrastructure development to support economic growth and create a safe travelling route. Upgrades to the 19km section of the provincial road will benefit many communities and mines.

In November, a sod-turning ceremony was held at Thaba Cheu boarding school near Mashishing to mark the start of this project. Other partners include Dwarsrivier Chrome, Glencore Ferroalloys, Samancor Chrome, Northam Platinum and Two Rivers Platinum.

The road will be upgraded and strengthened to extend its structural life by 20 years and ensure it can accommodate traffic volumes, including heavy vehicles. Local sub-contractors and SMMEs will make up about 30% of the project value of R350 million, with local residents employed.

The Scope also includes widening the road at various sections to provide lanes and passing lanes, particularly along long, steep inclines where heavy vehicles typically travel at low speeds. The two intersections at the start and end points of the road will be rehabilitated and additional stormwater drainage installed.



Case study

Creating pathways to career opportunities

Our bursary and scholarship programmes and our involvement in the Youth Employment Services (YES) initiative are creating employment for young people in our host communities and developing future talent for our company, industry and broader society.

Our bursary programme to nurture early talent begins in secondary education through our partnership with schools close to our mining operations. By driving proficiency in maths and science, we enable students to qualify for our bursaries, opening doors to higher education and eventually our graduate programme.

Anglo American Platinum offers scholars the opportunity to gain exposure to the mining industry before they attend university, as well as work at our mines during university breaks. Currently, our bursary programme supports 16 engineering students, 38% of whom

are women, 11 mining students (45% women) and eight processing students (29% women).

All our mining students are historically disadvantaged persons (HDPs), while 88% of engineering bursars and 43% of process bursars are HDPs.

We also support 65 scholarship students, of whom 62% are women and 92% are HDPs. These students are taking degrees in engineering, computer science and information technology, business and management, medicine and pharmacy, and humanities and social sciences at the universities of Johannesburg, Pretoria, Witwatersrand and Cape Town.

Our initiatives to ensure young people gain the skills and experience needed to secure work extends to our involvement in YES, a public-sector initiative to tackle youth unemployment. In partnership with Zimele, we have placed YES beneficiaries at businesses supported by Zimele.



Lasting positive community impact



Why this matters

Our host communities play an important role in our ability to continue mining. The areas where we operate have a legacy of underdevelopment and, as part of our commitment to sharing the benefits of our business with our communities, we strive to ensure they enjoy sustainable socio-economic growth that extends beyond the lives of our mines.

Our ambition and targets

We have implemented extensive community development programmes, through which we aim to drive positive, long-term growth, as well as health and educational impacts in our mining communities. Our efforts to maintain and strengthen our relationships with communities also give us access to local talent for our operations.

We will continue to:

- Improve health outcomes
- Facilitate the supply of potable water
- Support schools in reaching the top 20% of South Africa's best-performing schools by 2030
- Continue our focus on creating jobs to maintain economic activity around our operations
- Establish collaborative and meaningful engagements with all our stakeholders.

Our approach

Anglo American Platinum's community development initiatives and projects are guided by our social and labour plans (SLPs).

To drive local economic development (LED), we tailor our approaches to ensure

meaningful socio-economic development (SED) outcomes. The outcome-based approach to SED makes our development initiatives purposeful, with long-term benefits that are designed to create opportunities for the host communities and regions our operations are bound to.

We collaborate on managing our development programmes with NGOs, communities and local governments.

Performance in 2024

We facilitate local economic development through multistakeholder and cross-sectoral partnerships.

The Rustenburg Fresh Produce Market is one of several initiatives developed through these partnerships. We refurbished the market, together with our partners, in August 2023. By November 2024, it had 2,775 registered buyers and 117 producers.

One of the issues the market faced was the lack of buyer and producer data. Currently, producers are required to submit company registration documents, while buyers only need to provide contact and address details. This registration process was designed to reduce the burden on traders and facilitate efficient trade.

Limpopo road safety programme

In 2024, we received the Road Safety Partnership Chairperson's Award, together with our partners, for the Limpopo road safety programme.

Material issues	Principal risks
Positive, measurable impact on communities	Social licence to operate

Caption: Joseph Seabela, farm worker with Mariveni Farmers in Tzaneen, inspecting green bananas

Lasting positive community impact continued

The award recognises our collaborative work to provide support in resolving road safety challenges in Limpopo.

We launched the programme in 2023 through a R47.7 million investment from the Anglo American Foundation. The aim is to support the improvement of road safety over a three-year period by strengthening strategic elements of the road transportation system to reduce the number of serious injuries and fatalities due to road crashes.

We have identified opportunities to expand the programme across Mogalakwena, Mototolo and Amandelbult, by providing International Road Assessment Programme (iRAP) training to road users at the operations, which are known for their high road-incident rates.

The iRAP training equips road safety professionals with essential tools and knowledge to assess roadways, identify potential hazards, and propose improvements based on internationally recognised standards. By incorporating the latest methodologies and technologies, the training promotes a data-driven approach to enhance road safety, ensuring improvements are based on robust, evidence-based assessments.

We have begun discussions with our partners to launch a second round of iRAP training in the second quarter of 2025. The first round of training in 2024 had 11 participants, including six internal project managers and five small and medium businesses from host communities.

Progress with social and labour plan (SLP) implementation

SLPs are a regulatory requirement and aimed at achieving transformation, in line with the mining charter. Among other elements, they detail development programmes, including those for communities.

Developing SLPs requires consultation and negotiation with employees, affected communities, local authorities and the DMRE.

In the third quarter of 2024, the company received approval for Twickenham's SLP3. All other mining operations also have approved SLPs. Each mining right area has a five-year SLP setting out projects and targets related to the pillars of the mining charter.

We began consultations with stakeholders in Mogalakwena, Amandelbult and Mototolo for their inputs on projects that can be considered for SLP4 (2026 – 2030).

We will submit our SLP4 to DMRE by the end of March 2025.

Due to the delayed approval of Twickenham's SLP3, parallel to its implementation, the mine's SLP4 consultations will begin in the first quarter of 2025.

Amandelbult	Mogalakwena	Twickenham	Mototolo
<p>We initiated the following projects in 2024, with the first two planned for completion in 2025:</p> <ul style="list-style-type: none"> ➤ Waste management infrastructure (Thabazimbi) ➤ Paving internal roads in Mantserre ➤ Providing internet connectivity for schools in Amandelbult ➤ Constructing a road in Bakgatla ba Kgafela ➤ Constructing a road in Baphalane ba Ramokoka. 	<p>At Mogalakwena, we completed one project, with others planned for completion in 2025.</p> <p>These projects are:</p> <ul style="list-style-type: none"> ➤ Procuring a vacuum jet machine for cost effective road repairs ➤ Resealing six streets in Mokopane ➤ Installing solar street lights ➤ Upgrades, refurbishments and extensions at schools ➤ Installing smart electricity meters. <p>The process to obtain environmental permits for the Mmalepetleke Sports Complex (SLP2) is in progress. We are also rolling out free wi-fi at several resettlement villages: Extension 14 Mokopane, Ga-Pila, Skimming, Leruleng, Ga-Puka, Ga-Sekhaolelo and Mogope. The initiative will provide wi-fi access in 21 public wi-fi zones and 3,200 home extenders.</p>	<p>The delay in delivering the early childhood development (ECD) centre and road upgrade undertaken by the Roads Agency Limpopo continues. We continue to hold extensive discussions with the roads agency and the DMRE on the project.</p> <p>As part of our SLP2 projects, which ended in 2024, we handed over a community library, an ICT training centre and internet café to Fetakgomo Tubatse local municipality.</p>	<p>At Mototolo, we began and completed four SLP3 projects. These include the handover of one ambulance, reconstruction of Viljoen Street and an ECD centre in Nokaneng.</p> <p>The Ngwaabe Clinic refurbishment is on hold, following extortion attempts by certain community leadership.</p>

Lasting positive community impact continued

Education

We participate in the Anglo American SA (AASA) education programme, which aims to provide quality education and development for learners and teachers at schools and ECD sites in communities around our mining operations. This programme is a partnership between Anglo American Platinum and the Department of Basic Education (DBE).

We launched phase 1 of the AASA programme in 2018, using a holistic, systemic strategy designed to improve educational outcomes of children in 38 ECD centres, 33 schools (21 primary and 12 secondary schools) local to our Mogalakwena and Amandelbult operations.

Additionally, we support over 16,000 learners and 500 teachers. Our goal is to strengthen the competencies of teachers and school management teams. The sustainability plan for phase 1 schools has been finalised and will be implemented across all non-functional schools.

Phase 2 was launched in the mid-2022. Formal implementation started in July 2023 and will continue for a four-year period (2023 – 2026). The programme has been successfully rolled out at 40 ECD centres, 41 schools (26 primary and 15 secondary schools) near our Mogalakwena, Mototolo, Amandelbult, Rustenburg and Polokwane sites.

The programme focuses on key implementation components:

- Stakeholder engagement and advocacy for the duration of the programme
- Functional school support leadership, management and governance

- ECD centre management and practitioner training, and implementation support
- Direct learner support
- Grade 12 maths and science support
- Grade 11 catch-up and revision project for maths and sciences
- Teacher development (curriculum)
- Literacy and numeracy (grade R to grade 3)
- Basic infrastructure for a safe and conducive environment for learning.

In 2024, 60 ECD practitioners across 40 centres received on-site coaching and training, with 75% of these sites now (fully and conditionally) legally registered with the DBE.

Additionally, 63% of ECD learners were assessed as school-ready based on Joint Education Trust baseline data. In terms of school leadership, 80% of schools were rated as displaying functional leadership, while the balance are progressing and still under active support. On average, 94% of grade R and 96% of foundation-phase teachers scored 3 or above in teaching competence. In the intermediate and senior phase, 90% of English first additional language (EFAL) teachers and 93% of maths teachers scored 3 or above.

In the December 2024 exams, the overall supported schools performance increased from 76% in 2023 to 83%. Two of the schools achieved a 100% pass rate. Over 30% of Grade 12 learners passed mathematics with at least 50% and over 20% passed physical science with at least 50% in their final National senior certificates.



Mototolo ambulance handover



Mototolo Nokaneng ECD centre

Lasting positive community impact continued

AASA education programme: ICT

The ICT (information and communications technology) component of the AASA education programme remains a pivotal enabler and catalyst for sustainable education outcomes.

- Device distribution: 46 laptops and tablets have been provided to all participating schools, accompanied by movable trolleys and projectors. Across all phase 1 and 2 schools (74 schools), we have distributed 3,404 devices
- Teacher empowerment: Each teacher has been equipped with a personal laptop or tablet. To date, 1,140 teacher devices have been distributed
- ICT training: Teachers from both phases have completed comprehensive ICT training. More than 490 teachers reported higher levels of ICT proficiency, with a 56% increase in advanced ICT application in teaching practices
- Internet access: All 74 schools now have access to an infrastructure network providing unlimited internet. This has enabled effective teaching and learning
- Technology integration: Schools report the successful integration of technology into daily teaching and learning activities.

Community education, health and wellbeing

Our education, health and wellbeing programmes have built-in monitoring and evaluation frameworks. These measure the impact of programmes based on our sustainable mining plan targets for 2025 and 2030.

HIV/TB treatment support

Anglo American Platinum has adopted the Coach Mpilo programme aimed at addressing men's health and HIV/TB.

This external programme encourages men to test for HIV and take steps to improve their health and wellbeing. It provides peer-to-peer support for HIV-positive people, helping them access treatment and manage their health, while overcoming stigma and stereotypes about HIV status and gender norms.

In 2024, 4,961 men were either enrolled in the Coach Mpilo programme for new treatment or returned for continued care.

Child and adolescent support

Together with Zimbabwean non-profit Zvandiri, we support adolescents and young women living with HIV. Zvandiri is a Shona word that means 'accept me as I am'.

The programme includes peer mentors who identify undiagnosed children, adolescents and young adults, as well as those who are not taking their medication, to support them in getting tested and start or return to treatment. The support also covers broader health, mental health, as well as sexual and reproductive health and protection.

Through the programme, adolescents who are HIV-negative have access to pre-exposure prophylaxis (PrEP), and young mothers have access to an enhanced package of support for them and their children. The programme currently supports 1,696 adolescents and young adults.

Treatment dispensing, distribution and collection support

We continued our partnership with medication dispenser, Right ePharmacy, on its smart lockers. People on chronic medication use the conveniently placed

lockers to access their medication, saving them time and reducing the burden on public health facilities.

In 2024, we increased the number of dispensary lockers to 8 across our operations. The lockers play an important role in ensuring that people continue to take their chronic medication. This is particularly helpful to contractors, who are not always able to access medication and care during common clinic opening hours due to working shifts.

Health systems strengthening

Anglo American Platinum supports community health facilities in strengthening their services.

The technical assistance we have been providing to primary healthcare facilities in Limpopo since 2023 has been impactful. Our 2024/25 assessment shows that 84% of facilities in the province met standards for ideal health facility realisation and maintenance (IHFRM). IHFRM is a national quality improvement framework that ensures primary healthcare facilities meet the highest standards in infrastructure, clinical services, infection prevention and control, human resource capacity, and patient experience of care.

These standards are crucial in enhancing service delivery, patient outcomes, overall health system strengthening, and aligning facilities with national and global best practices.

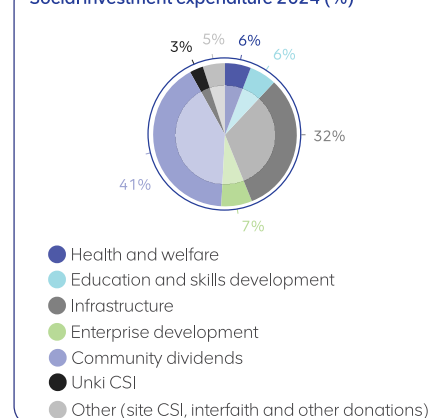
The 2024/25 IHFRM assessment shows an improvement from a 28% compliance rate at the beginning of 2023. A total of 21 health facilities transitioned from non-compliant status to meeting IHFRM

standards under this programme in 2024. The total number of compliant facilities now stands at 26 out of 33 supported facilities.

Social investment expenditure

	2024 R million	2023 R million
Community dividends	409	89
Infrastructure	318	134
Enterprise development	66	178
Health and social welfare	60	79
Education and skills development	55	204
Other (site CSI, interfaith and other donations)	46	66
Unki CSI	33	56
Total social investment expenditure	987	806

Social investment expenditure 2024 (%)



Lasting positive community impact continued

More than 650,000 people now have access to quality care at clinics in the districts of Waterberg, Sekhukhune and Capricorn following the successful implementation of this programme.

Anglo American Platinum also has a partnership with healthcare non-profit Right to Care and provincial health departments.

In Zimbabwe, we work with Zvandiri, the Apostolic Women's Empowerment Trust (AWET), the Ministry of Health and Child Care, and the National AIDS Commission. Our healthcare programme supports residents in Chironde in the Shurugwi District, where Unki Mine is located.

AWET focuses on improving the uptake of health services by addressing social and religious norms that undermine residents accessing health services. Another focus area is ensuring access to clean basic water supply and sanitation, resulting in better health outcomes.

The programme has achieved a 92% viral load suppression for all children and adolescents living with HIV who are on active treatment. In addition, 96% of eligible clients are using pre-exposure prophylaxis.

Another key project was the construction of over 135 ventilated Blair toilets, which have built-in hand-washing facilities as well as odour and fly control that limits the spread of diseases.

Livelihoods

Our focus has been on developing and strengthening mutually beneficial partnerships to drive our livelihoods programme. We have targeted engagements with other companies committed to job creation in southern Africa.

Our due diligence process follows the structure set out in our livelihoods business plan template. We conduct an initial review of all business proposals against our funding criteria of:

- Strategic alignment with our business
- Financial viability
- Entrepreneur viability
- Empowerment impact – jobs created and supported, and ownership structure.

We concluded our Mr Price Jump Start programme partnership, which has created 1,870 jobs. The R10-million programme assisted young people who have never been employed with their first job opportunities at Mr Price and its partners. The training and placement partnership with Mr Price, initiated in 2022, aimed to create permanent retail jobs, largely for young people.

In June 2024, the Covid-19 and Unrest Rebuild programme ended. We invested R400 million in the programme, which focused on education, water and sanitation, health and wellbeing, and the reset and rebuild programme. An impact assessment by an independent economist showed that the programme gained a social return on investment of R11.38 for every R1 spent. This was based on an analysis of the reach of the programmes, sustainability of the outcomes and cost of implementation.

Current livelihoods programmes

Project	Location
Maponya Farm Anglo American Platinum and PepsiCo have supported the farm with funding and business development	Polokwane
Diatla Tshweu Farming Enterprises Mixed crop and cattle farm supported through our partnership with McCain	Rustenburg
Aeon Trading Anglo American Platinum and Woolworths support this business, which manufactures beauty products for Woolworths and is currently developing essential and other oils at our Groenfontein farm to support the factory	Groenfontein (Mokopane)
Maneli Pets Anglo American Platinum and Shoprite provide funding for the business, which manufactures and distributes pet food	Sebenza (Johannesburg) and Mokopane
Cotton SA We have partnered with Cotton SA in supporting emerging farmers to develop their farms into sustainable cotton producers	Limpopo, Mpumalanga, KwaZulu-Natal
Takura The Takura project aims to create jobs in the agricultural value chain in Zimbabwe	Zimbabwe

Lasting positive community impact continued

Social impact mitigation plan (SIMP)

We used lessons learnt from the Covid-19 and Unrest Rebuild programme to develop the SIMP (with implementation from 2024) as a proactive response to mitigate the impacts of large-scale retrenchments and cost-cutting under our action plan.

The SIMP is targeted at communities around Mogalakwena, our process operations and Amandelbult. It comprises the following elements:

- Business partners: Mentoring programme for 70 local host community business partners for 15 months and debt support through Zimele
- Communities: Livelihoods and economic opportunities co-designed with community stakeholders, including farming, township economy and expansion of existing programmes
- Health and wellbeing: Extension of the collect-and-go locker (Right ePharmacy) programme to eight dispensary lockers, construction of a pharmacy in Northam with the Department of Health, and the Coach Mpilo programme
- Community GBV programme: Builds on lessons learnt, outcomes and achievements of the Covid-19 and Unrest Rebuild programme's GBV support. It will assist 21 victim empowerment centres around all operations with improved and extended referral networks and continued economic opportunities for survivors
- Additional R150 million invested in the SIMP programme, which is not part of social investment expenditure for 2024 and is reported separately.

These programmes will continue until the first quarter of 2026.

Social investment

In 2024, our total social investment spend was R987 million across CSI, SLP and Alchemy initiatives (2023: R806 million), comprising:

- SLP spend of R305 million (2023: R246 million)
- CSI spend of R273 million (2023: R471 million)
- Paid out dividends for community shareholdings in Atomatic and Alchemy of R409 million (2023: R89 million).

Focus for 2025

- Hold SLP4 consultations for Twickenham
- Pilot Kioni, a jewellery manufacturing business neighbouring Mogalakwena, that will support GBV programme beneficiaries
- Review second funding opportunity with the Mr Price Foundation
- Revise phase 2 of the AASA education programme
- Strengthen stakeholder engagement at all levels nationally on matters impacting the sector and within host communities where we operate
- Deepen social compact through engagement, delivery of SLPs and the social impact mitigation plan
- Enhance our partnerships to continue to deliver on our livelihoods targets
- Expand partnership with Shoprite and Woolworths, with emphasis on local manufacturing.



Communities working together to enhance partnerships

Lasting positive community impact continued

Case study

Impactful employment opportunities in the international hospitality sector

A hospitality training programme is providing young South Africans in our host communities with global work opportunities on cruise ships.

In a partnership between Zimele and Silversea Cruises, a comprehensive training programme has enabled young adults to work onboard Silversea's luxury cruise ships, which sail to hundreds of destinations worldwide.

Zimele's collaboration with Silversea aims to upskill people living in our host communities. Currently, 38 graduates from our host communities are employed on Silversea cruises as assistant chefs, table attendants or in housekeeping roles. These job placements enable students to integrate their learning and gain

experience in the workplace for more specialised roles in hospitality that they may choose to pursue.

These placements also offer the opportunity to experience international travel while gaining work experience. As part of this initiative, Zimele is collaborating with Anglo American's government relations team to engage the relevant departments and embassies to resolve visa challenges for the remaining candidates.

Looking ahead, a new cost-sharing model that involves the cruise industry, government, private sector and beneficiaries is under review to achieve scalability and impact for youth employability.

The Zimele hospitality and tourism skills programme was established in 1989. We currently partner with South African corporates, the government and civil society to support local businesses and communities to create sustainable livelihoods.



Case study

Community-owned water project offers Scope for wider impact

A community-owned water supply project we developed in partnership with InnoAfrica South Africa (IASA) has provided potable water to 950 households in communities near Mototolo, with a further 336 households in Twickenham set to benefit in 2025.

The communities of Potlako and Mogoleng near Mototolo mine relied on natural water sources, including boreholes, for their daily needs. However, this untreated water supply has been inconsistent and carries health risks due to potential waterborne pathogens.

To ensure the project met the specific needs of the communities, we engaged the local municipality, local leaders and community representatives. A memorandum of understanding was signed with the traditional leaders and a 10-year operation and maintenance agreement is fully funded by IASA and external sponsors.

The scope of the project included identifying high-yield borehole sites, drilling a 250m well to access the aquifer, a yield test to confirm sufficient water availability, water-quality testing, constructing a 10m concrete tower at the highest point with a pump room and 6m tank structure for gravity-fed distribution. Community ownership of the project is expected to ensure security of the infrastructure.

Solar panels were installed to power the pump, as well as 5km of reticulation pipes, trenching for water distribution and 10 communal water stations were built.

Our project created 10 jobs for mostly young men and women from the villages, who were trained in bricklaying, steel fixing, scaffolding, pipe fitting, trenching, concrete mixing and plastering.

A remote monitoring platform is accessible by all stakeholders to allow for system maintenance to minimise disruptions and optimise water distribution. Water will be regularly tested and treated.

The water systems were handed over to 300 households in Potlako and 650 households in Mogoleng in November 2024, with the rest of the villages due to be completed by 2025. When completed, the project will benefit about 1,300 households, with an estimated population of 7,000 people.

The model we implemented for this community water initiative is scalable beyond Mototolo mine and has potential for broader adoption across our operations and municipalities nationally.



Respecting human rights



Material issues

Resettlement and relocation
Positive, measurable impact
on communities

Principal risks

Social licence to operate
Socio-economic political
instability/unrest

Why this matters

As stewards of the land where Anglo American Platinum operates, we prioritise the rights of the communities surrounding all our operations. Our commitment to human rights is deeply embedded in our business values. Ensuring that human rights practices are integrated throughout our operations is crucial for maintaining our social license to operate.

We adhere to the UN Guiding Principles on Business and Human Rights (UNGPs), which require respect for all rights. We particularly focus on rights related to the environment, health and safety, resettlement and cultural heritage.

Our ambition and targets

To assist with our goal to avoid and prevent human rights transgressions, we:

- Integrate Anglo American human rights policies into our business processes
- Improve our human rights risk assessment processes
- Enhance human rights due diligence assessments at all our operations
- Respect and protect cultural heritage in our primary areas of influence.
- Collaborate with host communities to safeguard their cultural heritage
- Redress resettlement and cultural heritage legacy issues that may not have been given proper attention when they arose.
- Aim to identify and plan to address environmental and cultural heritage issues as early as possible in an operation's life cycle to avoid any negative impacts

- Undertake any resettlement in line with the International Finance Corporation (IFC) performance standards and guidance provided by the Anglo American Social Way 3.0.

Our approach

Our commitment to human rights is the foundation of our approach to responsible mining. It encourages us to strive to go beyond compliance, actively improving our impacts on the communities and regions we serve. We believe this approach is essential to creating enduring value for all our stakeholders.

The Anglo American Social Way 3.0 has historically guided our approach to human rights, resettlement and relocation. It ensures all sites have implemented policies and systems that support effective engagement with communities. It also ensures that we avoid or minimise adverse social impacts and maximise development opportunities.

The social way takes a rights-based approach that includes:

- Transparent, meaningful, respectful stakeholder engagement
- Engagements include vulnerable and disadvantaged groups
- Legitimate, accessible, predictable, equitable, transparent and rights-compatible and engagement-based site-level grievance processes

Caption: LADAR coordinator, Phestina Makgaba, conducting field work at Motlhotlo Village near Mogalakwena

Respecting human rights continued

- Remediation of site-level breaches, where required
- Processes for identifying and addressing human rights impacts and risks, and details of the required mitigation process
- Considering how to best remediate negative impacts that occur.

Our approach is guided by our engagements with communities when we assess and address human rights impacts, along with other stakeholders. Our community stakeholders are made up of affected households, next-of-kin, traditional authorities and government. We aim to inform, consult and reach mutual agreement with these stakeholders on relocations and resettlements. The DMRE and other organisations assist with mediation to ensure fair and mutually beneficial outcomes.

The information we gather through these engagements guides our management approach to enable risk identification, management and mitigation requirements and evaluation processes.

We negotiate resettlement with communities in cases where it is unavoidable as land is needed for mining and mining-related services. We strive to provide resettled people with improved quality of life and livelihoods.

The process entails:

- Minimising impacts on local communities
- Seeking to avoid and, when this is not possible, minimising involuntary resettlement by exploring alternative project designs
- Considering all resettlement involuntary and managing them as such.

We begin all our resettlement projects with an environmental and social assessment, which we use to develop a social management plan. This includes a remediation action plan and a livelihood restoration and improvement plan.

Our human rights, resettlement and relocation policies and management systems are in line with the:

- South African constitution
- UN Global Compact
- UN Guiding Principles on Business and Human Rights
- Voluntary Principles on Security and Human Rights (VPSHRs)
- IFC resettlement performance standards.

Anglo American Platinum's approach to cultural heritage complies with relevant laws including the National Heritage Resources Act 1999 in South Africa, and seeks to comply with the National Museums and Monuments of Zimbabwe Act 2001, and PS8 of the IFC performance standards, which focuses on cultural heritage.

Site	Incidents	In progress	Closed	Level 4 – 5	Level 3	Human rights linkage
Der Brochen	8	1	7	0	1	5
Mogalakwena	41	6	35	0	0	34
Amandelbult	23	18	5	0	0	14
Unki	2	18	5	0	0	14
Twickenham	32	26	6	0	6	14
Rustenburg	32	5	12	0	0	11
Polokwane	5	2	3	0	0	2

Performance in 2024

Human rights

In 2024, we rolled out a human rights training programme focused on the mining industry and lessons learnt. We completed the training programme in December, after the pilot exercise in August. The training was undertaken by our exco, all sites and corporate office.

We conducted site-based social and human rights impact and risk analysis (SHIRA) assessments during the year. There was particular focus on the effects of resettlement and cultural heritage issues. We are implementing substantive improvements to SHIRA as it applies to Anglo American Platinum, so that we are able to accurately and meaningfully capture, address and mitigate salient human rights impacts.

We are working on our monitoring and evaluation of human rights-related incidents and grievance reporting to enhance the categorisation of incidents and/or grievances.

The IRMA process see [page 109](#) highlighted the particular need for a focused human rights due diligence exercise on employee and business partner issues at Mototolo Mine. In response, we incorporated measures to address this in management plans.

Anglo American Platinum was represented by its strategic engagement principal who spoke at the annual UN forum on business and human rights, the world's premier business and human rights event.

We continued to be guided by the Voluntary Principles on Security and Human Rights (VPSHRs) to assess potential human rights issues in security-related activities at our sites.

Respecting human rights continued

Complaints or grievances reported

Our formal grievance mechanisms at site and corporate level enable stakeholders to make anonymous reports on issues including human rights grievances and violations. These mechanisms are designed to ensure those who report feel comfortable and confident in reporting and we aim to ensure that stakeholders who do report know their grievances are investigated and appropriately responded to.

No human rights-related incidents or complaints were reported by our operations in 2024. When we do receive complaints, we conduct thorough investigations and deal with them accordingly.

Cultural heritage

Anglo American Platinum has implemented a cultural heritage management strategy and we use an online GIS-based cultural heritage inventory. This assists with decision-making by giving us insight into how potential cultural heritage constraints may impact a project. It also allows us to reassess project approaches and refine them to minimise or avoid negative impacts on cultural heritage sites.

Out of 312 observations in 2024, 246 registered priority graves were addressed, with 23 yet to be resolved. We are collaborating with South African Heritage Resources Agency to resolve the issue.

Cooperative resettlement and access to land

Motlhotlo resettlement

Progress in the Motlhotlo resettlement issue has been limited. DMRE mediation was unsuccessful, leading to the matter being

referred to the Land Court for a decision on outstanding issues.

The expression of living heritage is integral to the process and involves Anglo American Platinum making financial and other resources available to the next-of-kin for a burial which aligns with the relevant customs, traditions and cultural practices of the next-of-kin.

Skimming and Leruleng resettlements

Anglo American Platinum has begun a prefeasibility study, which we will complete by mid-2025, to consider the possible resettlement of 1,000 households in the Skimming and Leruleng villages. This has been underpinned by extensive community engagement and involvement of all stakeholders, including traditional leadership, as well as local and provincial government.

Resettling the villages would be necessary to make way for the advancement of Mogalakwena to the west of the current pit. Should it become evident that a resettlement is needed, we will begin implementing readiness planning in 2026. If resettlement occurs, we expect physical relocation could be completed by 2033.

We temporarily relocated Seritarita School in late 2024 and final relocation of this school will be included in our village resettlement programme.

There have been challenges with consultation processes due to differing approaches of traditional authorities in the village, as well as a chieftaincy dispute that has been the subject of litigation. Despite this, we have made progress.

A highlight is that we have identified a potential site where the villages may be resettled. There is broad support for this site among community members. Anglo American Platinum owns the land, so this would significantly reduce the complexity of the land-acquisition process.

There has also been significant progress in livelihood restoration planning through co-creation work between Anglo American Platinum, commissioned consultants and community representatives.

In terms of addressing legacy issues, there has been some progress on projects in those villages. These include infrastructure refurbishments such as roads and cracked houses, waste management and early childhood centre infrastructure support.

Remedial work on resettlements

In 2024, we began a consultative process with the Twickenham and Mogalakwena communities to co-create remedial processes and projects for livelihood restoration and improvement. This follows independent resettlement reviews completed in 2023, which identified a few gaps in terms of livelihoods and restoration.

We expect the implementation and processes of these livelihoods and restoration programmes to begin in late 2025.

Legacy resettlements

We have refurbished 109 houses affected by termite infestation in the wooden roof trusses in Ga-Sekhaolelo and Ga-Puka. The homes have been fitted with steel trusses to prevent future damage.

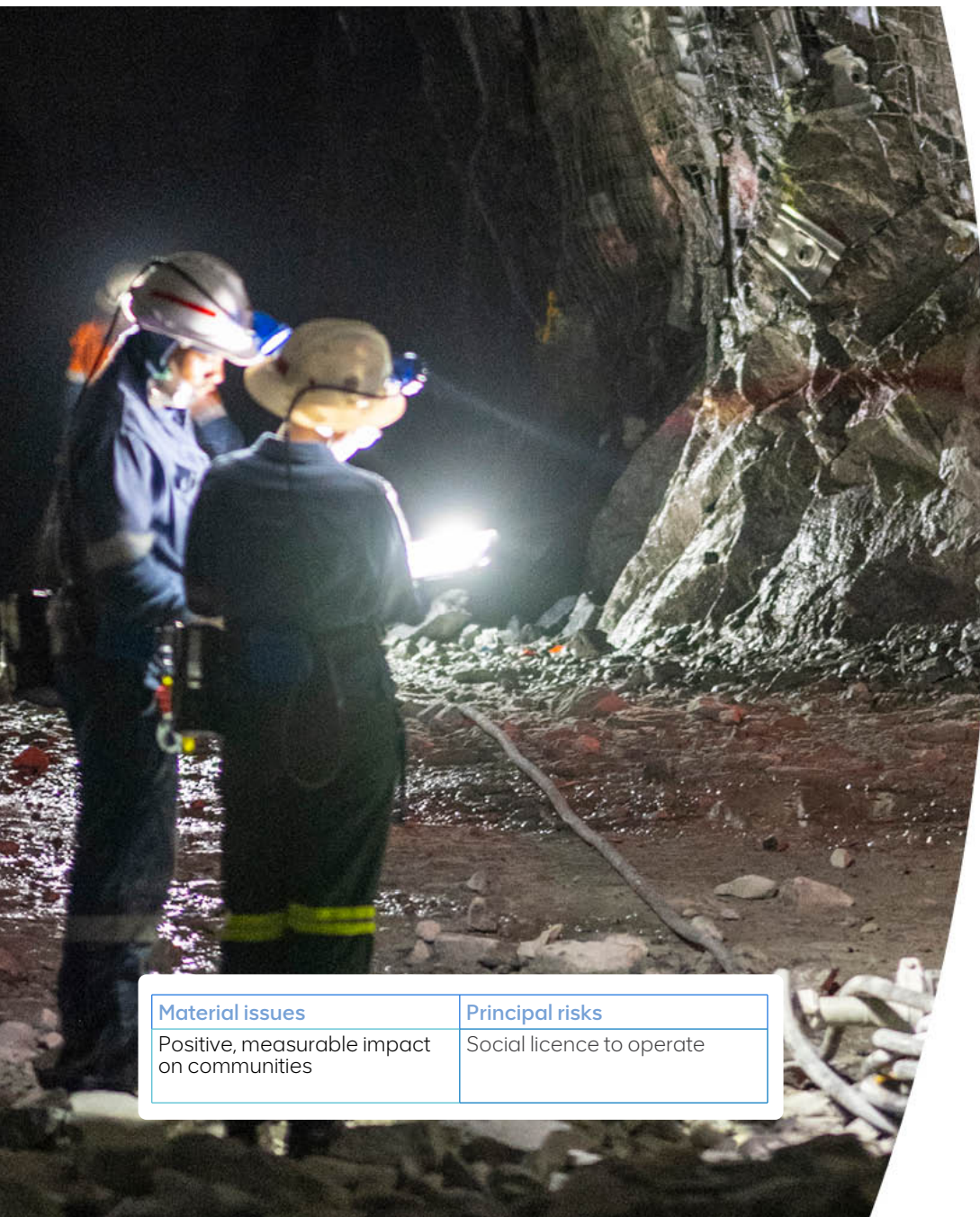
We conducted a feasibility study to assess the remaining houses, totalling 807 structures that are still to be refurbished. We determined that infestation risk was low but refurbishment would have a positive impact on the community's quality of life. As of the end of 2024, about 54 houses were successfully refurbished or deemed complete and it is planned that 171 houses will be completed by year end 2025. As such, refurbishment has been approved by the board and the remaining houses will be refurbished in phases over the next five to 10 years.

In conjunction with house refurbishments, infrastructure upgrade projects at Ga-Sekhaolelo and Ga-Puka, including a community hall, have been completed and handed over to the community.

Focus for 2025

- Continue to integrate policies and processes into business units, improve our human rights risk assessment processes and review and update our human rights policies
- Conclude the Motlhotlo household resettlement and grave relocations and implement livelihood restoration programmes, following independent resettlement reviews in resettled communities
- We continue engagement with communities to progress studies for the resettlement for resettlement of Skimming and Leruleng
- Strengthen grievance management processes, ensuring that sites stay within 90-day sign-off timeframes.

Inclusive procurement



Material issues	Principal risks
Positive, measurable impact on communities	Social licence to operate

Why it matters

Procuring our goods and services in an inclusive manner allows us to share the benefits of our business with supplier partners for whom we aim to create value. Where possible, we prioritise purchasing goods and services from businesses in our host communities, particularly suppliers that contribute to local employment. In doing so, we are supporting economic growth while maintaining our social licence to operate.

Our ambition and targets

Our vision is to support a supply chain that delivers excellence to our operations, while nurturing economic growth and creating sustainable livelihoods in the communities where we operate. This ambition is guided by our inclusive procurement policy.

Anglo American Platinum is committed to procuring goods and services from local suppliers as far as reasonably possible. Our aim is to increase our investment in mine community suppliers every year as part of our commitment to creating value for them. Our investment covers capacity building for these suppliers to enable them to participate in our supply chain effectively and create jobs that lead to the economic growth of communities.

Our approach

Our approach to inclusive procurement is underpinned by key principles that reflect our dedication to build a resilient supply chain. This includes:

• Operational efficiency and safety

While advancing inclusion, our procurement processes are firmly rooted in maintaining safety, quality and rigorous governance. We are committed to ensuring that our inclusive procurement initiatives complement operational performance and uphold the highest standards of efficiency and reliability

• Unwavering commitment to inclusivity

We are committed to cultivating a supply chain that supports our operations and strengthens local economies. Our emphasis on sustainable, long-term partnerships enables local suppliers to grow, thrive and contribute meaningfully to the broader economy

• Transparent sourcing

We prioritise clear and accessible pathways for local suppliers, enabling fair competition and developing a supplier base that genuinely reflects our communities' needs and capabilities. By offering transparent sourcing opportunities, we facilitate greater inclusion and broaden access to our supply chain.

Our inclusive procurement policy is key to forming strong, mutually beneficial relationships with diverse stakeholders, including employees, suppliers, communities and shareholders. It also aligns our initiatives with local and national development objectives.

Anglo American Platinum's supply-chain leadership team tracks a number of performance metrics monthly for inclusive procurement and responsible sourcing.

Caption: At the cross-section of a tunnel, underground at Mogalakwena

Inclusive procurement continued

These include procurement spend on host community suppliers, the number of high-risk suppliers where responsible due diligence was conducted, the number of high-risk issues under management, and the number of small and medium-sized suppliers on capability development programmes.

Performance in 2024

Anglo American Platinum's cost-containment measures in response to broader economic pressures required that we streamline expenditure in 2024, which impacted our procurement budget.

However, we remained committed to supporting host community businesses. By the end of December 2024, over R6 billion of our procurement had benefited 657 host community suppliers. Together with our suppliers, we identified additional opportunities to source goods and services from local businesses, for which we invested an additional R670 million. The majority (73%) of our total discretionary procurement spend was on HDP-owned entities.

In 2024, we also evaluated our inclusive procurement approach. We then developed a refreshed inclusive procurement strategy that emphasises maximising economic impact, procurement speed and efficiency. This new approach will guide our work to build our current supplier base and amplify the positive outcomes of our procurement investments in our host communities.

The strategy is centred on enhancing the socio-economic returns of our investment by tailoring initiatives to specific procurement categories. We are analysing our procurement value chains to identify areas where further localisation can meaningfully strengthen livelihoods and economic opportunities for our host communities. For example, targeted support for procurement categories with a high potential for local supplier engagement will allow us to advance localised development goals while meeting our operational needs.

The categories are currently under review and would be subject to change, depending on capabilities and skills in the community. Examples of categories include facilities management, transportation, repairs and maintenance services.

Additionally, we have begun working more closely with our tier 1 suppliers (active vendors) to extend the benefits of localisation beyond our own supply chain. By encouraging our suppliers to integrate more local suppliers into their own operations, we aim to amplify our impact, creating an economic ripple effect that further uplifts host communities.

We are also coordinating socio-economic investments with our tier 1 suppliers and aligning our initiatives to reinforce the foundations of economic growth in these regions. Internally, we focused on refining our source-to-contract process to enhance accessibility for host community businesses.

By streamlining this process, we are making it easier for these companies to engage with the company, removing barriers and ensuring that doing business with us remains viable and efficient. This commitment to efficiency is facilitating greater host community engagement and reinforcing the effectiveness of our procurement function.

Managing supplier risk

We require new companies that register to conduct business with Anglo American Platinum to read, understand and sign an agreement to participate in and adhere to legal requirements, policies, procurement processes and business requirements.

We have also implemented supplier screening, which includes security checks, confirmation that all legal obligations are complied with, and other due diligence requirements as part of the registration process.

In addition, suppliers are obligated to confirm their agreement to and, in some cases, provide evidence of compliance with company policies, including inclusive procurement, business integrity, safety, environmental management and responsible sourcing. These requirements are included in the supplier agreements.

We require suppliers to provide information showing that they meet our criteria summarised alongside:

Environmental

- Comply with applicable legislation, regulations and by-laws
- Conduct risk assessments and manage environmental risks
- Use water responsibly
- Reduce emissions
- Manage waste responsibly.

Social

- Respect community and individual rights and prioritise inclusive procurement.

Governance

- Comply with legal requirements of operating a business, including legitimate ownership
- Conduct risk assessments related to the elimination of child labour and modern slavery, unfair or inhumane treatment of the workforce, including all forms of bullying and harassment
- Respect freedom of association and employee grievances
- Maintain fair and legal terms of employment, including compliance with working hours, voluntary overtime and fair compensation.

We provide training materials to our supply-chain community and other internal stakeholders. These cover the implementation of inclusive procurement, responsible sourcing, due diligence, engaging with suppliers on risk management and corrective actions, and assessor red-flag training.

Inclusive procurement continued

In 2024, 81 businesses completed self-assessments and we identified 61 with high-potential risk issues. Anglo American Platinum gave those suppliers an opportunity to rectify their workplace practice and, where possible, provide written attestation and documentary evidence that risk levels were reduced. Suppliers that still demonstrated risk potential underwent third-party audits.

Inclusive supply chains

Anglo American Platinum's local procurement strategy is complemented by Zimele, our enterprise supplier development programme, which provides current and potential suppliers with capacity-building support to ensure they are ready to trade with us.

Focus on local suppliers

We continue to focus on providing supplier development support to the transporters of concentrate operating from our host communities. We currently have 12 host community transporters for concentrate, chrome, matte and crushed ore. These local transporters receive developmental support from a large transport supplier and through Zimele. We have increased the number of host community transporters for chrome and ore. These transporters previously carried non-strategic goods while concentrate, crushed ore and other products were transported by larger suppliers.

Our drive to introduce host community suppliers to core mining continues. To illustrate, we have contracted local service providers in pillar mining, mining services, ore crushing and grinding media.

Rental and maintenance of forklifts, field maintenance services such as reclamation of mining equipment, and bucket repairs are also contracted to host community entities. We awarded a 100% black women-owned host community business a water-treatment contract at Mogalakwena. In addition, our load-and-haul services are supplied by host community-owned entities in Mogalakwena and Amandelbult.

Focus for 2025

- Deepen host community supplier relationships and help suppliers scale and strengthen their capacity to meet our supply-chain requirements
- Continue working on our procurement localisation, focusing on categories with high localisation impact
- Focus on close collaboration with tier 1 suppliers and formalise partnerships that allow suppliers to localise more of their value chains
- Develop frameworks for coordinated community investments
- Continue refining the source-to-contract process, with focus on facilitating easier engagement for host community suppliers
- Strengthen our due diligence processes to ensure we engage only with suppliers that meet our environmental, human rights transparency and authenticity standards
- Increase our focus on developing women and youth-owned businesses to enable increased procurement from these entities
- Increase focus on supplier contribution to community socio-economic development.
- Continue developing inclusive procurement strategy with supply-chain function.

Case study

Supplier days are a platform for engagement

We offer ongoing support to small businesses, including through supplier days where SMMEs can gather to find out about opportunities at our mines.

We are focused on providing support for women-owned businesses in our host communities. At Mogalakwena Mine, we host a quarterly women-in-business session where business owners can connect with other professionals, gain knowledge and access resources. These events include guidance on how to access our supply-chain system, Ariba, and information on opportunities.

Our quarterly events are hosted in partnership with the Mogalakwena Local Municipality, Small Enterprise Development Agency, National Youth Development Agency and government departments.

At a market day in June, suppliers from Mogalakwena Mine's host communities showcased their businesses. Around 26 SMMEs exhibited their products and services. The event also gave attendees insights into our enterprise, supplier and youth development programmes (managed by Zimele), and information on IRMA, the Initiative for Responsible Mining Assurance. Attendees were briefed on services that the Zimele hub at Mogalakwena offers, which include SME registration, readiness to trade, finance assessments and funding facilitation.

Environment

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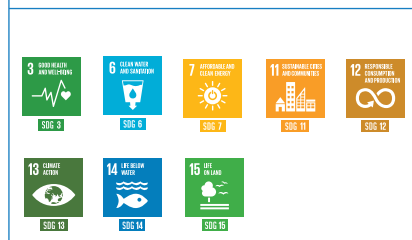
We aspire to be leaders in sustainability through compliance with legislation and alignment with best practice to support the long-term success of our business through effectively managing resources and reducing impacts on the environment and communities.

Our approach to our environmental challenges is to:

- Anticipate and minimise risks and minimise our environmental footprint through effective management and monitoring of our impacts, as part of our respect for human rights
- Focus on regeneration and achieve a net-positive biodiversity impact
- Ensure efficient water and energy use
- Minimise carbon emissions
- Pursue materials stewardship, enhanced waste management and integration into the circular economy
- Where possible, premise our response on nature-based solutions and ecosystems.

We seek to achieve this by employing best-practice policies, performance standards and business processes wherever possible. Legal compliance remains a minimum requirement. We also invest in internal capacity, capability and technological innovation, and operate in partnerships and collaboration with stakeholders.

SDGs



Waterval smelter: Simon Dladla, environmental officer, doing dust fall-out sampling

Energy security, decarbonisation and resilience to climate change



Why this matters

Climate change is one of the defining matters of our times. At Anglo American Platinum, we are intent on playing a positive role in a just energy transition as we play our part in contributing to achieving a low-carbon future. We are also committed to building resilience at our operations and in surrounding communities to mitigate the impact of a rise in global temperatures.

Our ambitions and targets

Our ambition is to play a leading role in a Just Energy Transition by:

- Finding all possible ways for PGMs to contribute to a greener, cleaner and more sustainable world
- Decarbonising our operations and persuading our value chains to do the same in ways that balance as far as possible any negative consequences for our employees, communities and other stakeholders while maximising the benefits. This requires us to reduce our energy consumption relative to production by improving energy efficiency and net GHG emissions. Among the ways of achieving this are shifting to lower GHG emission fuels and further increasing our use of renewable energy
- Understanding the impacts of climate change and building resilience to it
- Working hard to ensure that the energy transition at Anglo American Platinum is just. We must practise responsible mining, including ensuring that producing the metals and minerals and developing new mines that the world needs to achieve that transition

- Produce real, sustainable benefits for our communities and other stakeholders.

Our climate targets are:

- To achieve a 30% absolute reduction of Scope 1 and 2 GHG emissions by 2030. This is against a 2016 baseline
- To be carbon-neutral by 2040 (Scope 1 and 2)
- We also currently support and seek to contribute to the Anglo American plc ambition to achieve at least a 50% absolute reduction in Scope 3 emissions by 2040 (from a 2020 baseline).

Our approach

Compliance

In South Africa, Anglo American Platinum complies with requirements under the national GHG emissions reporting regulations and the Carbon Tax Act. This includes a carbon tax for direct CO₂ emissions (Scope 1) from the combustion of coal and other fossil fuels. In 2024, 8% of our total GHG emissions resulted from burning coal to generate heat and steam, and 5% from the use of diesel.

Rustenburg Platinum Mines Ltd (wholly owned subsidiary) filed a carbon tax return for FY23, paying a total of R14.5 million (2022: R11.8 million). Carbon tax paid excludes carbon tax paid on diesel and petrol, which is paid at the pump. The cumulative annual carbon tax liability is estimated at R18.74 million (2023: R14.5 million) after applying allowances.

Material issues

Climate action
Demand for our metals

Principal risks

Power infrastructure
Future demand for and supply of PGMs

Caption: Solar panels over the car park at Amandelbult

Energy security, decarbonisation and resilience to climate change continued

The second phase of South Africa's carbon tax regime will start in 2026, when annual increases in the carbon tax rate will be larger to reach at least US\$30/t by 2030. Our decarbonisation strategy aims to effectively address this. This is critical to avoid a fivefold increase in carbon taxes from current levels. As it is, assuming our decarbonisation plans are fulfilled, we expect our annual carbon tax liabilities to be negligible.

We report our GHG emissions in line with the GHG protocol.

We support and are aligned with the Paris Agreement's ambition to limit global warming to well below 2°C, preferably 1.5°C compared with pre-industrial levels. Our decarbonisation plans, properly achieved, would ensure that we play our part. We will provide PGMs produced from greener energy that also play a pivotal role in the world's transition to a low-carbon economy.

Policy

Our approach to climate change has been in line with Anglo American's climate change policy and management approach. This includes building internal resilience to climate change, properly understanding and addressing the risks and opportunities related to the carbon life cycle of our products, and developing and implementing solutions in collaboration with our stakeholders and partners.

Systems

Our management systems, structures, governance and engagement processes aim to ensure that climate change responses are central to all our business decisions. Responsibility for managing climate change is applied throughout the organisation, and the board's S&SD committee carries ultimate responsibility.

We know that our climate change risks include transitional, physical, regulatory, market, financial and legal factors.

Risk management

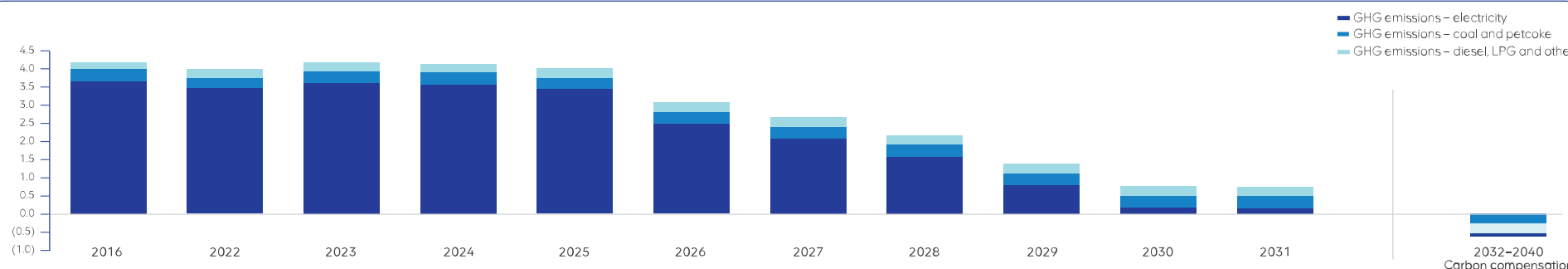
Our integrated risk management processes focus on climate change as part of understanding, identifying and mitigating risk. Full details are provided in our annual submission to the Carbon Disclosure Project (CDP), available at (<https://www.cdp.net/en>).

The nature of climate change means that climate-related risk cannot be managed independently of our wider business strategy. These risks could apply to operating conditions for example through water availability, operating temperatures and possible exposure to extreme weather. In addition, we need to be aware of possible changes as the world transitions to a lower-carbon economy, including through changed access to finance or changes in demand for our commodities.

For this reason, we categorise climate change risks for the mining industry and our business in two categories:

- **Transition impacts:** the potential impact on demand for different products, given assumptions on regulatory, technological and behavioural changes in both the transition to a low-carbon economy (eg lower-carbon power generation) and mitigating the impact of climate change (eg carbon capture and storage). Second-order impacts to adapt to climate change are not considered
- **Physical impacts:** the potential impact on our operations and surrounding communities from extreme weather events and shifts in climate patterns. This requires adaptations to mitigate the impacts of such events and developments. Excessive rainfall driven by climate change, for example, can contribute to discharging polluted water into the environment and is an acute physical risk, while chronic events include rising temperatures and drought that may affect water availability at operations.

Operations emissions (Scopes 1 and 2) – a roadmap to carbon-neutrality



The roadmap is subject to production profiles and technology evolution; however, we still maintain our 2030 target of a 30% reduction.

Energy security, decarbonisation and resilience to climate change continued

Scenario analysis

Our risk management approach, including our quantitative scenario analysis, enables us to identify and manage both risks and opportunities. To help us understand the potential climate change impacts on our business and formulate strategic responses, we developed a set of climate change scenarios for southern Africa that envisage a broad range of potential outcomes.

Investment decisions

Climate change risks (and opportunities) are embedded in our investment decisions. We incorporate carbon pricing into the selection of our projects portfolio. In doing so, we consider alternative low-carbon energy sourcing as well as potential extreme weather and long-term climate change.

We embed sustainability capital projects into our capital allocation framework to ensure that all aspects of the SMP, including climate change, are considered in making certain that financial returns meeting our hurdle rates are generated when investing in projects.

Review and assurance

We review our climate change risks monthly and annually. Our business assurance services are responsible for the overall monitoring and assurance of our risk management process.

Remuneration

Our remuneration structures include performance measures related to GHG emissions, renewable energy and water reduction. (Refer to the performance

measure section in the integrated report on **pages 94 and 95**, and executive remuneration in the governance report on **pages 48 to 52**.)

Performance in 2024

Energy

Energy and GHG emissions performance exceeded expectations and met overall 2024 targets. The results reflect stable operations and a step-change improvement in energy productivity and GHG emissions at key operations. These results were supported by the suspension of Eskom load curtailment and an active energy and GHG emissions management programme. Other contributors included initiatives on utilities cost and consumption reduction and optimisation, as well as better visibility of site performance through active performance monitoring for energy and GHG emissions. All energy efficiency metrics are tracked and recorded across all operations through the energy and CO₂ management (ECO2MAN) programme. This programme enables the analysis of activities to identify operational levers for reducing energy consumption and GHG emissions. Every site has its targets set based on the roadmap to reduce energy intensity and GHG emissions by 2030. Performance is monitored through active dashboards that also encourage participation in energy and GHG emission-reduction activities.

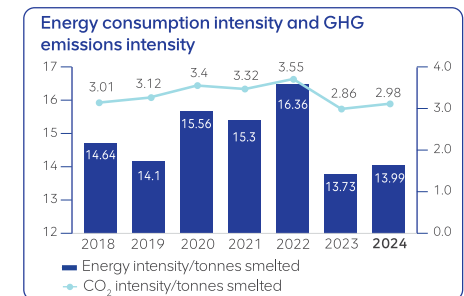
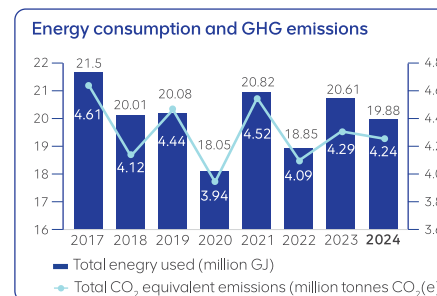
Energy consumption and GHG emissions

	2017	2018	2019	2020	2021	2022	2023	2024
Total energy used (million GJ)	21.50	20.01	20.08	18.05	20.82	18.85	20.6	19.9
Total CO ₂ equivalent emissions (million tonnes CO ₂ (e))	4.61	4.12	4.44	3.94	4.52	4.09	4.29	4.24

Energy consumption intensity and GHG emissions intensity

	2017	2018	2019	2020	2021	2022	2023	2024
Energy intensity/tonnes smelted	14.85	14.64	14.10	15.56	15.30	16.36	13.73	13.99
CO ₂ intensity/tonnes smelted	3.19	3.01	3.12	3.40	3.32	3.55	2.86	2.98

Emissions	2024		2023	
	Mt CO ₂ (e)	% GHG emissions (Scope 1 and 2)	Mt CO ₂ (e)	% GHG emissions (Scope 1 and 2)
Scope 1	0.58	14	0.59	14
Scope 2	3.66	86	3.70	86
Scope 3	2.32	n/a	2.32	n/a



Energy security, decarbonisation and resilience to climate change continued

Notable initiatives contributing to the 2024 performance include:

- Commissioning the P&H4800 rope shovel that debottlenecks hauling operations at Mogalakwena
- Replacing some of the ageing hauling fleet at Mogalakwena with newer, lighter and more efficient machines, contributing to improved energy efficiency
- Optimising the Mogalakwena mining plan, shortening hauling routes and dumping sites
- Optimising the primary mill at Mogalakwena South concentrator
- Decommissioning Mogalakwena North concentrator cleaner scavenger bank, to be replaced by the mass pull reduction plant
- Optimising Waterval furnaces' control
- Optimising compressors and bulk air cooling at Amandelbult
- Power factor correction improvements at all sites
- Active performance monitoring for early detection of deviation and remedial actions.

Ongoing site engagements are focused on enhancing energy management and GHG emissions performance by identifying strategies to improve energy efficiency and reduce utility and fuel costs.

In summary:

- Total energy use at year end was 19.88 million GJ, down 4% from 20.61 million GJ in 2023.
- Energy-use intensity (per unit of production) was 13.99 GJ/tonnes smelted vs 13.73 in 2023, up by 2%.

Emissions

We monitor Scope 1: direct operational emissions on-site and Scope 2: indirect emissions from purchasing electricity generated by Eskom for site use. Our Scope

1 and 2 emissions totalled 4.24Mt CO₂(e) in 2024 from 4.29Mt CO₂(e) in 2023, a decrease of 1%.

Around 86% of our GHG emissions (3.66Mt CO₂(e)) are Scope 2, with 14% (0.58Mt CO₂(e)) being Scope 1, mostly from direct use of diesel and coal in mining and process operations.

Our GHG emissions intensity CO₂(e)/tonnes smelted saw a 8% reduction against our 2016 baseline.

Decarbonising our value chain (Scope 3)

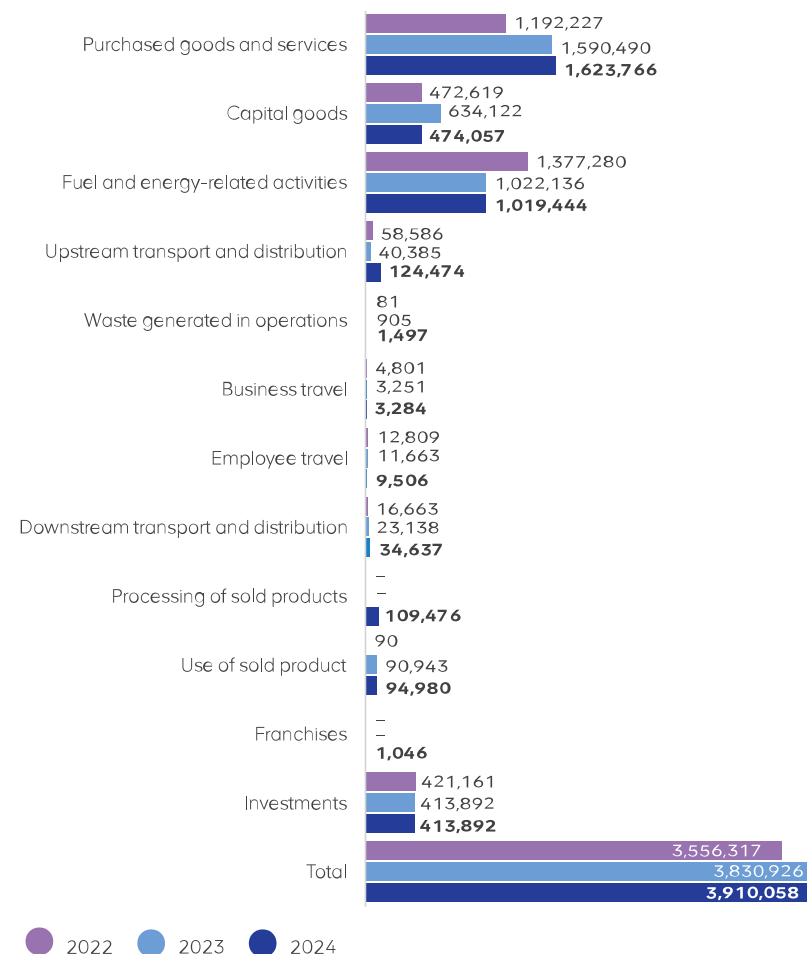
Engaging with our suppliers is critical to the reduction in our Scope 3 emissions, as 81% of our Scope 3 emissions is represented by purchased goods and services.

Supporting the Just Transition

Achieving a Just Transition requires partnerships and collaborations with key stakeholders including government bodies, communities and industry players. Anglo American Platinum has a special role in driving positive change by investing in technology and innovative green solutions where our metals can play a role.

Anglo American Platinum is an active member of the Energy Council of South Africa. This CEO-led initiative brings together public and private stakeholders, as well as local development finance institutions that actively participate in the energy sector and are instrumental in advancing the Just Transition in South Africa. We are working to accelerate the implementation of innovative technology and working with governments, organisations and local communities, to achieve this goal.

2022 to 2024 emissions (tCO₂(e))



* We are continuing to improve and evolve our understanding of Scope 3 emissions. In 2024 Anglo American plc made significant changes to its Scope 3 methodology, primarily impacting commodities outside of PGMs. We used this opportunity to review our own methodology and refine the emissions factors used in both current and historic reporting. The most significant changes from this work arise in categories 1 and 2. These changes reflect our continuing commitment to improving the accuracy of our Scope 3 reporting.

Energy security, decarbonisation and resilience to climate change continued

Equally, developing thriving communities and creating a healthy environment through the just transition requires trusted corporate leaders.

Hydrogen economy

The green hydrogen economy is a strategic opportunity in decarbonisation. Hydrogen also presents a significant opportunity for economic development in South Africa, including offering new opportunities for the platinum industry.

The South African Hydrogen Valley study has been strategic in providing a blueprint for a local hydrogen economy. This study explores opportunities to transform the Bushveld Complex and a larger region around Johannesburg, Mogalakwena and Durban into a hydrogen corridor.

Three catalytic green hydrogen hubs have been identified as pilots, which will help launch the hydrogen economy in the Hydrogen Valley.

Project Rhynbow, the delivery mechanism for the Hydrogen Valley, has gone through an extensive rescoping exercise, focused on developing hydrogen projects for South Africa that are scalable and cost effective. Project Rhynbow was presented at COP29 to attract investors.

Anglo American was one of 13 founding members of the Hydrogen Council when the global CEO-led initiative was created in 2017. The Hydrogen Council comprises leading companies with a united vision and long-term ambition for hydrogen to foster the clean-energy transition.

Focus for 2025

- Implementing and embedding our pipeline of energy-reduction and efficiency projects
- Investing in energy-reduction and efficiency projects across our operations, switching to low-carbon energy sources and renewable projects to transition our energy mix
- Collaborating with our supply chains to reduce Scope 3 emissions
- Site engagement to continually assess options to improve energy management and GHG emissions performance and identifying levers to improve energy productivity and reduce utility costs
- Live energy performance tracking by site (electricity, diesel, coal)
- Reviewing our Envusa Energy project portfolio to meet our renewable energy targets after implementing Koruson 2 (K2) projects.



Processor Thuso Sethodi, inspecting nickel sheets at RMBR

Energy security, decarbonisation and resilience to climate change continued

Case study

Hydrogen fuel cell innovation to power mobility

Our work on developing hydrogen fuel cells to power mobility in partnership with a range of other companies is one of the most innovative projects we have embarked upon. Our key partners, among others, in this work have been BMW and Toyota.

Like platinum's indispensable role in reducing the planet's carbon emissions through catalytic converters for the past half century, its part in the development of hydrogen fuel cells will, we hope, take the world towards zero-emission mobility in the half century – and perhaps more – ahead. And it promises to yield a significant increase in demand for PGMs products, ultimately millions of ounces a year.

Platinum and iridium-containing proton exchange membrane (PEM) electrolyzers can produce clean hydrogen from renewable energy. Platinum-containing fuel cells already have a role in stationary power generation and can be used efficiently to power both light and heavy-duty fuel-cell electric vehicles (FCEVs).

H2 Moves Berlin, the first fuel-cell electric vehicle (FCEV) project initiated in late 2022 by Anglo American Platinum, Anglo American, Toyota Germany, Uber and a local taxi operator has now driven more than 6 million km in 500,000 rides, saving the emission of an estimated 750 tonnes

of CO₂. Following the success of this pilot project, similar programmes are being established in Paris and Brussels.

Similarly, a larger initiative in China, the H2 Moves Foshan project, is underway. In this Chinese city of almost 10 million people, 500 FCEVs built at Toyota's Guangdong plant are planned to be deployed in three years.

All these initiatives link back to South Africa, with the partnership with BMW, Sasol and Air Products, the latter a US-based chemical company, focused on the development of BMW's iX5, a FCEV still at pilot stage. A pilot fleet was established in South Africa in February 2024.

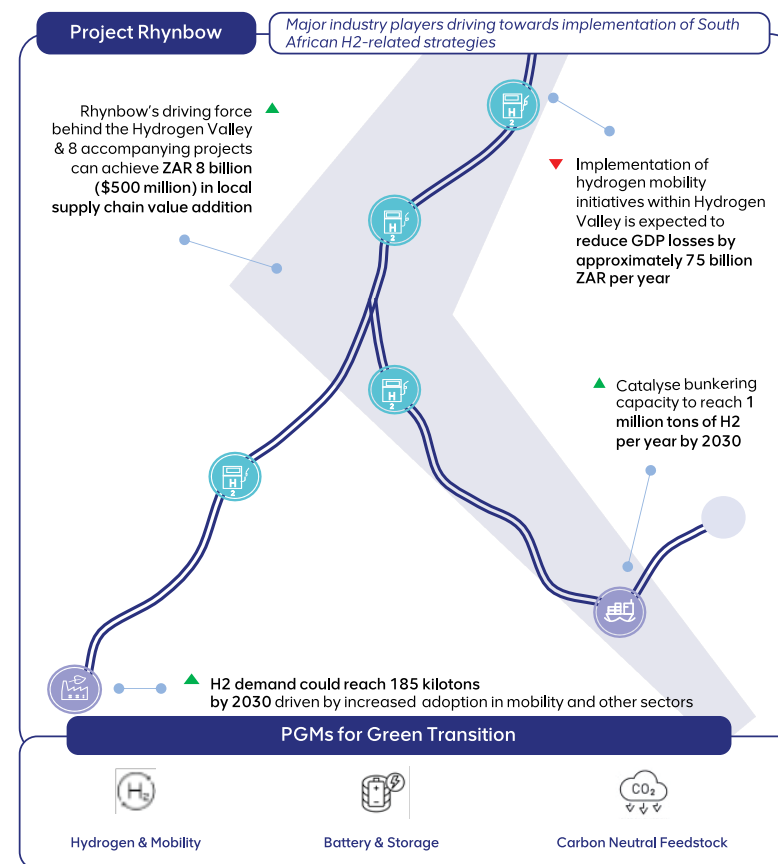
South Africa's Green Hydrogen Commercialisation Strategy has identified approximately 20 catalytic hydrogen projects, several of which have been gazetted as strategic integrated projects.

Anglo American, in collaboration with Bambili Energy, Sasol and Total Energies, is spearheading Project Rhynbow. Initially conceived to pilot hydrogen mobility projects, Rhynbow has evolved into a transformative platform addressing broader systemic challenges and integrating hydrogen as a driver of energy security, industrial decarbonisation and economic development.

Hydrogen mobility remains central to Rhynbow, demonstrating the feasibility and cost-competitiveness of FCEVs alongside battery-electric vehicles (BEVs)

for light and heavy-duty transport. By accelerating the adoption of FCEVs, the project addresses critical challenges such as charge-time intermittency and supply vulnerabilities in materials like lithium and cobalt. By leveraging South Africa's

abundant renewable energy resources, Rhynbow is building an ecosystem where green hydrogen powers decarbonisation in transportation and catalyses growth in adjacent industries.



Managing our tailings



Why this matters

Tailings storage facilities (TSFs) are carefully engineered structures that store processed mineral residue. It is vital to ensure these structures are maintained effectively to prevent harm to employees, communities and the environment. The Global Industry Standard on Tailings Management (GISTM) is now the recognised instrument worldwide for supporting safe, efficient management of TSFs.

Our ambition and targets

Our goal is zero harm to people and the environment from mineral waste deposits. We continue to work towards full conformance with the GISTM, in line with Anglo American's commitment as an ICMM member.

The GISTM covers standards and practices over the entire TSF life cycle, including ambitious targets for strong social, environmental and technical outcomes in the planning, construction, management and closure of TSFs.

TSFs with 'extreme' or 'very high' potential consequences of failure, as rated under the GISTM, had to be in conformance by 5 August 2023. The 'extreme' and 'very high' potential consequences TSFs under the GISTM generally correspond to the 'major' rating under our internal consequence classification of structures (CCS) rating for TSFs.

All other TSFs – those with potential consequences categorised as high, moderate, minor or insignificant under

the internal CCS – must be in conformance with GISTM by 5 August 2025.

In line with our approach to the circular economy, we are seeking ways of turning mineral waste into value.

Compliance

Our aim has always been to comply with all legislation on TSFs we operate. All our TSFs in South Africa are operated in line with the DMRE's national mandatory code of practice for on-mine residue deposits.

In 2022, Anglo American updated its tailings standard to align with the technical requirements of the GISTM. The social aspects are encompassed in our social way 3.0. We continued to ensure conformance with the GISTM.

Our approach

Anglo American's tailings standard defines minimum requirements for processed mineral residue facilities' management, water containment and water-diversion structures management in Anglo American TSFs. This applies throughout the life cycle, from site selection and early studies through design, operation to post-closure. The standard is aligned with the GISTM, released in August 2020, and in particular with requirements on the design, construction, operation, monitoring, public disclosure of information, and the management and governance of mineral residue facilities.

Material issues	Principal risks
Tailings management Employee health, safety and mental wellbeing	Employee safety Water infrastructure

Caption: Der Brochen: Mareesburg TSF

Managing our tailings continued

The GISTM requirements on emergency response, social performance and environmental management are covered in the Anglo American emergency management standard, Social Way 3.0, and various Anglo American standards for environmental management, including the SHE way.

Performance in 2024

Anglo American Platinum manages seven TSFs:

- Active: Amandelbult, Blinkwater, Mareesburg and Unki
- Inactive: Helena and WACS paddock
- Care and maintenance: Vaalkop.

Anglo American Group has developed a document to demonstrate ALARP (as low as reasonably practicable) as required by GISTM.

The development of site-specific documents presents the facility safety case for the TSF to advocate for a position with respect to overall facility risk tolerability, including whether additional facility safety-related actions are required. This is informed by assessing the degree of conformance with the Anglo American tolerable risk framework.

This framework provides a common basis for facility safety evaluations, decisions and risk tolerability demonstration. It is also structured to demonstrate conformance with GISTM requirements on risk assessment and ALARP. This facility safety case is a living document, subject to changes and updates as part of ongoing TSF risk management.

We have completed engagements with public-sector stakeholders (first responder/local authorities) and potentially affected communities. We have conducted emergency drills with communities at risk of loss of life, with the exception of one community downstream of the Amandelbult TSF, which will be rescheduled. We have conducted public-sector capability assessments and developed capability-building plans.

We have significantly progressed with the GISTM requirements. Where only partial conformance has been achieved, these factors were disclosed in 2023 and 2024.

We continue to track progress for all plans.

Conformance with GISTM

Amandelbult, Blinkwater, Mareesburg and Helena TSFs are considered to be TSFs with 'extreme' or 'very high' potential consequences and had to conform by 5 August 2023. Unki and WACS paddock TSFs are TSFs with lesser consequence rating, and must conform by 5 August 2025.

GISTM disclosure documents were submitted, as required, by 5 August 2023, and updated and reissued on 5 August 2024 (based on self-assessment) for extreme or very high-potential consequence facilities. Detailed conformance reports are currently available on the Anglo American website.

This is in line with the ICMM's intention that companies publish their status of conformance for each facility and provide a summary of time-bound measures to address any gaps.

GISTM reports on each of the six TSFs currently in the two highest potential consequence categories – as at 5 August 2024 – can be found in the links in the table on [page 76](#).

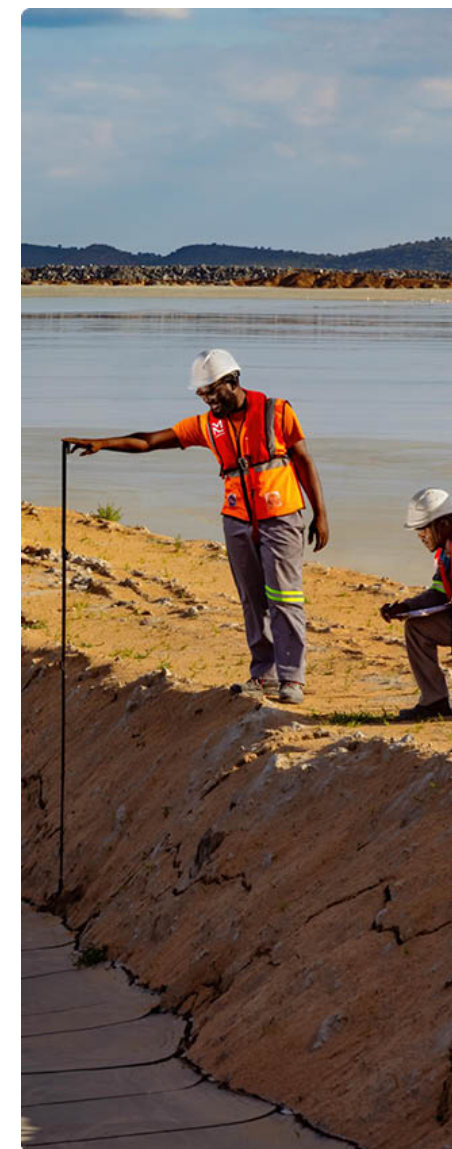
The reports summarise information on these TSFs, as well as a summary of GISTM conformance levels as of 5 August 2024 based on self-assessments. To confirm assertions made in self-assessments, Anglo American Platinum has initiated a third-party validation programme.

In 2024, we reported 98% conformance for our 'extreme' or 'high potential' TSFs.

Ensuring rigorous management and oversight

Given our commitment to proper management and oversight of our TSFs, we build in additional lines of internal and external operational support and assurance. We continuously update critical control management systems for all our TSFs.

As part of our GISTM implementation, we formalised the requirement to appoint an accountable executive for the safety of tailings facilities and for minimising the social and environmental consequences of a potential failure of a tailings facility at all managed operations.



Machibelo Tebogo, driver, and Aubrey Mampa, operator, using hydraulic dewatered stacking at Blinkwater TSF

Managing our tailings continued

Tailings dam construction techniques

Upstream

The upstream method begins with the construction of a starter dam. Tailings will naturally separate so that coarse material settles closest to the starter dam, while liquid and fine material settles furthest away. As the level of the materials rises, the crest of the dam is raised 'upstream', using the support of the previous dam raise and the tailings beach area. Its stability depends on the in-situ strength of the tailings material itself. This method is more suitable in dry climates with limited seismic activity, low deposition rates, and flat topography.



Downstream

The downstream method begins in most cases with a starter dam that has a low permeability zone or liner to control and minimise water loss. In some cases, it also initially stores water for start-up of the plant. Tailings are placed behind the dam and the embankment is raised by building the new wall on the downstream slope of the previous section. The crest of the dam thus moves 'downstream' or away from the starter dam. A liner or membrane can be used on the upstream slope of the dam to prevent erosion and limit infiltrations. Downstream tailings dams require more material to build than upstream constructed dams, but are considered more stable, making them better suited for areas with seismic activity and more intense rainfall or water management requirements.



Centreline

The centreline method sits between the upstream and downstream construction methods. Like the upstream method, tailings are discharged on top of the dam to form a beach behind the dam wall. When the dam is raised, material is placed on both the tailings beach and existing embankment. The embankment crest is being raised vertically on the 'centreline' and does not move in relation to the upstream and downstream directions. The centreline design is suitable in areas with moderate rainfall and moderate to high seismic risk.



Mogalakwena Blinkwater TSF

Managing our tailings continued

Operation → Amandelbult					
Name	Status	Raising method	Date of initial operation	What is your GISTM system hazard categorisation of this facility, based on the consequence of failure	GISTM conformance
Amandelbult	Active	Upstream	1976	Extreme	https://www.angloamerican.com/~media/Files/A/Anglo-American-Group-v9/PLC/tailings-database-items/gistm/gstim-disclosure-amandelbult.pdf
Operation → Mogalakwena					
Blinkwater Vaalkop	Active Active	Downstream Upstream	2011 1992	Extreme Extreme	https://www.angloamerican.com/~media/Files/A/Anglo-American-Group-v9/PLC/tailings-database-items/gistm/gstim-disclosure-blinkwater-v2.pdf
Operation → Mototolo					
Helena Dam 1 Mareesburg	Inactive Active	Upstream Upstream	2006 2018	Very high Very high	https://www.angloamerican.com/~media/Files/A/Anglo-American-Group-v9/PLC/tailings-database-items/gistm/gstim-disclosure-htsf-v2.pdf https://www.angloamerican.com/~media/Files/A/Anglo-American-Group-v9/PLC/tailings-database-items/gistm/gstim-disclosure-mtsf.pdf
Operation → Unki					
Dam 1	Active	Centreline	2010	Very high	To be conformant by 5 August 2025
Operation → Waterval smelter					
WACS Paddocks	Inactive	Centreline	2021	Low	To be conformant by 5 August 2025
Operation → Modikwa JV (managed by Modikwa Platinum)					
Modikwa	Active	Upstream	2005	Extreme	https://arm.co.za/wp-content/uploads/2024/10/2024-Report-on-Conformance-to-the-Global-Industry-Standards-on-Tailing-Management.pdf
Operation → Amandelbult					
Polokwane slag stockpile	Active	Stack	2003	Significant	We intend managing our slag stockpiles through the mineral residue facilities policy and standard, following a risk-based approach and focused on compliance with our group technical standard
Operation → Mortimer smelter					
Mortimer slag stockpile	Active	Stack	1973	Low	Slag stockpiles are managed through the mineral residue facilities policy and standard, following a risk-based approach and focused on compliance with our group technical standard
Operation → Unki					
Unki slag	Active	Stack	2018	Significant	Slag stockpiles are managed through the mineral residue facilities policy and standard, following a risk-based approach and focused on compliance with our group technical standard
Operation → Waterval smelter					
Waterval slag stockpile	Active	Stack	1969	Low	Slag stockpiles are managed through the mineral residue facilities policy and standard, following a risk-based approach and focused on compliance with our group technical standard

Managing our tailings continued

Unki commissions return water dam

Anglo American Platinum's Unki operation commissioned a vital return water dam (RWD) in 2024, which is designed to help prevent waste discharges into the downstream and wetland. Construction of the RWD included raising the dam's wall, an emergency spillway, a multilayer barrier system, dissipation structure and fencing with lockable gates for safety.

The aim of the RWD construction project was to:

- Optimise storage of water from the TSF
- Minimise risk to human lives, health, the environment and property
- Optimise costs
- Minimise environmental impacts
- Mitigate the impact of storms
- Provide an acceptable level of reliability.

Work on the dam started in early 2023 with defect correction, and ended with the reticulation process before commissioning in 2024.



TSF – Water TSF at Unki in Zimbabwe

The GISTM also requires the appointment at each TSF of an internal engineer to be the competent person responsible for the integrity of a facility, known as the responsible tailings facility engineer (RTFE); and an external engineer, known as the engineer of record (EoR), which entails engaging a specialist engineering firm. All our major-rated TSFs have an RTFE and EoR appointed.

In addition, GISTM requires a technical review panel, known as the independent tailings review board (ITRB), to be in place for additional oversight. All major TSFs have an ITRB appointed.

Our risk, assurance and governance policy is based on a three-lines-of-defence model:

- The first line comprises the accountable executive, RTFE and EoR, who own and manage the risk
- The second is an internal corporate team, which provides expertise and support, and challenges the assumptions of the first line
- The third is internal audit.

Our TSF risk management system comprises a series of interrelated and mutually reinforcing elements. They are focused on preventing and mitigating the potential impacts of collapse, overtopping and environmental failure modes.

The diagram below illustrates these key failure-mode categories within a conceptualised TSF cross-section and presents a simplified process wheel overview of key TSF risk management system elements.

Risk management system elements that are assessed include:

- Site/facility characterisation
- Impact assessment and consequence classification
- Design basis and criteria.

Risk assessment

- Design and management controls
- Performance reviews.

Performance review and risk findings are disclosed for each facility, including dam-

safety monitoring, as well as environmental and social monitoring.

Each TSF has an emergency management framework in place. It describes how we prepare for, respond to, and expedite recovery from potential emergencies and crises. This framework is informed and supported by the resilience, emergency and crisis management policies, standards, specifications and plans, as well as the Anglo American mineral residue facilities standard and other TSF requirements.

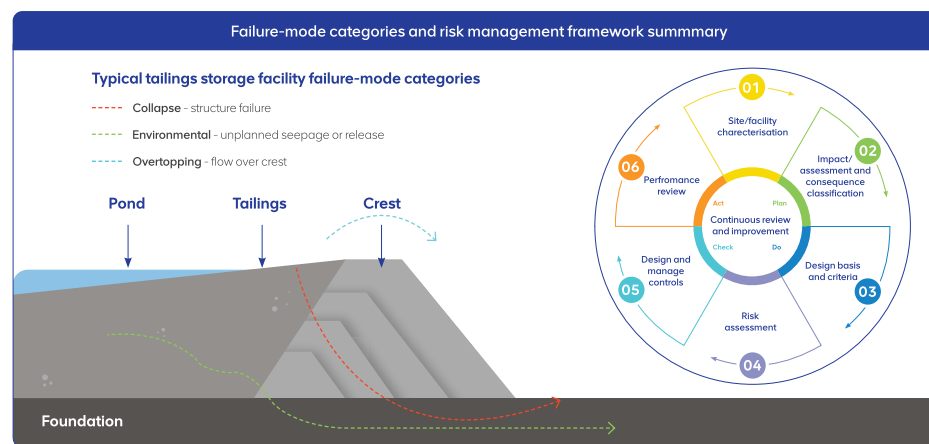
We continued to enhance our engagements with affected communities on all phases of TSF management, including closure and preparation for emergency response. This work extends beyond emergency preparedness to potential post-recovery plans should an inundation occur.

See case study on [page 79](#).

Tailings monitoring

A tailings monitoring system has been implemented to standardise critical controls for TSFs and will ultimately be managed through a centralised monitoring hub. This encompasses an electronic dashboard system, including remote instrument monitoring and live-feed data reporting, so that it can be integrated with critical controls.

Interferometric synthetic aperture radar satellite technology continues to be used to physically monitor our TSFs. Drones are used to inspect facilities in addition to physical inspections.



Managing our tailings continued

Our TSFs are equipped with additional near-real-time monitoring instrumentation critical for detecting a potential tailings dam failure.

The recently commissioned Anglo American mobile laboratory (operating in collaboration with the University of Pretoria), along with external laboratories were used for the detailed laboratory testing required to complete the tailings and foundation characterisation at our TSFs. The mobile laboratory was on-site to perform test work on samples to minimise their potential disturbance. Using the mobile lab has enabled better and more efficient access to technical resources on-site, avoiding long delays in receiving results after sending samples to laboratories.

The quantum of data collected during this site-characterisation campaign has significantly advanced understanding of the behaviour and state of the tailings and the foundation of the TSF.

We continue to integrate new instrumentation and monitor our TSFs using a comprehensive data management platform to monitor, validate, transform and visualise critical infrastructure data. Central monitoring has started, but this will now be moved to operation control rooms to ensure continuous monitoring.

We have completed the site characterisation and refined trigger action response plans. Additionally, we have finalised a desktop assessment to evaluate current state and gaps on all our TSFs. The next step is to review outcomes with each operation and define the way forward to implement the new framework.

We appointed an independent third party to review groundwater aspects and

geochemistry of TSFs against the requirements of GISTM. This was completed in 2023. Plans have now been developed and are being implemented.

Harnessing R&D

We aim to use the latest technologies in our mineral-residue management. We apply rigorous engineering and scientific data, based on our experience and specialist knowledge. Where possible, and if deemed to be the optimal solution, we try to place tailings together to reduce environmental impact, improve stability of the outer walls of the TSF, and minimise the disturbed area.

We have been trialling and developing two technologies: coarse particle recovery (CPR) and hydraulic dewatered stacking (HDS) at Mogalakwena to increase efficiency through reuse and recycling.

CPR allows the separation of valuable ore from larger-size rock particles to be processed – grains of sand rather than fine dust. This reduces the amount of energy required to crush and grind the ore and saves water since the resulting tailings are free-draining, allowing for greater water recycling and instead delivering unsaturated, drier tailings for storage.

HDS is a newer, complementary technology, patented by Anglo American, developed from the company's experience with CPR in base-metal sulphide operations. This engineered co-disposal method that combines free-draining sands from CPR and other processes in a layered 'sandwich' for the 'dry' stacking of material traditionally regarded as waste.

We have also made significant progress on investigating site and tailings material strength and behaviours, and installing facility instrumentation. For example, to better understand the technical risk of potential outer-wall collapse, we performed

comprehensive in-situ testing of upstream constructed TSFs and continue to install instrumentation to monitor potential failure modes.

We are assessing a project to reprocess and retreat the tailings dam at Amandelbult. We are also investigating the use of slag in constructing under-drains for the new Blinkwater 2 TSF.

Collaboration and skills

TSF management includes specialists in safety and health, the environment, community development, sustainability communications, governance and many others.

There is also a great deal of knowledge sharing and collaboration between sites, with other companies and the industry. The scarcity of skills is a challenge we all face. Given the global shortage of resources in this capacity, our graduate programme now includes specialised training focusing on the role of mineral residue facilities and water structures. This was initiated in 2023 to address the shortage of resources in the tailings industry.

Waste-rock dumps

The management and governance of waste-rock dumps are covered by our geotechnical standard for mining and also subject to the three-lines-of-defence model. The first line is undertaken by sites (self-assessment); the second line is delivered by the external geotechnical review board (either annually or every second year, based on our assessment of the risk), and the third line is provided by the group's internal audit function.

African Rainbow Minerals joint operation

Anglo American Platinum and African Rainbow Minerals (ARM) are committed to operating the Modikwa TSF in line with global best practice as set out by the GISTM and company policies.

We are conducting a geotechnical investigation at Modikwa TSF. The mobile laboratory, along with external laboratories, was used for the detailed laboratory testing required in this campaign. The mobile lab was on-site to perform test work on samples extracted using the Dames and Moore sampler to minimise potential disturbance of samples.

The quantum of data collected has enabled us to gain an even greater understanding of the behaviour and state of the tailings and foundation clay below the Modikwa TSF. The EoR is improving the stability of the TSF over its remaining life to 2051.

The Modikwa joint operation will continue to implement the work and actions arising from various recommendations to safely operate the facility in line with adopted policies and standards.

Of the 77 GISTM requirements, 65 meet conformance and four are partially met. There are no requirements classified as not being met. Eight requirements are not applicable to this asset.

Managing our tailings continued

Focus for 2025

- Continued focus on ensuring our TSFs are managed to the highest standards of safety
- Progress in implementing outstanding requirements towards conformance with GISTM
- Conformance for all facilities by 5 August 2025
- Driving implementation of geochemical and groundwater-related work across our portfolio of TSFs
- Ongoing transparency in mineral residue management
- Progressing development of new mineral processing technologies that are safer and more energy and water efficient
- Identifying and realising opportunities to use mineral waste to generate value through commercial and community projects.

Case study

Safety drills equip communities with emergency skills

Managing TSFs is a critical issue for the global mining industry. Equipping nearby communities with the information, tools and skills to deal with an emergency is therefore a crucial part of the industry's responsibilities.

Our Mogalakwena operation has worked closely with neighbouring communities by conducting safety drills to raise awareness of a potential emergency in the unlikely event of a TSF failure.

Our preparation for the drills included installing sirens, conducting inundation studies illustrating where TSF material would flow if there were a spillage, and making residents aware of evacuation routes and taxi pick-up points for each village. Around 75 emergency management volunteers from communities received accredited training in disaster management, firefighting and basic first aid, while a dashboard has been developed to track all community activities.

The safety drills included testing sirens that would warn people of a TSF failure (or other emergencies such as floods and fires requiring evacuation, facilitated better communications between the mine and communities, simulated community evacuation procedures and measured response times, and assessed the availability of resources in communities to ensure safe evacuations.

After each drill, we identified actions to improve the process. This included a survey to assess whether there was an adequate level of understanding among participating villagers.

Ahead of the drills, it was important we obtained permission from traditional leaders and councils of the 15 villages around the mine for their communities' participation in the drills. Local and district municipalities, the Limpopo Province Disaster Management Centre, police, traffic and emergency services departments, the nearby hospital and local taxi association were also involved. A non-profit company, Disaster Management Services, was commissioned as a service provider.

Representatives from these groups are part of the GISTM-established joint operations committee created to strengthen Mogalakwena's emergency management and business plans.

The 15 drills involved:

- Visits by traditional leaders and emergency management personnel to the TSF
- 1,380 community members participated (evacuated) across all 15 villages
- 182 company vehicles; 56 traffic department vehicles; 42 ambulances; 84 vehicles from the local taxi association
- 114 SAPS and traffic officials were deployed and were critical in assisting with traffic control, maintaining order and safety in communities during drills
- 10,000 keyholders with emergency contact details were distributed and signboards with emergency contact details were erected in 35 villages across Mapela and Mokopane.



Safety drills equip communities with emergency skills

Access to water and water stewardship



Material issues

Access to water and water stewardship

Principal risks

Water security including supply infrastructure

Why this matters

Water is an indispensable resource for all forms of life on earth, including human consumption. It is also necessary for mining, processing, tailings deposition and rehabilitation processes. Yet it is a scarce resource in the areas where we operate and across southern Africa, with demand often exceeding supply.

Changing weather patterns due to climate change are exacerbating this situation. Water utilities across South Africa, including around our operations, are increasingly unable to meet the demands of users for many reasons such as lack of maintenance and funding, delayed development and upgrades of water-resources infrastructure as well as ageing and other infrastructure challenges.

We are committed to taking operational measures to regulate the fit-for-purpose use of water, minimise losses and optimise reuse and recycling.

This includes supporting local and regional water-supply projects that improve our own and stakeholders' water security. In addition, we source and use poor-quality water such as treated effluent, ensuring more fresh water reaches local ecosystems and our host communities.

Our ambition and targets

Our ambition is to develop and operate mines that use as little new or make-up water as possible through their operational lives. The ideal would be a near-waterless mine, using less water

overall, and reusing and recycling water as much as possible.

Our water-related targets are to:

- Reduce our fresh water abstraction towards 2030 through the implementation of water-saving projects
- Increase water efficiency. We are currently committed to maintaining our 64.2% efficiency rate (excluding the smelters and operations on care and maintenance) based on a three-year rolling average. In 2025, we will set a target for 2030 and report on that in the 2025 report
- Avoid any level 3 or higher water-discharge incidents.

Our approach

Our water-management strategy focuses on four strategic pillars:

- Water stewardship
- Achieving regional water security
- Achieving operational water security (both resilience and efficiency)
- Ensuring operational excellence.

Our strategy supports our water policy, which focuses on reducing water-related risks to ensure water-resilient operations while reducing our water footprint.

The policy is implemented through our water-management standard that addresses all aspects of water management, including:

- Water supply and security for operations
- Hydrology and hydrogeology
- Mine dewatering

Caption: Hulisani Khorommbi, right and Lesiba Bambo, at the water treatment SMME at Mogalakwena

Access to water and water stewardship continued

- Water collection, storage, uses and discharge
- Water quality
- Closure and post-closure
- Potential environmental impacts, including sustainable and socially responsible water use for sites and projects.

Through critical controls and best practices, we manage risks at all levels of our value chain. We also seek opportunities for collaborative water sourcing and conservation solutions with communities. We conduct research to develop detailed understanding of ground and surface-water conditions.

Compliance

We seek to comply with all environmental regulations, licences or permits for managed operations in South Africa and Zimbabwe. Water access and discharges are regulated by law and under our specific water-use licences (WULs) in the context of integrated water and waste management plans.

Performance in 2024

All our operations lie in water-stressed regions as defined by the Aqueduct Water Risk Atlas of the World Resources Institute. Our climate data review and predictive modelling indicate that water stress and associated challenges are likely to increase in future, especially in Limpopo.

Our regional Limpopo water-balance modelling considered different climate scenarios and climate change projections. We produced a report on the regional

impacts of climate change. We used this to plan how to meet water demand in this area. Complementing this work is our continued support for a regional water scheme in the Olifants River catchment for the Eastern and Northern Limbs.

We annually assess our water-related risks under various scenarios. These include water-availability constraints that may be caused by abnormal drought cycles, flooding and discharges after high rainfall, governance and infrastructural risks at water utilities, social risks arising from competition with other water stakeholders, and water-quality impacts. We also carry out high-level water security risk assessments every six months through a value driver tree using the latest dam levels and forecast weather cycle against our water demand. Our other water risks (excess water, flooding, groundwater ingress and pollution) are assessed through our risk matrix.

In terms of rainfall, 2024 proved a challenging year. We moved from a three-year La Niña into an El Niño climate pattern, resulting in very little rain from January to November, followed by above normal rainfall for December. We recorded operational stoppages due to the intermittent unavailability of water from third-party suppliers.

All our sites have water-conservation and water-demand management plans (also a compliance requirement) that deal with water use efficiency, tailings water recovery, mine dewatering, stormwater management and discharge management. Water monitoring

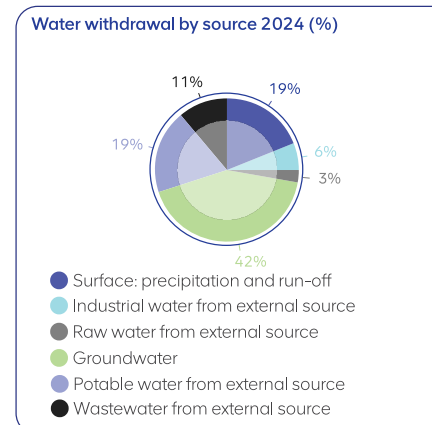
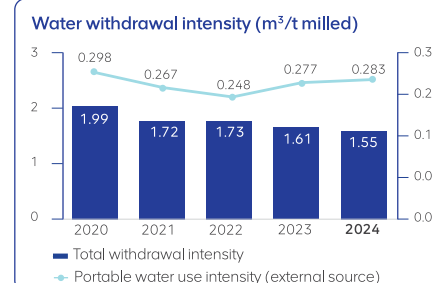
programmes are in place and site-based water management task teams meet regularly to ensure high-level coordination across sites.

In 2024:

- We did not record any level 3 or above incidents related to water in 2024 (2023: zero)
- Our fresh water (from external sources) withdrawal increased to 10,105Mℓ, mostly due to the localised drought and operational challenges, which also reflected in our fresh water intensity of $0.438\text{m}^3/\text{t}$ milled (2023: $0.42\text{m}^3/\text{t}$ milled). However, total water use decreased to $1.55\text{m}^3/\text{t}$ milled (2023: $1.61\text{m}^3/\text{t}$ milled)
- Water efficiency was 70.1% (2023: 75%) (including smelters) as we continue to focus on retaining water in our circuits. Water efficiency is an indicator of the percentage of water used by the operation that is either reused (worked water) or recycled (worked and treated water).

Level 3 water incidents

2020	1
2021	1
2022	1
2023	0
2024	0



Access to water and water stewardship continued

Impact on water sources, ecosystems or habitats

No water source, ecosystem (eg Ramsar-listed wetland) or habitat were materially affected by our extraction and use of water during the year.

Reducing fresh water needs

We focus on the reduction, reuse and recycling of the water we use.

Our investment in municipal wastewater treatment initiatives gives us access to a sustainable source of quality and safe grey water from wastewater-treatment plants in Polokwane, Mokopane and Rustenburg.

We continue our work to construct the 5Mℓ/d Northam waste water-treatment plant. Anglo American Platinum undertook to fund and execute the completion of this project to assist the community. The project is expected to mitigate the suboptimal state of existing undersized sewerage oxidation ponds, associated pumps and related infrastructure.

However, it has faced major social challenges, including community and labour unrest. Despite this, we remain committed to completing the project, which is on track for completion by late-2025.

In future, this plant will provide Mortimer and neighbouring company, Siyanda, with about 5Mℓ/d treated effluent water.

The first phase of upgrading the treated effluent pipeline from Polokwane waste water-treatment plant (gravity section) to Mogalakwena Mine was completed. Upgrading the pump station is likely to be done at a later stage.

Work to recover water from tailings at Unki continues after completing the return-water dam in 2022. The pump station has been commissioned and water can be pumped directly to the plant. The TSF barge system can be pumped to the return-water dam or plant.

Partnering with stakeholders

Our partnerships to advance bulk-water resource development in Limpopo through the Olifants Management Model (OMM) continued. This is a joint venture between the government (national and regional) and Lebalelo Water User Association, and remains a principal area of focus in developing the Olifants River water resources development project.

Anglo American Platinum is the largest commercial shareholder of this initiative. Its aim is to integrate and unlock the resource potential of the Flag Boshielo and De Hoop dams in the Middle Olifants River catchment to promote water security for the Eastern and Northern Limbs.

A prefeasibility study using current and new infrastructure to develop community water-supply systems was started in 2022, with staged implementation planned to 2030.

If fully materialised, the OMM will deliver 200km of bulk raw-water pipeline and some 675km of bulk potable-water pipelines. Through this, around 140 communities will benefit from potable water supply to a yard connection at the boundary of each stand, benefiting about 390,000 people. An estimated 42,000 people will enjoy direct or indirect employment for the duration of the programme.

The construction on the southern extension 2 (SE2) phase 1 started in October 2022 and was completed in April 2024. Phase 2 will be implemented in 2025 and early 2026.

The OMM programme incorporates a socio-economic development (SED) strategy that aims to develop and maintain a stable platform to support communities and provide a conducive environment for accelerated economic growth. One SED initiative involves a school upgrade programme that is equipping selected primary and secondary schools in targeted communities in Limpopo with innovative, modular infrastructure according to each school's needs. The pilot project at Kwata Primary School in Ga-Phala was unveiled by the deputy minister of Water and Sanitation in March 2023.

We also engage closely with the Rustenburg Water Services Trust as well as the Polokwane and Mogalakwena municipalities to support them in improving effluent management from their waste water-treatment plants.

We maintain ongoing relationships with all water entities in our area of operation (Magalies Water, Rand Water, Lepelle North Water and the Lebalelo Water User Association). We engage with them on our use, water tariffs, water restrictions, water quality, infrastructure challenges, and any related issues.

We continue to participate in a water stewardship project with the Strategic Water Partners Network, Polokwane municipality and AB InBev to develop a water-conservation and water-demand management strategy and business plan for the City of Polokwane.

This project seeks to address water-security challenges in the Polokwane region by reducing water losses as well as unbilled and unaccounted-for water.

Phase 3 has been successfully completed, building on the previous phases that identified substantial inefficiencies and losses within the Polokwane water-supply system. This latest phase focused on financial, legal and regulatory recommendations as a step towards implementation of priority interventions to drive water conservation, demand management, and long-term financial sustainability.

Managing excess water

We investigate and respond to any concerns raised on water quality and generation of excess water, although there were no such instances in 2024.

Elevated nitrate levels in groundwater are a challenge in Limpopo, a water-scarce province with insufficient municipal water infrastructure. Numerous studies, including by the CSIR and Department of Water and Sanitation, have pointed to various factors contributing to the nitrate contamination of groundwater. Unlined pit latrines are the largest contributor, although mining, agriculture and geology contribute too.

Scavenger wells are drilled at our sites to recover water and prevent contamination and downstream plumes. This is an important current development and is part of our integrated closure planning.

Access to water and water stewardship continued

As part of this programme:

- Mogalakwena continues to focus on improved operational water management, pit-dewatering practices, improved blasting procedure, and improved stormwater practices
- At Twickenham, which is under care and maintenance, around 1Ml/d of surplus shaft-ingress water is released into the environment. Woodchip beds to treat excess mine water before

discharge were designed for construction. Permitting took place in 2025 with implementation planned for 2026. This is a novel technology in South Africa, where woodchip beds serve as a passive treatment system with very little operation required. They provide the required carbon source to reduce nitrate concentrations in mine water. We are also providing clean water to communities around this operation.



Water bowser dampening dust in the Mogalakwena North pit

Wits students design nature-based water-treatment solutions

As part of the SDG Challenge South Africa 2024 organised by Soapbox, we sponsored the winning team of students from the University of the Witwatersrand. They developed a comprehensive technical solution and business case for a sustainable nature-based water-treatment solution to address mine-water challenges.

The proposed hybrid system combines a biochar pretreatment filter, constructed wetlands, and aquifer storage enhanced with an organic carbon source. The design integrates nature-based systems with engineered components to create an effective, cost-efficient approach to waste water-treatment and water reuse. By using natural processes like nutrient uptake by plants and microbial degradation, this system removes contaminants such as suspended solids, heavy metals and organic compounds. The aquifer storage phase provides a natural, low-evaporation reservoir for treated water, ensuring a steady supply while offering additional treatment through natural microbial activity.



Team Anglo American Platinum receiving their award for winning the 2024 Sustainable Development Goals Challenge, South African edition.

Focus for 2025

- Continue to improve water security at all sites by optimising water reuse, maximising use of treated effluent, and improving the integrity of treated effluent infrastructure and water quality from waste water plants
- Mitigate any pollution by preventing excess water discharges through good management of on-site water, containing plumes through scavenger wells and other mitigation measures
- Explore and implement innovative technologies, notably for tailings dewatering, to improve water recovery and recycling rates
- Pursue projects that will provide sustainable water supply to our mine communities and municipalities through partnerships with regional stakeholders to improve water security, including the next phases of the Olifants River water resource development project.

Access to water and water stewardship continued

Case study

Investing in water supply

We continue to invest in water supply initiatives in host communities. We also partner with some municipalities to enable them to deliver on their legislated mandate to supply water.

Our extensive water supply projects include those implemented as part of our SLPs and the earlier Covid-19 and unrest rebuild programme. Our work on installing boreholes, water tanks, solar pumps, wastewater treatment and sanitation has included local suppliers in some instances, supporting job creation in the areas where we mine.

Projects

A total of 8,595kℓ of water a day is supplied to residents of Mogalakwena, resettled communities, the Mototolo Complex, Amandelbult and Twickenham.

A community water and sanitation programme now provides reliable water facilities to 17 rural communities in Amandelbult, Der Brochen and Twickenham. This project was concluded in the first quarter of 2024 and supplies about 972kℓ/d, benefiting about 15,500 people.

A sanitation programme replaced 19 pit latrines with dry sanitation Enviro Loo ablation blocks at schools in Mogalakwena, Der Brochen, Twickenham, Polokwane and Amandelbult.

In the Mogalakwena municipal area, we completed the Mokopane groundwater project, which included refurbishing the Weenen and Planknek wellfields and 14 boreholes to increase water supply by 4,300kℓ/d, benefiting over 142,000 people with clean, reliable water supply.

For residents in Mogalakwena, we refurbished and undertook maintenance on the Doorndraai overhead powerlines to curb interruptions to the potable water pumping system from the Doorndraai Water Treatment Works. We also refurbished and upgraded the Mokopane waste water-treatment works.

In partnership with Innovation Africa South Africa, an NPO focused on solar, water and agricultural technology for rural communities, we trialled a borehole scheme at two villages in the Mototolo Complex. This includes community participation and ownership to ensure long-term sustainability. Innovation Africa will maintain the infrastructure for 10 years. The scheme includes a borehole, tanks on elevated concrete structures run by a solar pump, and reticulation with stand taps.

To enable and enhance service delivery, we support technical capacity-building at local municipalities through the municipal capacity and partnership programme to improve the functioning of municipalities' technical departments. This includes deploying short-term technical resources for municipalities and water boards.

The Olifants Management Model is a major infrastructure investment of about R25 billion. In the current Scope of the project, about 50Mℓ/d will be supplied from the Flag Boshielo Dam into the Mogalakwena Municipality through a series of bulk water pipelines and reservoirs to be used for potable supply to communities. This is in addition to raw water provided for the mines from this scheme.

Upgrades at the Polokwane waste water-treatment plant that began in 2016 were completed in 2024. The project arose after our allocation was increased by 6Mℓ/d to 20Mℓ/d in 2014. As a result, we agreed to fund an additional 6Mℓ/d biological nutrient removal treatment module upgrade at the plant.

Since 2016, we have invested R130 million in upgrades at this waste water-treatment plant, with Mogalakwena receiving treated effluent in terms of an offtake agreement with the City of Polokwane. The project as divided into work packages (civil, mechanical, electrical and instrumentation) to provide for local participation. The final portion of work comprising the sludge handling was completed in 2024. This ensures the plant has the necessary process treatment capacity to supply the 20Mℓ/d allocation at the required quality, which is an important component of enabling sustainable water security at Mogalakwena.

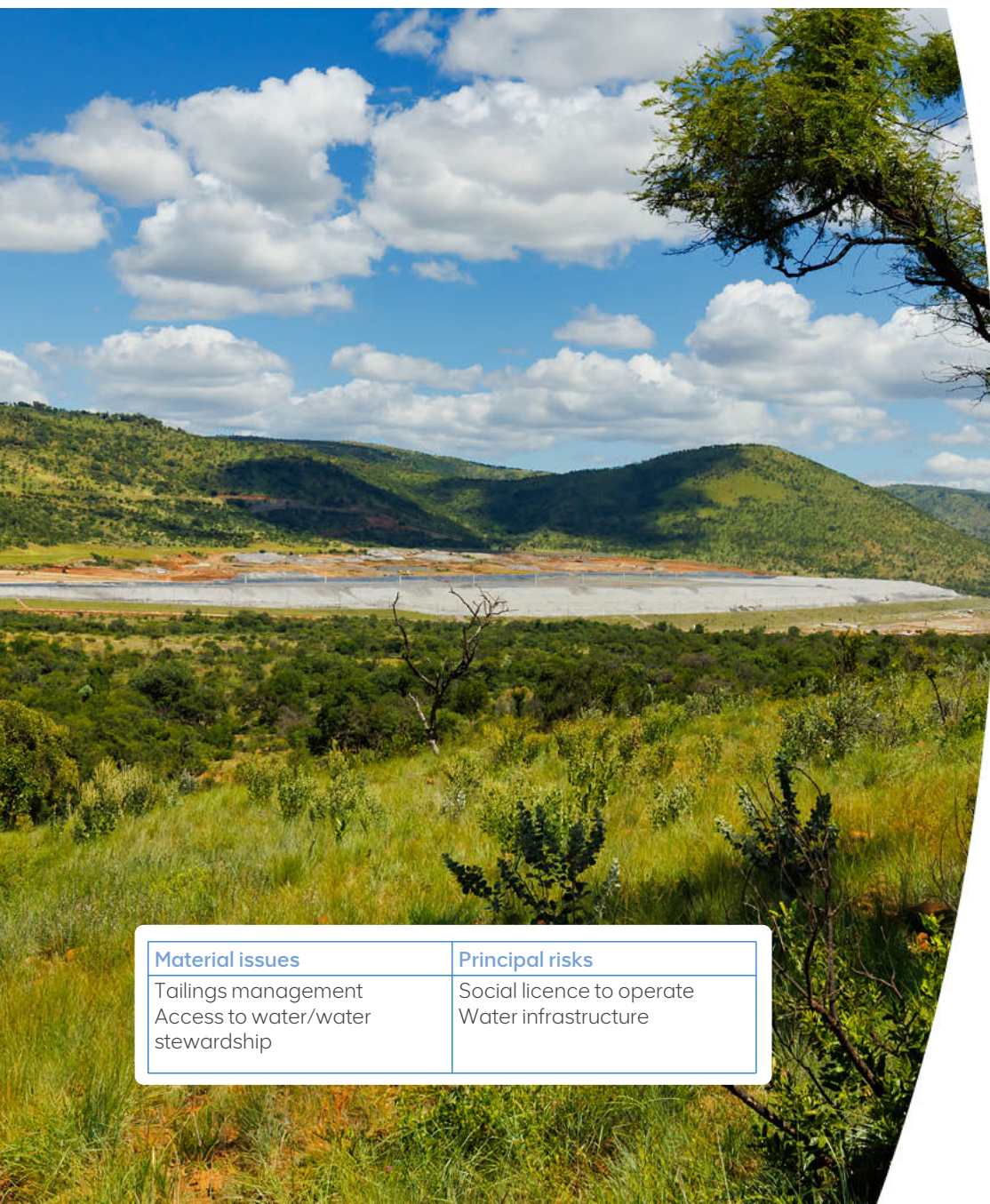


Before



After

Biodiversity, rehabilitation, closure and regeneration



Why this matters

Biodiversity is a measure of the number of species in an ecosystem and an account of the complex interaction between species and their habitats. People living near our operations, and many others, rely on southern Africa's rich biodiversity to support the health and functioning of their environments. In our case, this applies both during and after mining. Some of our operations are in areas of high biodiversity value, and this increases our responsibility to contribute to their protection and conservation.

We will be better able to achieve mine closure that considers economical land uses, including regenerative initiatives that support the circular economy, if we proactively manage biodiversity and ensure we rehabilitate as and where appropriate. Biodiversity targets are also a feature of our environmental authorisations and water-use licences.

Our ambition and targets

We are dedicated to fostering a nature-positive future. We currently subscribe to ICMM's nature position statement. Our commitments apply to all our operations, our value chain, landscapes and systems transformation, and converting inputs to outputs. This is all underpinned by transparent disclosures.

Our commitments extend to activities across all four domains of nature: land, fresh water, oceans and the atmosphere. To accommodate our diverse operations and locations, optionality has been

integrated into the landscape and systems transformation commitments, allowing for different approaches to achieving a nature-positive future.

The design and execution of initiatives to fulfil these commitments must ensure they do not cause or contribute to adverse human rights impacts. Establishing robust processes for human rights due diligence, engagement and agreements, when appropriate, is essential throughout the project life cycle. This approach is vital for comprehensively understanding potential risks and impacts, developing suitable mitigation strategies, and ensuring initiatives align with the aspirations of local communities, including indigenous populations.

Where impacts are unavoidable, operations should facilitate access to or participate in remedial processes. Additionally, these commitments should be regularly reviewed and updated to remain in line with advancing science, knowledge and regulatory developments.

We recognise that UNESCO World Heritage sites and legally designated protected areas have an important role in protecting biodiversity. Anglo American Platinum will:

- Respect legally designated protected areas and ensure our operational activities are compatible with the objectives for which the protected areas were established
- Not explore or mine in UNESCO World Heritage sites and seek to ensure any future operations adjacent to such sites do not affect the integrity of these sites.

Material issues

Tailings management
Access to water/water
stewardship

Principal risks

Social licence to operate
Water infrastructure

Biodiversity, rehabilitation, closure and regeneration continued

We have developed closure plans for all our operations. In addition to ensuring regulatory compliance on closure, our closure plans aim to achieve positive, healthy and sustainable outcomes through effective rehabilitation and responsible post-mining planning.

Our approach

Biodiversity

Our operations will initiate actions to slow and reverse biodiversity loss to show improvement by 2030 from a 2020 baseline through measurable gains in the health, abundance, diversity and resilience of species, ecosystems and natural processes.

Anglo American's biodiversity standard defines minimum requirements for biodiversity management. This standard currently applies to seven sites and outlines a systematic approach.

The standard defines the key objectives and minimum mandatory requirements for biodiversity management at Anglo

American, which include:

- Defining and assessing impacts to Significant Biodiversity Features (SBF)
- Rigorously applying the mitigation hierarchy throughout all phases of our business
- Minimising residual impacts to biodiversity using the Biodiversity Management Programme to drive net positive impact (NPI)
- Maintaining and improving biodiversity features that support Priority Ecosystem Services (PES)
- Implementing Additional Conservation Actions (ACAs) aligned with relevant local, regional and/or national initiatives or priorities to support unmitigated historical disturbances.

Mogalakwena, Amandelbult, Twickenham, Unki, Der Brochen/Mototolo and Polokwane Metallurgical Complex are our managed operations and must meet our NPI or net-positive impact requirements. Modikwa is not managed by Anglo American Platinum, but also forms part of our NPI commitments. To track progress on our journey to NPI, we apply a risk-assessment process to determine application of the mitigation hierarchy. All sites have quantified their impacts and understand any offset requirements.

Biodiversity offsets

Our biodiversity offset mitigation planning considers a landscape approach that supports interlinkages and biodiversity corridors as well as partnerships with landowners, national parks and government.

We have introduced a biodiversity offset for Mototolo's closure plan and plan to do this for Amandelbult and Mogalakwena by 2025.

Rehabilitation

As far as possible, we rehabilitate our environments concurrently so that we can achieve post-mining land uses as soon as possible after mining ceases.

Closure and regeneration

We integrate the closure considerations of our operations into decision making at planning and operational levels, rather than being left until the final years of production. This allows for the proactive and timely identification and consideration of risks and opportunities covering the physical, biophysical, socio-economic and financial aspects of mine closure.

Anglo American Platinum sets targets and develops five-year rolling rehabilitation plans for all mining operations. These plans consider:

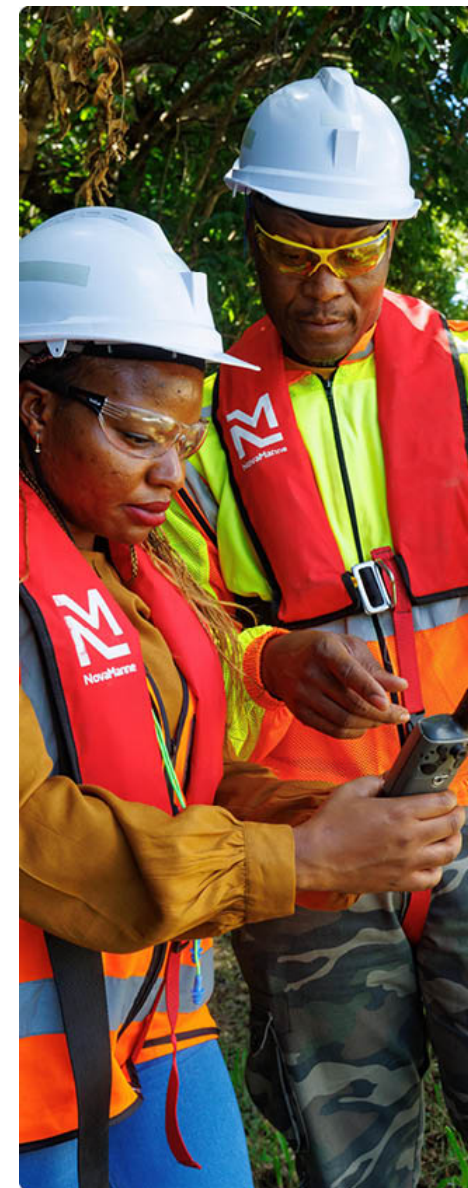
- Baseline environment for rehabilitation
- Rehabilitation strategy (objectives and targets)
- Post-mining land uses
- Rehabilitation planning
- Rehabilitation techniques
- Success criteria
- Monitoring, maintenance and management
- Data and records management.

We work with various stakeholders to minimise and mitigate negative social and environmental impacts of closure and seek to enhance positive outcomes. We employ the regenerative approach that considers "what's next?" for the land and the communities that remain when mining ceases.

This approach ideally begins at the project phase and continues until sustainable post-mining outcomes have been achieved. All new mining projects develop conceptual-level regeneration plans (previously closure plans) at prefeasibility and feasibility stages.

We provide for our financial liabilities for rehabilitation and closure during the productive life of our assets.

All our South African mining operations have introduced trend analysis to understand regression to allow for adaptive management. Amandelbult and Mogalakwena have expanded



Lebogang Masete, environmental officer and Judah Mojalefa, geological field officer, completing environmental and water monitoring at Der Brochen

Biodiversity, rehabilitation, closure and regeneration continued

biomonitoring beyond mining operations, and Mototolo is participating in the Dwars River environmental forum to undertake a mass and salt balance study of the Dwars River catchment.

Compliance

Regulations on financial provisions for closure under the National Environmental Management Act 1998 (NEMA) and promulgation, originally announced in 2022, were planned for February 2024. However, this has been indefinitely postponed by the Department of Forestry, Fisheries and the Environment (DFFE).

In line with the transitional arrangement of these regulations, our 2023 closure-liability submissions for our managed mining operations were done under the MPRDA before this date. Anglo American Platinum has some R6.2 billion in financial guarantees and rehabilitation trust funds with the DMRE.

Financial provisions that address premature closure liability have two components:

- Funds in the environmental rehabilitation trust. The Platinum Producers' Environmental Trust provides for Amandelbult, Mogalakwena and Twickenham, while Mototolo is covered by the Mototolo Environmental Rehabilitation Trust. We are planning to merge these, and we also have the RPM Trust for the Rustenburg operations we have sold
- Financial guarantees provided by the company.

Trust funds (supported by financial guarantees) are invested over the life of these operations to ensure there will be sufficient funds through the life of the mine and at end-of-life to sustainably

rehabilitate and close them. The annual financial statements for these trusts are available on request from the company secretary.

A financial provision against closure liability is not a legal requirement in Zimbabwe. However, similar to the South African process operations, Anglo American Platinum makes an accounting provision for the restoration liability of Unki.

All operations follow our closure-planning strategy, and do so by completing self-assessments and highlighting gaps.

Performance in 2024

Biodiversity

All our sites have completed biodiversity value assessments, which include the proximity of a site to areas of globally or nationally important biodiversity. Information on key biodiversity areas (KBAs) is obtained through the proximity report generated in the integrated biodiversity assessment tool

(<https://app.ibat-alliance.org>, 2024) and is as follows for our operations:

- Mototolo has five KBAs: Steelpoort, Leolo, Steenkampsberg grassland, Long Tom grassland and Olifants River mountains
- Amandelbult has three of these areas: Waterberg, Madikwe-Atherstone and Pilanesberg National Park
- Mogalakwena has four: Makapan, Nyl River floodplain, Polokwane and Waterberg
- Unki has the Wabai Hill (Debshan Ranch) KBA.

Our pioneering environmental DNA (eDNA) programme continued during the year. In this process, DNA is extracted from water samples and sequenced,

Biodiversity exposure and assessment status for land under company charge.

	Sites	Area (ha)
Sites that have conducted biodiversity impact assessments in the past five years	Amandelbult	15,772
	Mogalakwena	47,419
	Mototolo	14,229
	Unki	10,324

allowing for identification of individual species using bio-informatics analysis. Mototolo expanded eDNA sampling into its biodiversity offset area in 2024. eDNA will be repeated for each operation every four to five years.

Biomonitoring extends beyond our operational boundaries. We need to understand what our upstream and downstream environments look like to be able to develop integrated plans that service our entire ecosystem.

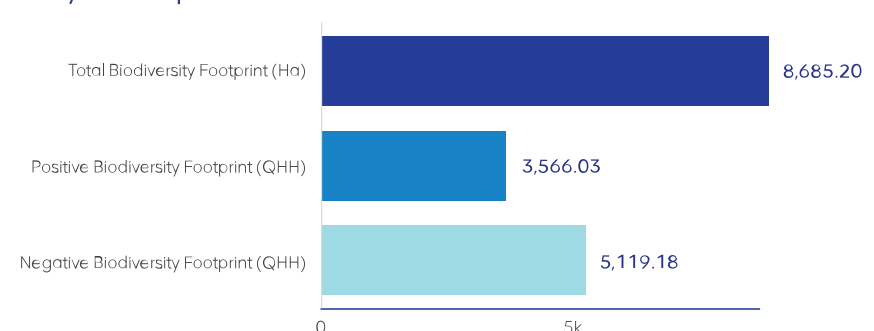
In 2024, we continued the development of a standardised metric and methodology, known as Quality Habitat Hectares (QHH), to consistently assess and compare the NPI pathways and trajectories of our businesses and sites. This standardised approach enables us to quantify actions aimed at avoiding, reducing and restoring habitat impacts,

identify opportunities to contribute to nature-positive outcomes across our operations, and evaluate the timing and cost of implementation.

Our reporting is based on ecosystem assets, which helps address the challenge of assessing performance across a diverse portfolio.

In line with best-practice recommendations and established accounting methodologies, an ecosystem's condition is evaluated with respect to its composition, structure and function. Irrespective of the ecosystem type and location, these three biodiversity components are the complementary characteristics of an ecosystem that, together, provide a comprehensive representation of its condition.

Ecosystem Footprint 2023



Biodiversity, rehabilitation, closure and regeneration continued



Exploration drilling at Der Brochen

Operation	Type of operation	Location	Biodiversity priority: Sensitive site for areas of biodiversity and conservation importance in relation to protected areas and KBAs within 50km buffered area*
Mogalakwena	Underground and open-pit	Limpopo	20 protected areas and four KBAs
Mototolo	Underground	Limpopo	32 protected areas and five KBAs
Amandelbult	Underground and open-pit	Limpopo	63 protected areas and three KBAs
Unki	Underground	Zimbabwe	One protected area and one KBA
Twickenham	Underground	Limpopo	12 protected areas and four KBAs
Mortimer smelter	Smelter	North West	53 protected areas and three KBAs
Polokwane smelter	Smelter	Limpopo	19 protected areas and four KBAs
Rustenburg smelting operations	Smelter	North West	19 protected areas and three KBAs

* <https://app.ibat-alliance.org>. 2024

Biodiversity, rehabilitation, closure and regeneration continued

Biodiversity offsets

Our biodiversity offset focus continued in 2024.

In 2024, Mototolo appointed a conservation manager to drive biodiversity conservation and ensure we secure offsets well into the future with sound management.

Where possible, we involve local communities in our assessments and planning, as well as our mitigation measures, and we endeavour to employ local residents for necessary work, such as eradicating alien species.

Invasive alien plants are a significant threat to the integrity of our critical water-scarce regions, endangering future water availability and the associated biodiversity. Their presence adversely affects the environment, the economy and human health. Effective management of invasive alien plants can mitigate some of these detrimental effects. Consequently, all our operations are legally obligated to implement measures to control and eliminate alien plant species on their operational areas and prevent their further propagation and spread.

Removal and relocation of protected species

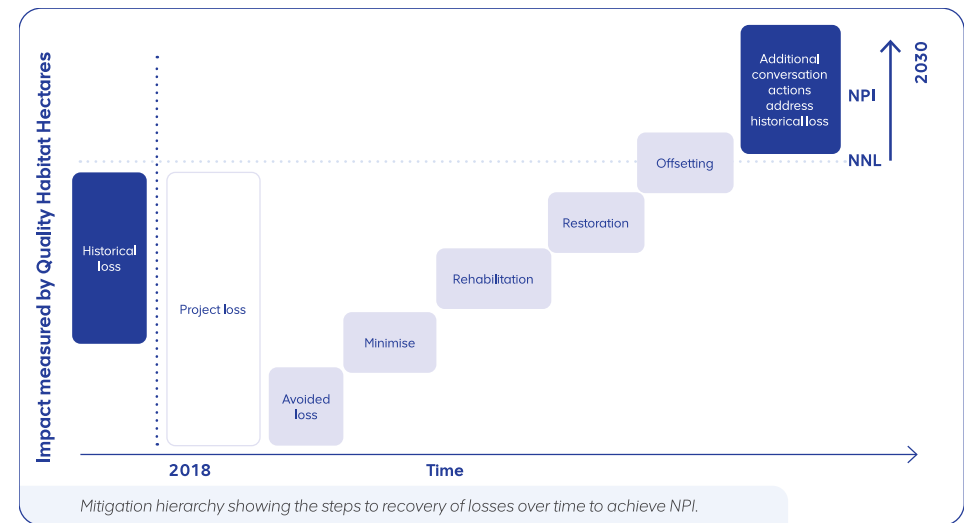
- Where substantial areas need to be cleared ahead of mining, this is either done in-house (where there are relatively low numbers of plants and we have on-site expertise) or through specialists

- Our nursery at Der Brochen is a resource for propagating protected species and other important species endemic to the area. We plan to expand the Der Brochen nursery by establishing a second nursery on the farm Welgevonden to ensure the operation meets the need for indigenous trees. We have translocated 836 threatened or protected species for our Borwa ventilation project, with our nursery currently housing over 4,000 trees
- We also have a relationship with the University of Zimbabwe for protecting the Miombo woodlands associated with Unki
- Mogalakwena is in the early stages of planning a nursery to ensure it can meet its obligations to re-establish indigenous trees.

Rehabilitation

Our environmental management programme reports (EMPRs) and WUL commitments guide the rehabilitation of land we disturb, especially waterways and river crossings, as well as erosion-prone areas.

In 2024, we invested significant time in rehabilitation planning. The restoration of land to novel landscape that meets post-mining land-use requirements is a critical part of our closure strategy. Incorporating rehabilitation planning into our business plan will see further planning and execution for concurrent rehabilitation.



Mototolo has committed to rehabilitation trials on the Helena TSF and these trials will be executed in early 2025. Monitoring will continue in 2025 and if proved feasible the trials will be upscaled to include field-size trials.

Land managed for biodiversity and conservation

While we own and manage large tracts of land, only a small portion is used for mining and related activities. This land has varying biodiversity value. As part of our approach, we manage designated areas as nature reserves:

- Amandelbult manages the Madeleine Robinson Nature Reserve on mine property

- Mogalakwena manages the Mooihoek farm, Groenfontein farm and Nyl conservation area as part of its commitment to biodiversity. We jointly manage the Mooihoek farm with the community. Ownership was transferred to the community in 2021 as part of a resettlement agreement
- Mototolo manages the farm Welgevonden and portions of the farms Mareesburg, Der Brochen and Helena as part of the operation's biodiversity offset
- The farm Whiskey Creek plays an important role in conserving the catchment area for fresh water supply.

Biodiversity, rehabilitation, closure and regeneration continued

Partnerships and collaboration

Through Anglo American, we work in partnership with Fauna & Flora (F&F), a renowned international wildlife conservation organisation. F&F monitors our compliance with our commitments on biodiversity and offers advice on what more we could be doing to minimise our environmental impact. Other partnerships include the International Union for Conservation of Nature (IUCN), Endangered Wildlife Trust (EWT) and South African National Parks (SANParks).

Our operations have defined additional conservation actions for implementation to achieve gains during the operational phase.

Rehabilitation and closure

Our closure plans encompass measurable and time-bound performance targets that are tracked as part of our SHE management system.

These include:

- Physical targets (rehabilitating mining infrastructure post-closure)
- Biophysical targets (rehabilitating environmental impacts, such as landform rehabilitation, post-mining land use, biodiversity and remediating impacts on soils, water and air due to mining)
- Social targets (employee relations and socio-economic development post-closure).

Our planning for post-mine land use is based on the ecosystem model tool developed by Anglo American in conjunction with Environmental

Resources Management to assist in developing a framework for land use post-mining. The tool provides a rapid output of possible scenarios that can be implemented during the operational phase or post-closure to develop an alternative economy to mining.

The tool considers numerous inputs in developing regeneration scenarios involving value streams such as land, water, the circular economy and nature-based solutions.

Using the ecosystem model, we generated several possible post-mining land uses that fitted into 16 archetypes. These considered the primary drivers relating to the need for energy, waste reduction, economic development and nature enhancement.

We are now also able to compare this to work we have done for Mogalakwena where we have proposed a number of activities that include electrical generation with both solar and wind, establishing orchards and vegetable farming under irrigation. A visual representation is shown alongside.

We have also improved the robustness of our closure liability models to include updated water management considerations as well as GISTM closure requirements for our tailings facilities.

In 2024, much time was invested in rehabilitation planning:

Operation	Activity
Mogalakwena	Developed a rehabilitation plan with high-level costing for scheduling.
Amandelbult	Schedule costing for rehabilitation execution 2025 to 2027, and continued maintenance and monitoring of historical rehabilitated areas.
Unki	Developed a rehabilitation plan with high-level costing for scheduling. Also set targets for reforestation of identified disturbed areas linked to biodiversity as additional conservation action.
RBMR	Executed sodium sulphate rehabilitation.
Mototolo	Draft protocols for rehabilitation trials on Helena TSF developed to inform rehabilitation techniques.



Mogalakwena post-mining land use planning

Key:

- 1a WRD02 Complex – side slopes wilderness and top surface grazing and pasture
- 1b NE WRD Complex – side slopes wilderness and top surface grazing and pasture
- 1c Eastern bund wall – side slope and top surface wilderness
- RS 3 WRD – side slopes wilderness and WRD top surface – beekeeping, wildflower meadows
- W07 WRD – side slopes wilderness. Top surface wind turbines
- 4a Vaalkop TSF – side slopes wilderness. Top surface solar panels
- 4b Blinkwater TSF – side slopes wilderness. Top surface solar panels
- 5 Combined North and Central pits – pit side slopes wilderness. Open-pit will be a lake
- 6 Southern pit lake – pit side slopes wilderness. Open-pit waste-rock deposition
- 7 Groot Sandsloot River corridor – river corridor – orchards and meadows
- 8 ROM/W01, W04 WRD – woodlots, wildflower meadows
- 9 Return-water dam – irrigation and livestock watering
- 10 South shaft and plant – mixed-use development
- 11 Main office and shared services – mixed-use development
- 12 North shaft and plant – mixed-use development

Biodiversity, rehabilitation, closure and regeneration continued

Focus for 2025

- We are targeting full compliance with our biodiversity management programme in 2025
- Finalise QHH metrics of reporting on biodiversity no-net loss requirements
- Operations to execute significant additional conservation actions that will contribute to nature-positive outcomes
- Operations to implement rehabilitation projects that will include revegetation/ reforestation, physical rehabilitation and the introduction of rehabilitation trials to determine successful rehabilitation techniques
- We will execute at least one nature based solution using constructed wetland technology to treat mine-affected water
- Biomonitoring trend analysis and adaptive management will continue at each operation, with budgeting and planning for initiatives to remedy degradation
- Increase robustness of our mine closure plans and address gaps identified in 2024
- Continue to refine and develop rehabilitation plans
- Plan decommissioning and rehabilitation activities for infrastructure.

Case study

Amandelbult – delivering a vision for closure and post-mining land use

Our Amandelbult Mine in Thabazimbi, Limpopo is a major employer in the area, with a workforce of over 10,000. Our host communities, where there is high unemployment, rely on our operation.

Although Amandelbult's end of life is currently planned for 2048, planning is already underway to diversify the area's economy and ensure sustainable economic activity when the mine does close.

In 2024, we piloted the post-mine land use (PMLU) ecosystem model to develop a deeper understanding of the best mix of potential economic activity that could be developed in collaboration with host communities and local and national stakeholders to deliver a safe, stable and non-polluting post-mining landscape. The goal is that self-sustaining PMLUs will assist in providing alternative livelihoods and ventures to offset the expected adverse effects of mine closure on the local economy.

The initial post-mining scenario identified for Amandelbult that may be most valuable to local stakeholders includes a combination of agriculture with downstream processing and commercial opportunities. The scenario also includes possible expansion of the current nature reserve project within the PMLU to attract tourists and the creation of a 300ha solar PV project.

The model is based on the delivery of five value streams that, combined, identify and prioritise projects and initiatives that aim to maximise the cumulative value for an operation and its stakeholders.

These projects will now move to the next phase to establish whether they are technically and financially viable, prior to consultation and collaboration with stakeholders.

The desired outcomes for each value stream from a PMLU perspective include:

- Social – enabling resilient communities by creating alternative livelihood opportunities from alternative value streams
- Water – defining sustainable water resource use in terms of quantity and quality, and minimising water pollution

and our own water use, to ensure water availability for other users and projects

- Land and nature – reducing current and future disturbance left by our footprint, while increasing ecosystem services that promote conservation, sustainable use and rehabilitation in an equitable way
- Mineral and non-mineral waste – driving a reduction in mineral and non-mineral waste through reuse, recycle, beneficiation and/or repurposing
- Energy and carbon – implementing projects that secure clean and renewable energy for the community, and/or capture carbon through technology, nature and mineralisation.



Environmental management and compliance



Why this matters

By effectively managing our resources, we are able to reduce our impact on the environment and our communities while supporting the long-term sustainability of our business.

Relevant environmental authorities are legally empowered to assess applications and issue environmental authorisations to our operations for undertaking activities at every step of the mining process, from exploration to closure. These environmental authorisations incorporate binding commitments and conditions that we must implement and monitor to ensure we are compliant. This is critical, as delays in acquiring environmental authorisations or failing to comply with their conditions and commitments can have significant environmental, financial, operational, legal, health, safety and reputational risks.

We are committed to meeting all legislative requirements and preventing adverse impacts on the environment and host communities. This is done in the context of effectively running and managing our operations through associated, ISO 14001:2015-certified environmental management systems (EMS).

Our ambition and targets

We support and require regulatory compliance across our business as a minimum, using our EMSs as our guide.

Our aim is to prevent environmental incidents and ensure no repeats where they occur.

Caption: Abram Mosothoane and Bongani Phakathi discussing the layout of the rehabilitation area at Amandelbult

Our approach

Environmental management and compliance

Our EMSs guide our continuous improvement, and we aim to consistently identify, develop and implement data-driven solutions to protect the environment.

Our environmental policy forms part of the integrated safety, health and environmental (SHE) policy under the overarching Anglo American SHE policy. It supports the long-term sustainability of our business by ensuring we effectively manage resources, reduce our impact on the environment and local communities, while complying with legal requirements.

We continually coordinate, review and manage the legal processes and stakeholder engagement related to environmental authorisations/licences for projects and new activities at operations.

Five value levers are underpinned by key focus areas:

- Systems and compliance
- Environmental authorisations
- Rehabilitation, closure and biodiversity
- Waste management
- Air quality and emissions.

Air quality and emissions

The most relevant air quality-related risks are associated with emissions of gas, specifically sulphur dioxide (SO₂) and nitrogen oxides (NO_x) from our smelters, as well as particulate matter (PM) from our process operations.

Material issues

Positive, measurable impact on communities

Principal risks

Social licence to operate

Environmental management and compliance continued

Point-source emissions are monitored through continuous emission-monitoring analysers at stacks or, where these are not in place, through independent isokinetic sampling to verify compliance with atmospheric emission licence (AEL) limits. Our impacts on ambient air quality are monitored through a number of strategically placed ambient air quality-monitoring stations to analyse SO₂ and PM₁₀ and, in some instances, NO_x.

Dust fallout (mainly from sources like TSFs and opencast mines) is monitored through strategically placed dust buckets, while emissions reduction and dust-suppression measures are in place where required.

To manage emissions, we:

- Develop and implement operation-specific air quality management plans
- Develop and implement engineered solutions to eliminate, control and reduce emissions
- Administer compliance and reporting systems
- Implement abatement plans to align with the minimum emission standards (MES) at Waterval smelter and Mortimer smelter
- Using real-time stack and ambient monitoring to assess impacts
- Implementing air-quality offset projects.

Sulphur dioxide emissions

Following successful commissioning of the wet sulphuric acid plant at our Polokwane smelter, we continue to comply with SO₂

MES at that smelter. SO₂ gas is converted into sulphuric acid and the remaining SO₂ released into the atmosphere is well below the MES.

The postponement for meeting the MES for SO₂ at Waterval Smelter Complex lapsed on 31 December 2023 and we are compliant with the MES. Although some daily average exceedances have occurred, these are limited to periods when the abatement equipment is not available due to maintenance work and upset conditions. However, emissions associated with these conditions were minimised by ensuring we achieve the minimum 90% utilisation of abatement equipment (acid plant) as required by our AEL and ensure we remain in compliance. Further work and projects are underway to improve abatement plant utilisation. Quarterly reports are also submitted to the relevant authorities.

The postponement to meet MES for NO_x at Waterval Smelter Complex is valid until 31 March 2025. Specific process-related projects are being implemented to ensure compliance with NO_x MES once that date is reached.

The postponement for the Mortimer smelter related to SO₂ is also valid until 31 March 2025. The initial plan was to install a wet sulphuric acid plant at this smelter to convert SO₂ from the furnace into sulphuric acid, which is the same technology implemented at Polokwane smelter. However, given a 35% reduction in mass pull, we decided to convert the Mortimer smelter furnace to a slag-

cleaning furnace. As this furnace will require different abatement equipment, the project to install the acid plant was halted in 2023.

The approach has been discussed with the National Air Quality Officer (NAQO) and officials from DFFE, North West Department of Economic Development, Environment, Conservation and Tourism, and Bojanala Platinum District Municipality as the licencing authority.

Mortimer smelter was placed on care and maintenance in April 2024 to enable work to begin on converting to a slag-cleaning furnace. While no point-source emissions are being generated, we maintain our real-time ambient monitoring stations.

We continue to implement air-quality offset projects related to both Mortimer and Waterval smelters.

Compliance

Environmental licences and permitting

Critical permits are required to lawfully operate our mines and processing facilities. In South Africa, these include environmental authorisations, permits and licences issued under, among others, the National Environmental Management Act 1998 and related specific environmental management acts such as the National Environmental Management Waste Act, Air Quality Act, Biodiversity Act, etc, National Water Act 1998 and associated regulations.

Monitoring compliance with environmental permit conditions and

commitments is managed through internal environmental governance processes and site systems to support permit compliance management. Audits are also conducted where required by our authorisations.

Compliance is administered through IsoMetrix, which we deployed in December 2021. This IT tool includes permit administration, compliance assessment evaluation, action management, permit status management and notifications of renewals. In 2024, the focus has been on continuous improvement of data accuracy and action close-out.

Compliance management and verification

Compliance to company-held environmental permits and legislation is managed and facilitated by each of the environmental operational teams on-site. External and internal compliance audits against our EAs/EMPs/WULs/WMLs and AELs are undertaken as required under conditions in these environmental permits as well as legal audits, which form part of the ISO 14001 management system requirements. Action trackers and close-out of findings are managed by the environmental team and highlighted monthly at heads-of-department meetings on-site.

Environmental management and compliance continued

The permitting team assesses compliance to permit conditions and commitments throughout the year. Compliance levels are reported to management, illustrating actions to be taken where non-conformances have been observed.

The DWS has approved a methodology of consolidating multiple water-use licences at the individual operations, and within the next two years there will be a drive to consolidate at most of the operations.

We have completed and are testing a governance protocol for review and sign-off the authorisation process at pivotal points.

Performance in 2024

In 2024, we invested R184 million (2023: R199 million) in environment-focused programmes and projects.

All managed operational sites (100%) have been certified against the ISO 14001:2015 environmental management standard. We did not record any level 3 to 5 (zero) environmental incidents in 2024 (2023: zero).

There were 21 level 2 incidents (2023: 4) in the minor impact category. We have noted an increase in minor incidents relating to slurry and tailings spills and dam overflows.

Notable developments during the year included:

- Integrating associated applications makes sense for the company and the authorities even though it may take longer to achieve, as it enables a holistic approach. There are benefits for communities too, most notably in a lower number of submissions they need to review and meetings they need to attend. This helps to alleviate general stakeholder fatigue
- By developing an environmental authorisation management procedure, we will be able to standardise and learn from past roadblocks and remedies
- Internal pre-compliance inspections were initiated in 2023. The inspection protocol was updated and inspections and self-assessments continued in 2024. Year-on-year improvements in performance were noted at all sites. These inspections are a form of

proactive compliance monitoring and verification. It is not aimed at finding and flagging non-compliances, but to ensure that non-compliances are prevented.

Emissions

The 2024 annual calculated tonnage of NO_x and SO₂ processes will only be available for reporting by 31 March 2025, after publishing this report. This is in accordance with the National Atmospheric Emission Inventory System (NAEIS), which is the DFFE reporting system.

In 2024, ground-level ambient SO₂ concentrations and exceedances remained within legal requirements.

Compliance with applicable limits by the three South Africa-based smelters (expressed as a daily average) is as follows:

- Polokwane smelter did not record any daily average SO₂ exceedances from the acid plant stack, although some daily average exceedances were recorded from the standby stack – these can be expected as emissions

take place from this stack when they cannot be treated in the acid plant. This is minimised and regulated by ensuring the acid plant meets the minimum percentage utilisation of the abatement plant. These did not result in any material environmental or health-related impacts

- Prior to being placed on care and maintenance in April 2024, no daily average exceedances against the AEL limit were recorded at Mortimer smelter in the first quarter in 2024
- Waterval Smelter Complex recorded no daily average AEL limit exceedances for NO_x. Five daily average exceedances were recorded from the acid plant stack in 2024, with reasons investigated and corrective actions implemented. Although some daily average exceedances were recorded from the standby stack (main stack), these can be expected as emissions take place from this stack when they cannot be treated in the acid plant. This is however minimised and regulated by ensuring that both the tower plant and contact plant meet the minimum percentage utilisation of 90% as per the AEL requirement.

Developments in environmental permits

Critical environmental permits obtained	Critical environmental permits in process or awaiting approval	Key
<ul style="list-style-type: none"> – Mogalakwena WUL for relocation of Seritarita School – Mogalakwena North waste-rock dump phase 2 BA and WML – Future of Amandelbult capital projects EIA – Ga-Pila sanitation project BA – Mogalakwena North concentrator facility 422 historical ore stockpile WUL – Expansion of storage of dangerous goods at Waterval smelter BA – Waterval smelter concentrator pads WUL – Polokwane smelter slag-disposal facility WML renewal – Mmalepetleke sports stadium project BA. 	<ul style="list-style-type: none"> – Mogalakwena Mine regulation 31(part 2) amendment North waste-rock dump heights – Mogalakwena Mine integrated development EIA, WML and WUL – Mogalakwena Mine WUL amendment – Future of Amandelbult capital projects WUL – Ga-Pila sanitation project WUL – Mototolo chrome stockpile WUL – Helena TSF stormwater management BA – Mmalepetleke sports stadium project WUL. 	Basic assessments – BA Environmental impact assessments – EIA Waste management licence – WML Water-use licence – WUL.

Environmental management and compliance continued

One of the main challenges impacting tower plant utilisation is insufficient capacity to store weak acid. An additional weak-acid storage tank is being installed and should ensure sufficient storage capacity to improve tower plant availability from 2025.

Where exceedances do occur, the team investigates causes and actions are taken to mitigate and prevent repeats.

Complaints

In 2024, we recorded one air quality-related complaint (2023: one) associated with dust and noise from blasting activities at Mogalakwena, which was closed out with the complainant after being adequately addressed. All environment-related complaints received are investigated to confirm the validity of the complaint as well as identify the causes and sources of the complaint and related impact. Plans to address these are identified and formal feedback is provided to the complainant.

Monitoring and minimising dust and gaseous emissions

We have real-time ambient monitoring networks around our Rustenburg process operations, as well as Mortimer and Polokwane smelters. These stations measure SO₂ and PM₁₀ in line with regulatory requirements and best practices. We report results of ambient monitoring to the relevant authority quarterly.

All point sources at our operations with AELs are also monitored, at least annually, through independent isokinetic sampling aligned with AEL requirements.

Air-quality offset projects

Excellent progress has been made in 2024, with the majority of projects completed.

The following offset projects were identified for implementation in 2024:

- Mortimer smelter: in the communities of Mantserre, Sefikile and Ga-Ramosidi: provision and installation of solar water geysers for heating to address wood-burning impacting air quality
- Sefikile informal settlement with no electricity – provision and installation of LPG (liquid petroleum gas) stoves to address wood-burning impacting air quality
- Waterval smelter: Ikemeleng – to address lack of formal waste collection, a waste-collection system and sorting facilities were established to prevent illegal dumping and burning of waste that impacts air quality
- Mfidikwe: although Mfidikwe has a formal waste-collection service, a significant number of households still burn waste, which impacts air quality. The focus in 2024 was to develop and test a potential waste intervention for implementation in 2025.

Achievements in 2024 included:

- Mortimer smelter communities: the company issued and erected solar water heaters at 1,944 stands in the communities of Mantserre and Sefikile
- While LPG stoves were issued and installed at 346 households in Sefikile and Ga-Ramosidi, LPG safety training was also provided to households
- Monitoring and evaluation activities began to assess the resulting impacts on air quality and quality-of-life improvement.

Waterval smelter communities: implementation of a waste-collection service began in 2024 to cover the Ikemeleng community comprising around 2,200 stands, with 8,000 households and 15,000 residents.

At end-2024, all households in Ikemeleng are benefiting from the waste-collection service.

For Mfidikwe, further intervention options and testing have been initiated, with a focus on waste management. It also included engagement with the Royal Bafokeng Nation as the current service provider. The analysis is currently in progress and implementation will be undertaken and completed in 2025.

Focus for 2025

- Continuing revised and improved green flag (scoring and rating against a set of environmental criteria) inspections to assess environmental leading indicators
- Improve environmental awareness through active and effective engagement with the communities in which we operate
- Enhance understanding of compliance obligations through legal liability training for key employees and business partners
- Formal training process to be implemented to capacitate site environmental teams, project teams, engineering teams on environmental permit requirements, triggers and penalties
- Reduce initial benchmark timeframes for acquiring environmental permits by 15% through effective authority engagement and enhanced escalation processes
- Develop robust risk assessment to interrogate which projects can be submitted as a collective into one EIA process based on stay-in-business requirements, strategic imperative or criticality
- Evaluation and monitoring activities for air-quality offset projects
- All operations to compile air-quality management/emission-reduction plans.

Materials stewardship, waste and our role in the circular economy



Why this matters

Anglo American Platinum has a legal and moral responsibility for the refined product it produces and any waste that is a consequence of its mining and production. This applies even once the material leaves the company's sites.

Our ambition and targets

Our overarching ambition remains in place: to fully embed a waste-to-value culture throughout the company, ensuring that all non-mineral waste produced at our operations is reduced, recycled or reused. This entails striving towards zero-waste-to-landfill (ZW2L) status at all operations.

Compliance

We adhere to ISO 14001, the internationally recognised standard for environmental management systems. The company is audited annually against the standard to retain certification.

Our approach

Anglo American Platinum exceeded the target of 89% diversion of waste from landfill in 2024, with 93% of total waste produced diverted from landfill for in-Scope waste streams. When in-Scope and out-of-ZW2L Scope quantities are considered, we still achieved a 88% diversion rate.

Changes to the ZW2L Scope and approach approved by exco in October 2023 included diversion of the following waste streams to landfill:

- Waste from residential areas
- Waste from project activities

- Non-medical straws and sanitary wipes used at entrance gates
- Mixed waste from underground development areas
- Mixed non-hazardous waste that cannot be sent for recycling (11% limit applied).

These changes supported several achievements:

- Minimising on-site waste accumulation
- Ensuring all waste included in Scope is reused, recycled and composted, or sent for energy recovery
- Sustainable and more cost-effective ZW2L approach.

Through our ZW2L strategy, we prevent scrap metal, plastic, paper, cardboard, glass, used lubricants, fluorescent tubes and bulbs, as well as construction materials like concrete, soil, electrical scrap and cables from being disposed as waste into a landfill.

Hazardous substances, such as acids and chemicals, are particularly carefully managed. Their use is strictly regulated and controlled at our operations, and at receiving waste facilities, which are regularly audited by external parties.

Single-use straws for alcohol testing at entrances to our operations have also been eliminated at some operations like Mogalakwena and Mortimer smelter, with alternatives being investigated for implementation at other operations.

The focus has been on enhancing waste-management systems at our operations by improving at-source sorting, on-site waste-management facilities and awareness.

Material issues

Employee health, safety and mental wellbeing
Positive, measurable impact on communities

Principal risks

Social licence to operate

Caption: Maria Florah Monise at the zero-waste initiative at Mogalakwena

Materials stewardship, waste and our role in the circular economy continued

Compliance

We ensure that our ZW2L approach adheres to applicable waste legislation and regulation in South Africa, and with Zimbabwe's integrated solid-waste management plan.

In addition, all our sites comply with the Anglo American hazardous materials management technical standard that covers planning and design, systems implementation and management, and performance monitoring of all aspects of hazardous materials used in mining and processing.

In 2024, due-diligence audits were undertaken by our operational environmental teams on third-party waste facilities that receive, manage and handle our waste streams.

Performance in 2024

In 2024, we began to implement the amended ZW2L approach and to divert 89% of waste from landfill (in-Scope streams). The changed approach was required to address the unintended consequences of accumulated waste at some operations as well as excessive transport and treatment costs associated with some ZW2L offtakes.

In 2013, before launching the ZW2L policy, a total of 22,000t of waste was sent to landfill (54% non-hazardous and 46% hazardous). By the end of 2024, total waste sent to landfill, excluding streams not part of the amended ZW2L Scope,

was 2,332t down 89% from the 2013 baseline. If we consider all waste sent to landfill in 2024, including streams excluded from the ZW2L Scope, the total sent to landfill is 3,773t, which is an 83% reduction from the 2013 baseline.

Some of the savings realised by ZW2L Scope changes have been used to upgrade at-source sorting stations, create awareness and upgrade sorting facilities (salvage yards) to ensure compliance with legal requirements.

There have also been initiatives at our Amandelbult Complex underground operations to ensure improvements in managing waste from underground to prevent any accumulation of mixed waste on-site.

Other ways of effectively managing waste include dedicated waste-sorting stations (colour-coded bins) for at-source sorting, effective transport systems, on-site management systems, sorting facilities and related equipment like bailers and shredders, storage bunkers/facilities and sumps.

Creating awareness among employees remains key in enabling adequate and effective at-source sorting. We stage an annual ZW2L competition with set criteria for all operations.

A significant contributor to realised ZW2L cost savings is the reduction in waste sent for thermal beneficiation, which declined from 6.1% in 2023 to 2.8% in 2024.

Total waste (t)

	Waste to incineration	Waste reused	Waste recycled	Waste to landfill
2021	1,731	7,524	18,079	22
2022	3,587	10,811	17,285	67
2023	2,003	7,896	22,502	407
2024	900	3,129	24,231	3,773

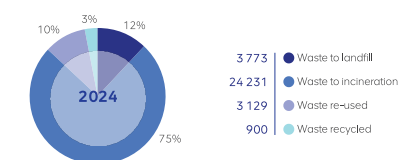
The Topolytics pilot project (automatic uploading of waste data from a system made available to the waste-management contractor) was successfully rolled out at the Polokwane smelter in 2023. However, more cost-effective internal systems and methods were found to achieve the same outcome.

Following the introduction of regulation (and levies) associated with waste tyres, there has been a build-up of tyres on mining sites across the country.

At Mogalakwena alone, nearly 1,765 tonnes of shredded tyre material is stored on-site, and around 4,927 additional off-the-road tyres stockpiled. This presents both a safety and environmental hazard.

We held several engagements with the DFFE through the Minerals Council to implement systems for the disposal of waste tyres, financed through the tyre levy. However, little progress has been made on actual removal.

Total waste (tonnes)



Focus for 2025

- Begin removal of waste tyres from Mogalakwena
- Improve compliance against norms and standards for waste-management facilities
- Investigate opportunities for partnerships to roll out waste-management projects in communities.

Materials stewardship, waste and our role in the circular economy

continued

Case study

Waste collection initiative boosts service delivery in Ikemeleng

As one of our air quality offset projects, a waste-management service project was implemented in the Ikemeleng community near our operations in Rustenburg. This project has enabled residents to manage their waste more effectively and responsibly, contributing to a healthier and safer environment by preventing the need to illegally dump and burn waste, which impacts negatively on air quality in the area.

To date, the project has created 31 job opportunities.

All employees are from Ikemeleng, recruited through a community-wide call for applications.

Some 2,200 households now benefit from weekly waste collection services, a service that was previously non-existent.

The first phase of the project to service 523 households started in March 2024. In this phase, a waste transfer station was established on an industrial site, along with a project management office and public query desk.

Households were each provided with three refuse bins to separate waste into



recyclable, non-recyclable and organic waste. These are collected from households daily and transported to the waste transfer station for weighing, further sorting, on-site composting, delivery to recyclers and landfill disposal, respectively.

Learnings from the first transfer station and household bins rollout were used in rolling out three additional waste transfer stations and bin sets to all 2,200 households.

Total waste collected from Ikemeleng at the end of 2024 was 421t.

Prior to implementing this project, residential waste in Ikemeleng was illegally dumped and burnt, contributing to unhygienic conditions and negative air-quality impacts, and the opportunity to establish this waste initiative as an air-quality offset project was identified.

A regional waste collaboration workshop has been held with other mining houses in North West to discuss the learnings and opportunities for potential rollout to other communities in future. However, no commitments have been made at this point and the opportunities are being investigated.

Governance

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Our values guide the way we operate, in a way that clearly respects the environment, broader society and all our stakeholders, while making a positive contribution to society and our stakeholders.

In doing so, we conduct our business ethically, honestly, responsibly and legally.

We expect our suppliers to live up to the standards we set for ourselves, to ensure there are no adverse impacts linked to our operations from business partners.

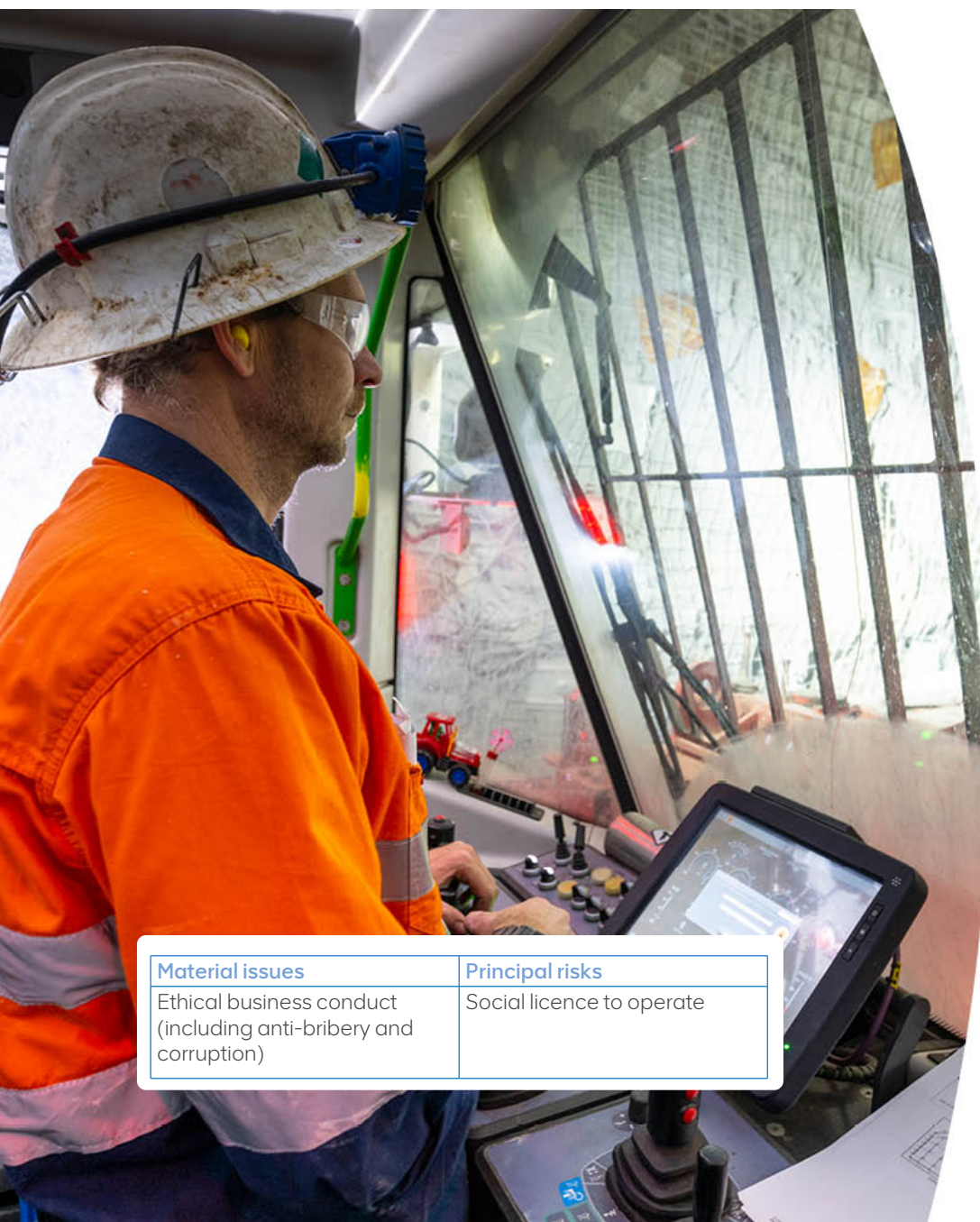
We also seek to ensure that our company's value is not impacted negatively by physical and cybersecurity issues, and that these measures are carried out with proper respect for human rights where our employees, members of communities where we operate and other stakeholders are concerned.

SDGs



Daniel Kwebane, lab technician, in the instrument room at EBRL

Business ethics



Material issues

Ethical business conduct
(including anti-bribery and
corruption)

Principal risks

Social licence to operate

Why this matters

Conducting our operations ethically, honestly, responsibly and legally is a key part of our approach to business and a necessary feature of acquiring and retaining our social licence to operate. Failing to do so puts our business and reputation at risk in various ways. Operating in this manner is a basis for making Anglo American Platinum a trusted company and a preferred commercial partner and employer.

Our ambition and targets

We operate our business responsibly. We commit to comply with legislation and regulations, as well as voluntary codes and policies to which we subscribe.

We seek to ensure our employees, suppliers and business partners do the same. In engaging with government, our goal is to strengthen our relationship to ensure that laws and regulations are balanced and promote long-term investment and industry competitiveness.

With regards to taxation, we aim to:

- Comply with both the letter and spirit of tax law in the jurisdictions where we operate and attract no sanctions from the authorities
- Have ongoing and constructive engagement with tax authorities
- Stay abreast of legislation and anticipate changes as far as possible.

Our approach

Our comprehensive policies, principles and standards help us to continue meeting

our commitments to stakeholders. Our code of conduct, business integrity policy and all other related procedures are available on our website and accessible to all.

Constructive public policy engagement

We are committed to being accountable to all our stakeholders, including government, communities, civil society and other important groups. We seek to ensure that the perspectives of all stakeholders are well-understood as we engage on critical national, regional and local issues that affect us.

Responsible taxation

Employing people residing in our communities, contracting local suppliers and paying taxes are some of the ways we make a significant positive contribution to host communities, as well as regional and national economies. Our tax management approach is transparent and based on active and constructive stakeholder engagement:

- We contribute to and comply with green tax policies
- We have sound governance systems, adhere to cooperative compliance and contribute to positive tax reforms.

Advocacy

In public policy advocacy, we seek to take a leadership role in tackling pressing societal issues relevant to our business footprint and risk. We do so by:

- Being a trusted corporate leader, recognised for exemplary good governance, disclosure and accountability

Caption: Adam Phip, drill rig operator, at Mogalakwena

Business ethics continued

- Demonstrating leadership on human rights, safety and gender equality, and doing all we can to ensure the health and wellbeing of all our employees and business partners
- Enhancing ethical value chains by adopting and promoting relevant certification
- Incorporating circular-economy principles into our thinking and policies
- Developing and promoting new mining technology, and supporting regional development, skills development and investment partnerships
- Promoting a low-carbon energy future by decarbonising our business and supporting development of the hydrogen economy
- Showing commitment to preserving and restoring wider ecosystems and public goods.

Ethics training

We enhance the integrity of our business and its people by applying our code of conduct and using business integrity training to guide employees on ethical decisions and how to respond to dilemmas. Mandatory awareness training takes place throughout the year. New employees are trained on our code of conduct and business integrity as part of their induction.

Board oversight

The business's ethics are overseen by our board and supporting governance structures, including exco. All Anglo American Platinum employees are required to share the board's commitment to high moral, ethical and legal standards, as well as sound principles, while adhering to our code of conduct.

Our board leads by example by monitoring ethical culture and compliance and culture in the company, while ensuring its deliberations and decisions are of a high ethical standard. Through the governance committee, the board also has oversight of the delegation of authority, conflicts of interest and share-dealing policies in addition to the code of conduct, business integrity policies and compliance framework policy.

The compliance and ethics committee supports Anglo American Platinum and provides a yearly activity report and monitoring plan to the board's social, ethics and transformation committee.

Our audit, risk and compliance committee is chaired by the chief financial officer and attended by executives and senior managers. It convenes quarterly to review implementation of compliance and ethics programmes in the business. This review process assists the board and exco in driving a culture of compliance that helps Anglo American Platinum deliver its core strategic priorities in an ethical manner. The compliance function is responsible for policy governance, compliance monitoring, training and awareness, compliance risk management and investigations.

Compliance

The board oversees our compliance with applicable laws, non-binding rules and codes and standards in a manner that supports the business's ethical positions.

We track our compliance with the Companies Act, JSE Listings Requirements, mining industry legislation and governance policies through internal monitoring and reporting systems that are reviewed through internal and external audits.

Our engagements include addressing the ongoing risk of regulatory uncertainty, through the Minerals Council South Africa and Chamber of Mines in Zimbabwe.

The board and the Anglo American head of tax are responsible for ensuring compliance on tax matters. This work is overseen by the chief financial officer and audit and risk committee. The head of tax is supported by a local and global team of tax practitioners.

Our relationships and dealings with tax authorities are based on transparency. The business also favourably considers participating in cooperative compliance arrangements established by tax authorities. We do not use tax-haven jurisdictions to manage taxes and we are committed to not transferring value created to low-tax jurisdictions.

Our company's transfer pricing reflects the commercial and economic substance of any related-party transactions. We ensure that taxable profits arise in the jurisdictions where the operations create value, while complying with local law and international best practice. In 2024, we developed and implemented a compliance programme for the year, enhanced our compliance reporting, conducted several internal risk assessments in key compliance areas

such as bribery and corruption as well as data privacy. We attended to policy compliance and audit findings.

Performance in 2024

Progress on objectives

We completed and achieved satisfactory results on:

- Code of conduct and business integrity training
- Ensuring the whistleblowing system remains accessible and responsive
- Training on and continuous monitoring of data privacy
- Ensuring our business integrity policy, which is in line with all applicable anticorruption and antibribery laws and conventions, remains up to date.

Compliance processes

We approved and published our mandate and policy, as well as updated and implemented compliance risk management plans. We began updating our library of regulatory requirements, assisted by an external consultant. Although this work was placed on hold later in the year, it is expected to resume in 2025 after the demerger.

No penalties for non-compliance were imposed at any of our operations in the reporting period. (For reporting purposes, we regard penalties for non-compliance as any penalties or enforcement actions imposed by a regulatory authority due to non-compliance with laws and regulations and which resulted in criminal prosecution or fines exceeding R1 million.)

Business ethics continued

Training and awareness

We conduct awareness training for new employees as part of their onboarding, including on our company values and code of conduct. We also provided two training sessions on values and integrity to specific categories of employees, with the aggregate completion rate being 99%.

Our compliance training modules on cybersecurity and data privacy awareness, as well as our code of conduct, had a completion rate of 99%.

Around 28% of our employees have access to their own company email address. Online business integrity and code of conduct training is allocated to all onboarded employees in bands 1–6. In 2024, 74% of these employees completed online business ethics and integrity training (2023: 67%).

We are rolling out training sessions with contractors, third-party suppliers and non-managed operations in a phased approach.

Our 2024 ethics priority areas included monitoring whistleblowing reports, investigating allegations of corruption and unethical behaviour, and reviewing outcomes from our whistleblowing platform, YourVoice. We also reviewed gifts, conflict-of-interest and entertainment disclosures made on the platform.

Combatting corruption and unethical behaviour

We have a whistleblowing channel for employees and other stakeholders to anonymously report unethical behaviour. The channel is part of how we encourage and empower employees and business partners at all levels to expose behaviour that conflicts with our values.

Reports made on this channel are currently reviewed by Anglo American business assurance services (ABAS) and Anglo American Platinum's forensics investigations team. Various mechanisms and protocols ensure our investigators are independent and that there is no actual or perceived conflict of interest.

Investigations are conducted in line with legislation and company protocols. Disciplinary action or sanctions follow if evidence points to a contravention of our ethics. The penalty may result in the business terminating employment or contractual relationships. Where required by legislation, we report contraventions to the relevant authorities.

We recorded 338 reports in 2024 and all reports were reviewed. Further actions were taken and measures implemented, where required: 94 of the 338 reports remain under investigation.

Performance in 2024

Types of breaches	2024	2023
People bullying, harassment, victimisation	96	89
People employment, personnel policy	93	97
Corruption, bribery and fraud	42	97
Suppliers and procurement (including corruption, bribery and fraud in that sphere)	35	37
Safety and health (including Covid-19-related)	11	11
Information security and data privacy	3	3
Social and environment	2	1
Other	2	7

Our compliance and ethics committee tracks the reports we receive. In 2024, the outcomes of reports we closed showed:

- Nine dismissals
- Five resignations pending the outcome of investigations or corrective action
- Four vendors flagged as high-risk
- Three final warnings
- One referred for counselling.

Constructive policy engagement

Most of our engagements in 2024 were issue-based due to our restructuring programme, which led to fewer engagements. Despite that, we focused on strengthening our relationships with some external civil society organisations.

In 2024, we continued to partner with the government on its national development plan goals and with the United Nations Global Compact on UN SDGs.

Anglo American Platinum's key strategic engagements in 2024 focused on our social licence to operate, Mogalakwena's expansion, the future of Transnet, and helping to shape South Africa's hydrogen economy. We also concentrated on

addressing gender-based violence, cultural heritage and grave relocations, the proposed chrome ore tax, and our Mogalakwena solar PV project.

Industry associations

Anglo American Platinum actively participates in and contributes to various business forums and associations aimed at addressing South Africa's energy security, logistics, and crime and corruption challenges. These include the Minerals Council South Africa, Business Unity South Africa, Business for South Africa and the Energy Council of South Africa.

The company has active representation and is involved in work programmes linked to the national energy crisis committee working with Eskom to address electricity supply challenges; the national logistics crisis committee that is addressing challenges at Transnet; and the joint initiative to fight crime and corruption.

Business ethics continued

By actively participating in these forums, the company is taking a leadership position to address material external factors with the potential to destabilise operations and increase costs.

As part of Anglo American, we have adopted and comply with the ICMM's mining principles. In addition, we are a member of the International Platinum Group Metals Association (IPA), a non-profit association for mining, production and fabrication companies in the global PGM industry. The IPA is a platform for its members to discuss industry issues and share information.

The association also monitors and informs its members of industry-related topics such as trade, sustainable development, and health and safety.

In South Africa, we play an active role in the Minerals Council, which we assist in setting industry positions and lobbying. In partnership with key stakeholders, the Minerals Council seeks to create a conducive policy, legislative and operating

environment that facilitates doubling real investment in mining by 2030. We engaged extensively on a 'beyond mining charter' programme that seeks to develop a multistakeholder compact for the sector aimed at transformative socio-economic outcomes.

Multistakeholder collaborations

At grassroots level, we have continued our engagements with the Mining Affected Communities United in Action (Macua), the Sekhukhune Combined Mining Affected Communities, the Bench Marks Foundation and other local NGOs.

Transparency

We currently subscribe to and comply with the Extractive Industries Transparency Initiative (EITI) a global standard promoting transparent and accountable management of natural resources.

Payments to the state

In 2024, our total payments to government were R1.7 billion in South Africa and R708 million in Zimbabwe.

Our social and economic contribution in South Africa in 2024

Taxes and royalties borne and taxes collected

R4.9bn

R1.1bn

Corporate income tax

Payments to governments based on taxable profits under legislated income tax rules. This includes payments made to revenue authorities in respect of disputed claims and withholding taxes on dividends, interest and royalties.

R375m

Royalties and mining taxes

Payments to governments in relation to both revenue or production generated under licence agreements and royalty-related income taxes. This includes payments to revenue authorities in respect of disputed claims.

R188m

Other payments borne

Taxes or other payments to governments borne by the group including payroll taxes and those taxes and payments relating to environmental policy and licensing requirements, carbon taxes, landfill taxes, aggregate taxes, permits and other entry fees and considerations.

R3.2bn

Taxes collected

Payments in respect of taxes by Anglo American which are borne by other parties (eg customers or employees) which directly arise from the economic activity of the group.

Our social and economic contribution in Zimbabwe in 2024

Taxes and royalties borne and taxes collected

R1,208m

R138m

Corporate income tax

Payments to governments based on taxable profits under legislated income tax rules. This includes payments made to revenue authorities in respect of disputed claims and withholding taxes on dividends, interest and royalties.

R310m

Royalties and mining taxes

Payments to governments in relation to both revenue or production generated under licence agreements and royalty-related income taxes. This includes payments to revenue authorities in respect of disputed claims.

R237m

Other payments borne

Taxes or other payments to governments borne by the group including payroll taxes and those taxes and payments relating to environmental policy and licensing requirements, carbon taxes, landfill taxes, aggregate taxes, permits and other entry fees and considerations.

R523m

Taxes collected

Payments in respect of taxes by Anglo American which are borne by other parties (eg customers or employees) which directly arise from the economic activity of the group.

Security of people and assets



Material issues

Cybersecurity and data privacy

Principal risks

Information and cybersecurity
Socio-economic political instability/unrest

Why this matters

We have a duty to shareholders and other stakeholders to protect our assets, people and processes from harm, including harm caused by criminal actions.

We also have a duty to our stakeholders and to the societies in which we operate to ensure the actions we take in pursuit of our goals are carried out in full compliance with the law, and with our obligation to respect human rights. This includes adhering to the global collaboration embodied in the Voluntary Principles on Security and Human Rights (VPSHRs).

Our ambition and targets

Preventing harm to people and loss or degradation of assets is our primary aim. Where loss or harm occurs, our goal is to investigate those circumstances and, as far as possible, recover the value lost and minimise harm. Our objective is to record zero security and human rights incidents.

Compliance

Our policies and management systems align with the South African constitution, UN Global Compact, UN Guiding Principles on Business and Human Rights and IFC performance standards.

Our approach

The Anglo American Platinum security services unit comprises several divisions including protection services, tactical

response services, investigation services, central surveillance unit and intelligence.

The unit seeks to ensure the security of people, operations and assets through the best use of technology and intelligence. An enhanced annual strategic plan designed to further modernise our security approaches and standards was developed in 2023 for implementation in 2024.

Performance in 2024

We reported a number key successes in delivering against our strategic plan:

- Recoveries of product and assets (waste-site recoveries, sting operations, stolen copper cable, PGM-bearing material and equipment recoveries): R1.3 billion was recouped in 2024, compared with R800 million in 2023. Some 60% of this was recovered from suspected criminal activities, including syndicates, and 40% was recovered from neglect of process controls
- Our target of a four-week turnaround time on forensic unit investigations was achieved in 65% of cases. Where there were delays, this was due to reliance on other group services such as group forensic and cyber support. We are moving towards self-sufficiency in this regard
- There were two cases of illegal land occupation in 2024. Both were addressed and successfully resolved within 24 hours, in line with our security standard operating procedure implemented in 2022.

Caption: Nduduzo Khoza, senior reliability engineer, and David Sharwood, senior analyst, monitoring conditioning in the Mogalakwena control room

Security of people and assets continued

No security and human rights-related incidents were identified in 2024 (2023: zero). Anglo American reports annually under the VPSHR, including on behalf of Anglo American Platinum. Sadly, one security officer was fatally injured on duty by armed assailants at Twickenham. The murder is being investigated by the South African Police Service (SAPS).

Copper cable theft

Copper theft remains one of our highest security risks. In 2024, there were almost daily attempts at underground shaft incursions by armed criminals.

We continued to support the national logistics crisis committee (NLCC) and played a major role in re-securing two Transnet rail corridors: the iron ore corridor (Northern Cape) and northern corridor (Marikana to Ogies). At the end of July 2024 we withdrew from the Anglo American Platinum critical chrome line. Transnet adopted our operational model and are continuing it successfully with their 3P Security. On 31 January 2025 we handed over the iron ore line to Kumba, which has deployed a third-party security service.

In April 2024, we initiated a security support operation on the N4 (so-called platinum highway from Botswana through Rustenburg to Mozambique) in support of SAPS. This includes tactical and drone deployments to prevent spiking vehicles and violent robberies on the route, where there have been two driver fatalities. Our teams have rescued several targeted citizens. From August to

year end, there were no further incidents due to this work. A number of mining companies operating in the region agreed to support this work, making it possible to protect surrounding routes as well.

Community protest

Addressing community protests is, firstly, the function of the mine and the company's community engagement team and, where necessary (but ideally avoided in favour of longer-term solutions through engagement) public-order policing. Company security can play a part by monitoring situations and advising where community engagement interventions might be required.

Although there were threats, calendar 2024 was the first year in many where access to sites was not blocked by protest actions. Anglo American Platinum security has noted a 70% reduction in the number of protest incidents reported in 2024 compared with 2023, especially on the Far Eastern Limb. In addition to effective community engagement work, this reduction reflects rapid deployment of tactical resources to all incidents of community protests.

White-collar crime

The spend-validation procedure we launched in 2024, encompassing a three-pronged scrutiny of smaller contracts, has been effective in recovering R30 million. The amount recovered relates to overcharging or payment where no service has been rendered or goods received. Action is taken in the event of

unethical conduct involving outside business partners and, sometimes, internal collusion.

Support from SAPS

The SAPS remains under-resourced. However, the long-term deployment of the SAPS resources in the operational area of the Mototolo mining cluster continues. In the short term, support from the SAPS is ongoing in dealing with illegal mining, mostly focused on chrome, in the Twickenham and Mogalakwena operational areas. This was launched in 2023.

Digital security rollout

A KMZ folder has been established for each operational site and function. KMZ is a Google Earth mapping tool. These are updated monthly and identify any changes to housing and settlement patterns, for example.

The rollout of the CiiMS (online intelligence tool) digitised incident analysis system was tested in 2023 and has reached 80% maturity at all sites. In addition, 250 paper security standard operating procedures have been standardised and digitised on the CiiMS platform. We also monitor social media for any relevant intelligence. The central surveillance unit capability has been expanded to include Mogalakwena Mine, Polokwane smelter, Mototolo, Mortimer smelter and Waterval smelter. This expansion, with 2,800 cameras now in use, allows CCTV cameras from these operations to be viewed at the operation and centrally.

ATG (at the gate), a full digital solution to company site entrances, was rolled out in 2023, with significant advancements at four sites in 2024. This includes the digitisation of around 20 security registers. At Rustenburg Base Metals Refinery, truck entry time to the site has been reduced by two hours to 15 minutes.

Focus for 2025

- Full delivery of tactical response services recruitment
- Security function will initiate in house drone capability
- Membership and support to SAPS EE2 project (eyes-and-ears). Through Business for South Africa, we are joining a system that has several thousand cameras with super AI capability and will immediately call the nearest the SAPS facility to take action
- A new project in CiiMS to structure an effective intelligence-gathering system.

Cybersecurity

Material issues	Principal risks
Cybersecurity and data privacy	Information and cybersecurity

Why this matters

Cybersecurity risks for businesses are increasing, especially with the enhanced connectivity of systems and drive for automation. During heightened geopolitical tension, such as currently being experienced, this risk is elevated.

Our ambition and targets

Our goal is proactively to prevent cybersecurity breaches that could jeopardise our business operations and compromise the privacy of our stakeholders, including employees, customers, suppliers and partners. Strengthening our cybersecurity measures is essential to protect sensitive information and maintain trust in our global business environment.

Our approach

The audit and risk committee is responsible for governing information and technology. Anglo American Platinum has not experienced a material cybersecurity breach in the last four years. However, we continuously assess ourselves against top information security standards as well as industry best practices and seek to improve our capability.

We adopted the National Institute of Standards and Technology (NIST) cybersecurity framework in 2021. This framework guides organisations on how to prevent, detect and respond to cyberattacks. Reports following this framework are submitted to the committee every two years.

Compliance

We have adopted the methodology of the IT Governance Institute and the Control Objectives for Information and Related Technology (COBIT) framework to meet King IV requirements for IT governance.

Performance in 2024

No material breaches were recorded during the year. A 2024 cybersecurity maturity assessment showed notable maturity improvements across the NIST pillars: identify, protect, detect, report and recover. Overall, capabilities are moving towards being well-defined and proactive.

In 2024, we significantly enhanced our cybersecurity. Key achievements include:

- Integration of cybersecurity risks: we revised our processes to embed cybersecurity risks into our functional risk process, ensuring that control and instrumentation layer risks are included in broader risk registers
- Disaster recovery enhancements: through a targeted project, we addressed disaster recovery-related gaps, focusing on improving business continuity management and disaster recovery capabilities
- Matured our security operations centre (SOC): we completed a project to enhance our SOC, enabling 24/7 monitoring, detection, analysis and response to security threats
- Expanded our talent pipeline: we recruited a second full cohort of apprentices, strengthening our cybersecurity talent pool

Caption: Anglo American Platinum head office at 144 Oxford Road, Johannesburg

Cybersecurity continued

- Enhanced email security: we augmented email security controls across our domains to better protect company, customer and stakeholder data
- Strengthened industrial IT security: we continued our programme to bolster industrial IT security measures
- Improved third-party risk management: we enhanced the identification and assessment of risks in our third-party supply chain, including outsourcing initial assessments to support growth in this area
- Supported business continuity: we undertook initiatives to assist business continuity management with effective operational recovery processes.

In 2024, we continued to advance Anglo American Platinum's recovery capabilities, ensuring comprehensive cybersecurity recovery plans that encompass business continuity, incident management and disaster recovery. Building on the initial phase from 2023, which focused on addressing major cybersecurity incidents and preparing protocols such as cybersecurity playbooks, we have now refined these plans.

This year, we also integrated these recovery capabilities into our broader risk management framework, ensuring a cohesive approach to cybersecurity resilience. With the appointment of a dedicated regional cybersecurity lead and the support of our global chief

information security officer and leadership team, we are well-positioned to enhance our cybersecurity framework and respond effectively to evolving threats.

Additionally, in 2024, we focused on increasing security measures in the operating technology environment. This included a number of projects to bolster the protection of our critical infrastructure through:

- Reducing the number of vulnerabilities on operating technology systems to reduce the attack surface in this environment
- Initiating security assessments to determine the attack surface based on the existence of overly permissive firewall rules and ports that are unnecessarily open in the operating technology environment
- Fine-tuning operating technology security monitoring rules to improve the accuracy of threat detection on these assets.

In 2025, we will prioritise a proactive cybersecurity approach to strengthen resilience amid organisational transformation and emerging threats. Recognising the critical nature of our operations, we are committed to a series of strategic initiatives aligned with both NIST and the Center for Internet Security (CIS) to safeguard key assets and ensure continuity during periods of structural change.

Key initiatives include implementing an automated patch management system to reduce vulnerability across IT and operating technology networks, ensuring all assets are updated without disrupting operational workflows. Additionally, a comprehensive incident response and recovery programme will be launched, including quarterly tabletop exercises designed to prepare the team for potential cybersecurity incidents, reducing response times, and ensuring seamless recovery. This programme, which will enhance security while maintaining regulatory compliance, is particularly valuable as the organisation navigates complex divestment processes. We are enhancing awareness of cybersecurity by establishing the cyber-guardians programme, which engages employees as security advocates through ongoing awareness training. This initiative will foster a security-first mindset across the business to reduce risks associated with human factors. Together, these initiatives will position our business as a model for cyber-resilience and strategic alignment within our broader cybersecurity framework.

Focus for 2025

- Complete a comprehensive suite of cybersecurity initiatives that bolster resilience, particularly for critical infrastructure and high-risk systems. This includes advanced incident response protocols, automated patching cycles, and full asset inventory accuracy, ensuring rapid adaptation to emerging threats
- Prioritise security measures as a result of demerging from Anglo American. Our focus includes robust risk assessments, business impact analyses and vendor security onboarding to maintain secure and compliant operations during these structural changes
- Expand threat detection and incident response capabilities: to reduce time-to-detect and response times, we are implementing integrated threat detection and real-time monitoring across all operational and technical environments
- Foster a proactive cybersecurity culture: we are launching initiatives such as the cyber guardians programme and ongoing phishing and awareness training, as well as including non-connected employees in awareness training initiatives to ensure all employees are vigilant on cybersecurity threats.

Responsible sourcing



Material issues

Ethical business conduct (including antibribery and corruption)

Principal risks

Social licence to operate

Why this matters

Conducting business in a fair, ethical and sustainable manner that creates benefits for society while respecting and conserving our environment, is important to Anglo American Platinum. We require that all our suppliers and business partners meet all applicable laws, respect our environment and conduct business fairly, ethically and sustainably.

Our ambition and targets

We aspire to source goods for our operations ethically and transparently, at all times, while contributing to sustainable local economies. We expect our suppliers to share this ambition.

Our approach

At Anglo American Platinum, we are committed to building ethical value chains. We require all our suppliers to comply with relevant laws and applicable industry regulations. They must also meet our policies, site requirements and other supply conditions, including those outlined in our responsible sourcing standard for suppliers. This standard sets out our expectations of suppliers and clarifies steps they must take to comply with our business requirements.

Our best practice and accountability for human rights is guided by our current commitments under the Initiative for Responsible Mining Assurance (IRMA) standard.

Internally, our responsible sourcing programme helps us monitor and evaluate labour and human rights, workplace safety and protection of the environment.

This programme sets out the minimum sustainability requirements and decent-work principles we require. Supplier participation in the programme is mandatory.

Compliance

Our approach to responsible sourcing is guided by policies and standards. These include our code of conduct, human rights policy, responsible sourcing standards, inclusive procurement standard, supply chain standard and modern slavery statement.

IRMA provides third-party verification of our supply-chain management to reassure our customers and other stakeholders that we continue to adhere to high sustainability standards.

Performance in 2024

Responsible sourcing framework

Anglo American Platinum's responsible sourcing standard for suppliers is underpinned by five pillars:

- Protect safety and health
- Protect our environment
- Respect labour and human rights
- Contribute to thriving communities
- Conduct all business fairly and with integrity.

In 2024, we updated our responsible sourcing standard for suppliers, adding emphasis to modern slavery issues, protecting nature and biodiversity, and the role suppliers play in contributing to thriving communities. The update included simplifying our requirements for suppliers, while highlighting management controls and systems required to embed best practice.

Caption: Construction at Der Brochen's underground declines project

Responsible sourcing continued

Our due diligence framework complements the standard, providing for supplier self-assessments, and third-party audits, which suppliers are required to participate in or complete as required. It also helps identify potential risks, such as unwanted safety events, industry-specific factors, specific country risks, nature of work or services provided, transaction volume and expenditure profile. We update the standard every three years to ensure it remains appropriate and fit-for-purpose.

We also continue to collaborate with external stakeholders such as the Minerals Council South Africa and UN Global Compact. This is part of our advocacy for an industry-wide responsible sourcing standard and principles of mutual recognition between mining companies, to enhance the sector's commitments to human rights protection while reducing the burden on suppliers.

The business entered into a three-year partnership with the Slave-Free Alliance, a global NGO that supports organisations in enhancing their responsible supply-chain practices and efforts to eliminate modern slavery. Through this partnership, we continue to identify areas for improvement and practices that protect the most vulnerable workers and communities in our wider value chain.

Managing supplier risk

In 2024, 81 (2023: 349) suppliers completed self-assessment questionnaires on a bespoke technology platform. Anglo American Platinum required these suppliers to complete the questionnaire because they provide goods and services in categories with a higher potential for risk or have been flagged for potential risk. The types of risks relate to potential modern slavery, unsafe work conditions, underpayment of salaries, excessive working hours and high volumes of temporary workers.

When we identify risks, we engage the relevant suppliers for additional information and require them to implement corrective action plans. Those suppliers then provide evidence that they have completed the plans, with confirmation from third-party assessors.

In 2024, we increased the number of third-party assessments from 6 to 27. We aim to continue these throughout 2025 to identify new risks and confirm that previously identified risks have been remediated.

The business did not terminate its relationships with any suppliers in 2024. In addition to the self-assessments, we conducted 55 (2023: 24) third-party on-site assessments of suppliers. These were conducted by the Association of Professional Social Compliance Auditors and based on principles from the International Labour Organization, the Ethical Trade Initiative and country-specific legal requirements.

We continued to use a heatmap to identify suppliers with increased potential for sustainability risk.

Where we identify or suspect a risk, our practice is to engage with suppliers, expressing our concern and encouraging them to develop a corrective action plan. This gives them a fair opportunity to manage the risk and limit unintended consequences. If a supplier refuses to remediate the issue or is unable to demonstrate progress towards resolution, the matter is escalated and may result in a review of this relationship by our supply-chain leadership team.

We have implemented a toolkit that gives suppliers a better understanding of management systems and how to adopt them in their operations. We also apply an external risk-assessment process that assesses our suppliers against multiple databases, including adverse media coverage.

To bolster our rigorous risk-assessment processes, we require our supply-chain personnel to flag potential high-risk suppliers based on their observations when engaging with them. We also use reports from our whistleblowing platform, YourVoice, made by our employees and suppliers regarding unethical and non-compliant behaviours and practices.

Our Informed 365 online platform helps us engage with suppliers, without additional costs to them, in completing and managing their assessments.

Implementing IRMA

IRMA currently provides Anglo American Platinum with third-party verification and certification. As an independent third-party assurer, IRMA specialises in mined materials and provides a recognised global standard aimed at protecting social and environmental values. Additionally, it provides market incentives for mines to encourage best practice. IRMA is based on IFC performance standards, ILO core labour rights and the Extractive Industries Transparency Initiative (EITI), among others.

The IRMA process includes:

- Site-level assessment
- Desktop and site-based audit
- Optional 12-month corrective action plan to implement required interventions before a result is provided.

Results range from IRMA Transparency to the higher performance levels of IRMA 50, IRMA 75 and IRMA 100.

Responsible sourcing continued

Every step reflects an improvement in performance and shows a percentage of compliance in terms of business integrity, planning, managing for positive legacies, social responsibility and environmental responsibility. This is followed by surveillance audits 18 months after certification. The audits are a mid-point check-in to confirm that operations continue to meet their critical requirements. The recertification process takes place every three years.

All our operations are now certified:

- Mototolo and Amandelbult were assessed against the IRMA standard for the first time in 2024, achieving IRMA 75 and IRMA 50, respectively
- Mogalakwena received its IRMA 50 certification in 2025
- Unki was recertified as IRMA 75 in 2024.

Engaging with our stakeholders

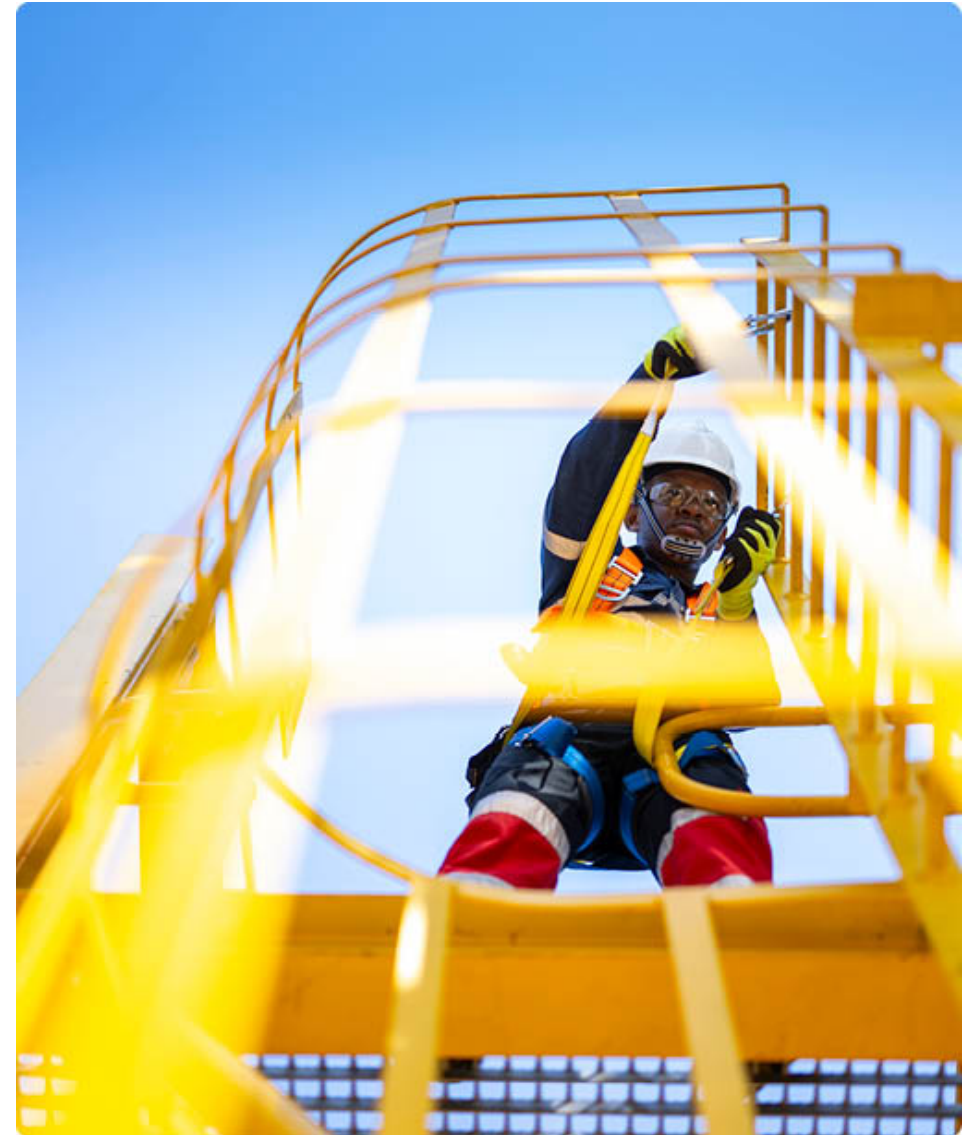
We continued to advocate for a common responsible sourcing standard for the mining industry in 2024.

Customers interested in sourcing responsibly have growing expectations and requirements for the provenance and ethical production of minerals and metals. As such, we engage with them to share details of our supply management process and responsible mining practices, including how we approach due diligence and supply-chain visibility.

We also implemented a number of changes to enhance the supplier questionnaire, strengthening our ability to rank risks and provide automated feedback and guidance to suppliers based on potential risks.

Focus for 2025

- Update, deliver and track site based responsible sourcing across all operations
- Embed follow-up and escalation process with risk-identified suppliers
- Implement supplier programmes that target the root causes of key risks
- Continue proactively responding to changes in legislation and increased disclosure requirements
- Continue integrating supply-chain activities
- Implement updated responsible sourcing standard for suppliers.



Part of Zimele, Kamogelo Masebe, site manager, Letjedi Environmental Trade & Services

Responsible sourcing continued

Case study

Zimele's refreshed strategy aims to deepen its impact

Our support for SMMEs in our host communities helps small businesses link into opportunities, create jobs and provide skills development.

In 2024, we invested R64 million in supporting SMMEs through our partner Zimele, which launched a refined strategy to maximise its impact while addressing budget constraints.

Zimele's new approach is focused on developing and implementing bespoke, targeted interventions guided by the principles of collaboration, partnerships and co-funding.

Key changes include:

- In-sourcing hub management services from April 2024, hub personnel report directly to Zimele to ensure enhanced coordination, accountability and consistent service delivery
- Supplier development for SMMEs: to align with Anglo American's inclusive procurement framework to ensure SMMEs receive focused, demand-driven support
- Efficiency and targeted impact: programmes are now designed with precision to address sector-specific needs and align with organisational goals.

The decision to refresh the Zimele strategy was informed by feedback from internal stakeholders, external partners and beneficiaries, as well as through lessons learnt from prior programme implementations, insights from close-out reports and programme monitoring, and market benchmarking to align with best practices and emerging trends.

The refreshed approach addresses gaps and optimises the use of resources to enhance Zimele's effectiveness. It also aims to tailor training to enable, for example, strengthen technical skills, deliver essential resources to beneficiaries to improve productivity and align projects with market demand.

In 2024, Zimele supported 757 SMMEs, of which 45% were owned by women and 47% owned by youth.

Small businesses supported include those in construction and engineering, mining and mining supplies, transport and logistics, tourism and general services.

Zimele's focus in 2025 will be on continued implementation of the refreshed strategy and the introduction of unique, differentiated enterprise development initiatives.

This includes:

- Site-specific economic plans: pragmatic plans developed in collaboration with mining operations to address site-specific enterprise development needs
- Demand-driven approach: aligning programmes with the specific needs

and aspirations of SMMEs while identifying sector-based opportunities

- Sector-specific programmes: tailored interventions that reflect development priorities, informed by a comprehensive beneficiary database.



Zimele hub at Mogalakwena

Supplementary information

Independent statement of assurance

Introduction

IBIS Environmental Social Governance Consulting Africa (Pty) Ltd (IBIS) was commissioned by Anglo American Platinum Limited (Anglo American Platinum) to conduct an independent third-party assurance engagement in relation to the sustainability information in the integrated report and environmental, social and governance (ESG) report (the reports) for the financial year ended 31 December 2024.

IBIS is an independent AccountAbility licensed provider of sustainability assurance services. The assurance team was led by Petrus Gildenhuys with support from Megan Nair, Denite Swanepoel, Lara Bezuidenhout, Lisa Miller, Mathapelo Matlakala, Sanuri Moodley, Nishka Devsaran, Meriska Singh and Thabo Mokate from IBIS. Petrus is a lead certified sustainability assurance practitioner (LCSAP) with more than 25 years' experience in sustainability performance measurement involving both advisory and assurance work.

Assurance standard applied

This assurance engagement was performed in accordance with AccountAbility's AA1000AS v3 (2020) ('AA1000AS') and was conducted to meet the AA1000AS Type II moderate and high-level requirements respectively, as indicated under assurance objectives alongside.

Respective responsibilities and IBIS's measurement independence

Anglo American Platinum

The directors of Anglo American Platinum are responsible for preparing its integrated report, environmental, social and governance report and collecting and presenting sustainability information within the reports. Anglo American Platinum is also responsible for maintaining adequate records and internal controls that support the reporting processes.

IBIS

IBIS responsibility is to the management of Anglo American Platinum alone and in accordance with the scope of work and terms of reference agreed with Anglo American Platinum. IBIS applies a strict independence policy and confirms its impartiality to Anglo American Platinum in delivering the assurance engagement.

Assurance objectives

The purpose of the assurance engagement was to provide the management of Anglo American Platinum and its stakeholders with an independent assurance opinion on whether the Reports meet the following objectives:

- Adherence to the AA1000AP (2018) AccountAbility principles of inclusivity, materiality, responsiveness and impact
- Fair reporting on a selection of operational disclosures for high and moderate assurance levels, respectively, as indicated with a symbol in the report and as presented alongside.

	Key performance indicator	Unit of measurement
High assurance	Total work-related fatal injuries	Number
	Fatal injury frequency rate (FIFR)	Rate
	Total recordable case frequency rate (TRCFR)	Rate
	Total number of new cases of noise-induced hearing loss (NIHL)	Number
	Energy used	GJ (Million)
	Total Scope 1 emissions	MtCO ₂ e
	Total Scope 2 emissions	MtCO ₂ e
	Total number of Level 3, 4 and 5 environmental incidents reported	Number
	Employment equity as per the mining charter	%
	Corporate social investment spend	USD (million)
	Total employee turnover (excluding voluntary severance packages)	Number

	Key performance indicator	Unit of measurement
Moderate assurance	Total number of employees potentially exposed to inhalable hazards over the occupational exposure limit	Number
	Total number of employees potentially exposed to carcinogens over the occupational exposure limit	Number
	Total number of employees who know their HIV status	Number
	Number of HIV+ employees on treatment	Number
	Exposure to noise ≥ 85dB	Number
	Hazardous waste and non-hazardous waste to landfill	Tonnes
	Water withdrawals (including, groundwater, surface water and third-party water)	Mega litres
	Land rehabilitation – reshaping, growth medium and seeding completed	Hectares
	Fresh water withdrawals	Calculations
	Water efficiency and improvement	%
	Water withdrawal by quality	Calculations
	Level 3, 4 and 5 social incidents	Number
	Livelihoods ratio (Number of jobs supported in relation to on-site jobs)	Ratio
	Total Scope 3 emissions for categories 1 – 15 for FY2024, FY2023 and FY2020 (Baseline)	MtCO ₂ e

Independent statement of assurance continued

ASSESSMENT CRITERIA

The following assessment criteria were used in undertaking the work:

AA1000AP (AccountAbility principles)

AA1000AP (2018) adherence criteria for the principles of inclusivity, materiality, responsiveness and impact.

Anglo American Platinum's sustainability reporting guideline

A sustainability reporting manual that specifies definitions and guidance for reporting sustainability information.

Greenhouse gas protocol

Greenhouse Gas Protocol: Revised edition (WRI and WBCSD, 2004) (GHG protocol).

ASSURANCE PROCEDURES PERFORMED

Our assurance methodology included:

Interviews

Interviews with relevant functional managers from Anglo American Platinum and inspection of information provided to test and verify the existence and completeness of procedures and processes in place for adherence to the AA1000AP standard for the selected disclosures in the assurance scope.

On-site reviews

A combination of desktop and onsite reviews at Anglo American Platinum, as well as at 15 sampled operations across Anglo American Platinum's universe of managed operations. This involved testing, on a sample basis, the measurement, collection, aggregation and reporting of selected sustainability information at each operation.

Inspection

Inspection and corroboration of supporting evidence to evaluate the data generation and reporting processes against the assurance criteria.

Reporting

Reporting the assurance observations to management as they arose to provide an opportunity for corrective action prior to completion of the assurance process.

Assessing

Assessing the presentation of information relevant to the scope of work in the report to ensure consistency with the assurance observations.

Inspected

Inspected Anglo American Platinum's assessment of their reporting of performance in accordance with the GRI standards.

Independent statement of assurance continued

Engagement limitations

IBIS planned and performed the work to obtain all the information and explanations believed necessary to provide a basis for the assurance conclusions for both moderate and high levels of assurance respectively in accordance with AA1000AS.

The procedures performed in a moderate assurance engagement vary in nature from, and are less in extent, than for a high assurance engagement. As a result, the level of assurance obtained for a moderate assurance engagement is lower than for high assurance as per AA1000AS.

Conversion factors used to derive emissions and energy used from fuel and electricity consumed, are based upon information and factors derived by independent third parties. The assurance work did not include an examination of the derivation of those factors and other third-party information.

The work performed over the FY2023 and FY2020 Scope 3 emissions for this engagement was limited to assessing the application of the revised methodology to the prior year figures (previously assured by IBIS) and as such no further procedures were performed over the source data relating to the restated figures in the current assurance engagement.

For the livelihoods ratio, personal identification is often unavailable due to privacy laws or individuals withholding information. In such instance, we relied on signed third-party reports from business advisers.

Assurance conclusion

High assurance opinion

In our opinion, based on the work undertaken for high assurance as described, we conclude that the subject matters in the scope for high assurance have been prepared in accordance with the defined reporting criteria and are free from material misstatement.

Moderate assurance opinion

In our opinion, based on the work undertaken for moderate assurance as described, we conclude that the subject matters in the scope for moderate assurance are supported by the evidence obtained.

Key observations and recommendations for improvement

Based on the work set out above, and without affecting the assurance conclusion, the key observations and recommendations for improvement are set out below.

In relation to AA1000AP

Inclusivity: Anglo American Platinum has publicly committed to stakeholder accountability through its reporting suite, website and other communication channels. These commitments have been embedded into its policies and processes to ensure effective implementation and delivery.

Materiality: Anglo American Platinum has implemented an annual double-materiality determination, with oversight from senior management and the board. The process is aligned to best practices and integrated into organisational risk management processes as well as

various policies and procedures. Anglo American Platinum provides stakeholders with a balanced understanding, through its reporting suite, website, and other communication channels.

Responsiveness: Anglo American Platinum articulates their material topics and related impacts through their corporate reporting. Anglo American Platinum has implemented policies and procedures to guide its stakeholder engagement and response processes. These processes are designed to ensure that stakeholder concerns, issues, and complaints are addressed in a timely manner, with appropriate feedback provided on material sustainability. Additionally, various mechanisms are in place to facilitate and support the anonymous reporting of stakeholder concerns.

Impact: Anglo American Platinum's sustainability strategy, Social Way Policy, and Sustainable Mining Plan articulate its focus areas and impact ambitions. its approach to sustainable mining and responsibly mined platinum is driven by its Sustainable Mining Plan, which is aligned with the UN Sustainable Development Goals (SDGs). Anglo American Platinum's impact performance is reported across its annual reporting suite, providing both qualitative and quantitative indicators and performance descriptions. IBIS recommends that Anglo American Platinum continue to enhance its alignment specific UN SDG targets to further improve its impact focus and performance.

In relation to the selected disclosures

IBIS observed that appropriate measures are in place to provide reliable source data related to the selected key

performance indicators assessed. Management's responses to observations raised from the previous assurance periods resulted in an improvement in the general control environment for sustainability information and a reduction in the number of observations noted. Data-related inconsistencies identified during the assurance process were subsequently corrected and the root causes of the discrepancies were identified. IBIS is satisfied with the accuracy of the final data in the assurance scope as presented.

A comprehensive management report detailing specific findings and recommendations for continued sustainability reporting improvement has been submitted to Anglo American Platinum management for consideration.

Petrus Gildenhuys
Director, IBIS Environmental Social Governance Consulting Africa (Pty) Ltd

Johannesburg
19 March 2025



The assurance statement provides no assurance on the maintenance and integrity of sustainability information on the website, including controls used to maintain this. These matters are the responsibility of Anglo American Platinum.

SASB content index

STANDARD USED	METALS AND MINING: Version 2023-12		
Accounting metric	Unit of measure	Code	Response
Greenhouse Gas Emissions			
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Metric tonnes (t) CO ₂ e Percentage (%)	EM-MM-110a.1	SR: Energy security, decarbonisation and resilience to climate change, see ► p67
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	EM-MM-110a.2	SR: Performance against targets, see ► p27 SR: Energy security, decarbonisation and resilience to climate change, see ► p66 to 72
Air Quality			
Air emissions of the following pollutants: (1) CO, (2) NO _x (excluding N ₂ O), (3) SO _x , (4) particulate matter (PM ₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Metric tonnes (t)	EM-MM-120a.1	SR: Environmental management and compliance, see ► p92 to 95 Disclosure provided for NO _x , PM ₁₀ and SO ₂
Energy Management			
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	EM-MM-130a.1	SR: Energy security, decarbonisation and resilience to climate change, see ► p67
Water Management			
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or extremely high baseline water stress	Thousand cubic meters (m ³), Percentage (%)	EM-MM-140a.1	SR: Access to water and water stewardship, see ► p80
Number of incidents of non-compliance associated with water-quality permits, standards, and regulations	Number	EM-MM-140a.2	SR: Access to water and water stewardship, see ► p80
Waste & Hazardous Materials Management			
Total weight of non-mineral waste generated	Metric tonnes (t)	EM-MM-150a.4	SR: Materials stewardship, waste and our role in the circular economy, see ► p96 to 98
Total weight of tailings produced	Metric tonnes (t)	EM-MM-150a.5	Sustainability DT: Environmental
Total weight of waste rock generated	Metric tonnes (t)	EM-MM-150a.6	Sustainability DT: Environmental
Total weight of hazardous waste generated	Metric tonnes (t)	EM-MM-150a.7	Sustainability DT: Environmental
Total weight of hazardous waste recycled	Metric tonnes (t)	EM-MM-150a.8	Sustainability DT: Environmental
Number of significant incidents associated with hazardous materials and waste management	Number	EM-MM-150a.9	SR: Environmental management and compliance, see ► p92
Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	EM-MM-150a.10	SR: Materials stewardship, waste and our role in the circular economy, see ► p96 to 98
Biodiversity impacts			
Description of environmental management policies and practices for active sites	Description of environmental management policies and practices for active sites	EM-MM-160a.1	SR: Biodiversity, rehabilitation, closure and regeneration, see ► p85 to 91
Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Percentage (%)	EM-MM-160a.2	Platinum mining and processing are not associated with acid mine drainage (AMD), so AMD does not pose a risk to the company

SASB content index continued

STANDARD USED	METALS AND MINING: Version 2023-12		
Percentage of (1) Proved and (2) Probable Ore Reserves in or near sites with protected conservation status or endangered species habitat	Percentage (%)	EM-MM-160a.3	SR: Biodiversity, rehabilitation, closure and regeneration, see ► p85 to 91
Security, Human Rights & Rights of Indigenous Peoples			
Percentage of (1) Proved and (2) Probable Ore Reserves in or near areas of conflict	Percentage (%)	EM-MM-210a.1	Not applicable
Percentage of (1) Proved and (2) Probable Ore Reserves in or near indigenous land	Percentage (%)	EM-MM-210a.2	Not applicable
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	N/A	EM-MM-210a.3	SR: Respecting human rights, see ► p60 to 62
Community Relations			
Discussion of process to manage risks and opportunities associated with community rights and interests	N/A	EM-MM-210b.1	SR: Engaging with communities and stakeholder-related compliance, see ► p50 to 52; p105
Number and duration of non-technical delays	Number, Days	EM-MM-210b.2	None SR: Security of people and assets, see ► p104
Labour Relations			
Percentage of active workforce covered under collective bargaining agreements	Percentage (%)	EM-MM-310a.1	SR: Caring for our employees, see ► p39 to 41
Number and duration of strikes and lockouts	Number, Days	EM-MM-310a.2	None
Workforce Health & Safety			
(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Rate	EM-MM-320a.1	Sustainability DT: Health and hygiene
Business Ethics & Transparency			
Description of the management system for prevention of corruption and bribery throughout the value chain	N/A	EM-MM-510a.1	SR: Business ethics, see ► p100 to 103
Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metric tonnes (t) saleable	EM-MM-510a.2	Not applicable
Tailings Storage Facilities Management			
Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Various	EM-MM-540a.1	SR: Managing our tailings, see ► p73 to 79
Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	N/A	EM-MM-540a.2	SR: Managing our tailings, see ► p73 to 79
Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	N/A	EM-MM-540a.3	SR: Managing our tailings, see ► p79
Activity Metric	Unit of measure	Code	Response
Production of (1) metal ores and (2) finished metal products	Metric tonnes (t) saleable	EM-MM-000.A	Sustainability DT: Production
Total number of employees, percentage contractors	Number, Percentage (%)	EM-MM-000.B	SR: How we create and share value, see ► p19

GRI content index

Statement of use

Anglo American Platinum Limited has reported in accordance with the GRI Standards 2021 for the period 1 January 2024 to 31 December 2024 in the Integrated report 2024 (IR), Sustainability report 2024 (SR), Governance report 2024 (GR), Climate Change report (CCR) and Sustainability Data Tables (Sustainability DT). GRI 1: Foundation 2021 has been used to compile this content index

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s)

GRI 14: Mining Sector 2024

IBIS Environmental Social Governance Consulting Africa (Pty) Ltd (IBIS) conducted an independent third-party assurance engagement in relation to selected sustainability information in the Integrated report 2024 (IR) and Sustainability report 2024 (SR) as per the Independent assurance statement on [page 3](#) of this Supplementary information 2024

DISCLOSURE	GRI 14: MINING SECTOR 2024: REF NUMBER	LOCATION	RESPONSE / OMISSION
General disclosures			
2-1 Organizational details		SR: About this report, see p2 SR: Our business, see p13 SR: Administration, see p135	
2-2 Entities included in the organization's sustainability reporting		SR: About this report, see p2 SR: Our business, see p13 SR: Administration, see p135	
2-3 Reporting period, frequency and contact point		SR: About this report, see p2	
2-4 Restatements of information		Not applicable	
2-5 External assurance		SR: About this report, see p113 GR: Board governance, see p21 to 26 Supplementary information: Independent assurance practitioner's report, see p2	
2-6 Activities, value chain and other business relationships		SR: Our business, see p13 SR: Our value chain, see p14	
2-7 Employees		SR: Caring for our employees, see p39 to 41 Sustainability DT: Human resources	
2-8 Workers who are not employees		SR: Caring for our employees, see p39 to 41 Sustainability DT: Human resources	
2-9 Governance structure and composition		SR: Sustainability governance, see p11 GR: Our leadership team, see p3 to 7 GR: Our board profile, see p18 GR: Committee governance, see p27	
2-10 Nomination and selection of the highest governance body		GR: Board governance, see p21 to 26	
2-11 Chair of the highest governance body		GR: Our leadership team, see p3	
2-12 Role of the highest governance body in overseeing the management of impacts		SR: Sustainability governance, see p11 GR: Stakeholder engagement, see p26 GR: Committee governance, see p27	

GRI content index continued

DISCLOSURE	GRI 14: MINING SECTOR 2024: REF NUMBER	LOCATION	RESPONSE / OMISSION
2-13 Delegation of responsibility for managing impacts		SR: Sustainability governance, see ► p11 GR: Stakeholder engagement, see ► p26 GR: Committee governance, see ► p27 GR: Social, ethics and transformation committee report, see ► p64 to 65 GR: Safety and sustainable development committee report, see ► p66 to 67	
2-14 Role of the highest governance body in sustainability reporting		SR: Message from SET and S&SD committees, see ► p6 to 7 GR: Social, ethics and transformation committee report, see ► p63 to 64 GR: Safety and sustainable development committee report, see ► p66 to 67	
2-15 Conflicts of interest		SR: Business ethics, see ► p100 to 103	
2-16 Communication of critical concerns		GR: Stakeholder engagement, see ► p29 SR: Focus on material issues, see ► p22 to 24	
2-17 Collective knowledge of the highest governance body		GR: Our leadership team, see ► p3 to 7 GR: Board governance, see ► p19 to 20	
2-18 Evaluation of the performance of the highest governance body		GR: King IV application register, see ► p71	
2-19 Remuneration policies		GR: Remuneration report, see ► p31 to 63	
2-20 Process to determine remuneration		GR: Remuneration report, see ► p31 to 63	
2-21 Annual total compensation ratio		GR: Remuneration report, see ► p31 to 63 The companies amendment bill of October 2021 is being adopted into legislation. The proposed wage-gap ratios will be reported once legislation comes into effect.	
2-22 Statement on sustainable development strategy		SR: Our corporate strategy and approach to sustainability, see ► p18 SR: Message from SET and S&SD committees, see ► p6 to 7	

GRI content index continued

DISCLOSURE	GRI 14: MINING SECTOR 2024: REF NUMBER	LOCATION	RESPONSE / OMISSION
2-23 Policy commitments		SR: Sustainability governance, see ► p11 SR: Our corporate strategy and approach to sustainability, see ► p18 SR: Performance against targets, see ► p27 SR: Engaging with communities, see ► p50 to 53 SR: Inclusive procurement, see ► p63 to 65 SR: Energy security, decarbonisation and resilience to climate change, see ► p67 to 72 SR: Managing our tailings, see ► p73 to 79 SR: Access to water and water stewardship, see ► p80 to 84 SR: Environmental management and compliance, see ► p92 to 95 SR: Business ethics, see ► p100 to 103 SR: Responsible sourcing, see ► p108 to 111	
2-24 Embedding policy commitments		Throughout this report	
2-25 Processes to remediate negative impacts		Throughout this report	
2-26 Mechanisms for seeking advice and raising concerns		SR: Engaging with communities, see ► p50 to 52	
2-27 Compliance with laws and regulations		SR: Business ethics, see ► p100 to 103 Sustainability DT: Compliance and risk management	No significant fines or non-compliance instances to report
2-28 Membership associations		SR: Focus on material issues, see ► p22 to 24	
2-29 Approach to stakeholder engagement		SR: Engaging with communities, see ► p50 to 52	
2-30 Collective bargaining agreements		SR: Caring for our employees, see ► p39 to 41 Sustainability DT: Human resources	
Material topics			
GRI 3: Material Topics 2021			
3-1 Process to determine material topics		SR: Focus on material issues, see ► p22 to 24	
3-2 List of material topics		SR: Focus on material issues, see ► p22 to 24	
3-3 Management of material topics		SR: Focus on material issues, see ► p22 to 24 Throughout this report	
Economic performance			
GRI 3: Material Topics 2021			

GRI content index continued

DISCLOSURE	GRI 14: MINING SECTOR 2024: REF NUMBER	LOCATION	RESPONSE / OMISSION
GRI 201: Economic Performance 2016			
201-1 Direct economic value generated and distributed	14.23.2	SR: How we create and share value, see ► p19 to 21	
201-2 Financial implications and other risks and opportunities due to climate change	14.9.2	SR: Energy security, decarbonisation and resilience to climate change, see ► p67 to 72	
201-3 Defined benefit plan obligations and other retirement plans	14.2.2	CCR: Throughout this report	
201-4 Financial assistance received from government		GR: Remuneration report, see ► p31 to 62	
	14.23.3	N/A	None
Indirect economic impacts			
GRI 3: Material Topics 2021			
3-3 Management of material topics	14.10.1	SR: Engaging with communities, see ► p50 to 52 SR: Lasting positive community impact, see ► p53 to 59	
GRI 203: Indirect Economic Impacts 2016			
203-1 Infrastructure investments and services supported Additional sector recommendations:	14.9.3	SR: Engaging with communities, see ► p50 to 52 SR: Lasting positive community impact, see ► p53 to 59	
203-2 Significant indirect economic impacts Additional sector recommendations:	14.9.4	SR: Engaging with communities, see ► p50 to 52 SR: Lasting positive community impact, see ► p53 to 59	
Procurement practices			
GRI 3: Material Topics 2021			
3-3 Management of material topics		SR: How we create and share value, see ► p19 to 21 SR: Inclusive procurement, see ► p63 to 65	
Additional sector recommendation: Describe the approach to providing employment, procurement, and training opportunities to local communities	14.9.1	SR: How we create and share value, see ► p19 to 22 SR: Inclusive procurement, see ► p63 to 65	
GRI 204: Procurement Practices 2016			
204-1 Proportion of spending on local suppliers Additional sector recommendation: * Report the percentage of the organization's procurement budget spent on local suppliers by mine site	14.9.5	SR: How we create and share value, see ► p19 to 22 Sustainability DT: Procurement	
Anti-corruption			
GRI 3: Material Topics 2021			
3-3 Management of material topics		SR: Business ethics, see ► p100 to 103	

GRI content index continued

DISCLOSURE	GRI 14: MINING SECTOR 2024: REF NUMBER	LOCATION	RESPONSE / OMISSION
GRI 205: Anti-corruption 2016			
205-1 Operations assessed for risks related to corruption		SR: Business ethics, see ► p100 to 103	100%
205-2 Communication and training about anti-corruption policies and procedures		SR: Business ethics, see ► p100 to 103	
205-3 Confirmed incidents of corruption and actions taken		SR: Business ethics, see ► p100 to 103 Sustainability DT: Ethical behaviour	
Anti-competitive behaviour			
GRI 3: Material Topics 2021			
3-3 Management of material topics		SR: Business ethics, see ► p100 to 103	
GRI 206: Anti-competitive Behaviour 2016			
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		SR: Business ethics, see ► p100 to 103	
GRI 207: Tax 2019			
207-1 Approach to tax		IR: Tax and economic value generated and distributed, see ► p95 to 98	
207-2 Tax governance, control, and risk management		IR: Tax and economic value generated and distributed, see ► p95 to 98	
207-3 Stakeholder engagement and management of concerns related to tax		IR: Tax and economic value generated and distributed, see ► p95 to 98	
207-4 Country-by-country reporting		IR: Tax and economic value generated and distributed, see ► p97 to 98 Sustainability DT: Tax	
Materials			
GRI 3: Material Topics 2021			
3-3 Management of material topics		SR: Materials stewardship, waste and our role in the circular economy, see ► p96 to 98 SR: Environmental management and compliance, see ► p92 to 95	
GRI 301: Materials 2016			
301-1 Materials used by weight or volume		Sustainability DT: Environmental	
301-2 Recycled input materials used		SR: Materials stewardship, waste and our role in the circular economy, see ► p96 to 98 Sustainability DT: Environmental	Reported in tonnes and not percentage
301-3 Reclaimed products and their packaging materials		Not applicable	

GRI content index continued

DISCLOSURE	GRI 14: MINING SECTOR 2024: REF NUMBER	LOCATION	RESPONSE / OMISSION
Supplier environmental assessment			
GRI 3: Material Topics 2021			
3-3 Management of material topics	14.1.1	SR: Energy security, decarbonisation and resilience to climate change, see ► p67 to 72	
GRI 302: Energy 2016			
302-1 Energy consumption within the organization	14.1.2	SR: Energy security, decarbonisation and resilience to climate change, see ► p67 to 72 Sustainability DT: Environmental	
302-2 Energy consumption outside of the organization	14.1.3	SR: Energy security, decarbonisation and resilience to climate change, see ► p67 to 72 Sustainability DT: Environmental	
302-3 Energy intensity	14.1.4	SR: Energy security, decarbonisation and resilience to climate change, see ► p67 to 72 Sustainability DT: Environmental	
302-4 Reduction of energy consumption		SR: Energy security, decarbonisation and resilience to climate change, see ► p67 to 72	
302-5 Reductions in energy requirements of products and services		Not applicable	
Water and effluents			
GRI 3: Material Topics 2021			
3-3 Management of material topics	14.2.1 14.7.1	SR: Access to water and water stewardship, see ► p80 to 84	
GRI 303: Water and Effluents 2018			
303-1 Interactions with water as a shared resource	14.7.2	SR: Access to water and water stewardship, see ► p80 to 84	
303-2 Management of water discharge-related impacts	14.7.3	SR: Access to water and water stewardship, see ► p80 to 84	
303-3 Water withdrawal	14.7.4	Sustainability DT: Water	
303-4 Water discharge	14.7.5	Sustainability DT: Water	
303-5 Water consumption	14.7.6	Sustainability DT: Water	
Biodiversity			
GRI 3: Material Topics 2021			
3-3 Management of material topics	14.4.1	SR: Biodiversity, rehabilitation, closure and regeneration, see ► p85 to 91	
GRI 101: Biodiversity 2024			
101-1 Policies to halt and reverse biodiversity loss	14.4.2	SR: Biodiversity, rehabilitation, closure and regeneration, see ► p85 to 91	

GRI content index continued

DISCLOSURE	GRI 14: MINING SECTOR 2024: REF NUMBER	LOCATION	RESPONSE / OMISSION
101-2 Management of biodiversity impacts	14.4.3	SR: Biodiversity, rehabilitation, closure and regeneration, see ► p85 to 91	
101-3 Access and benefit-sharing		Not applicable	
101-4 Identification of biodiversity impacts	14.4.4	SR: Biodiversity, rehabilitation, closure and regeneration, see ► p85 to 91 Sustainability DT: Environmental	
101-5 Locations with biodiversity impacts	14.4.5	SR: Biodiversity, rehabilitation, closure and regeneration, see ► p85 to 91 Sustainability DT: Environmental	
101-6 Direct drivers of biodiversity loss	14.4.6	SR: Biodiversity, rehabilitation, closure and regeneration, see ► p85 to 91 Sustainability DT: Environmental	
101-7 Changes to the state of biodiversity	14.4.7	SR: Biodiversity, rehabilitation, closure and regeneration, see ► p85 to 91 Sustainability DT: Environmental	
101-8 Ecosystem services	14.4.8	SR: Biodiversity, rehabilitation, closure and regeneration, see ► p85 to 91 Sustainability DT: Environmental	
Emissions			
GRI 3: Material Topics 2021			
3-3 Management of material topics	14.3.1	SR: Energy security, decarbonisation and resilience to climate change, see ► p66 to 71 SR: Environmental management and compliance, see ► p92 to 95	
GRI 305: Emissions 2016			
305-1 Direct (Scope 1) GHG emissions	14.1.5	SR: Energy security, decarbonisation and resilience to climate change, see ► p67 to 72 SR: Environmental management and compliance, see ► p92 to 95 Sustainability DT: Environmental	
305-2 Energy indirect (Scope 2) GHG emissions	14.1.6	SR: Energy security, decarbonisation and resilience to climate change, see ► p67 to 72 Sustainability DT: Environmental	
305-3 Other indirect (Scope 3) GHG emissions	14.1.7	SR: Energy security, decarbonisation and resilience to climate change, see ► p67 to 72 Sustainability DT: Environmental	
305-4 GHG emissions intensity	14.1.8	Sustainability DT: Environmental	
305-5 Reduction of GHG emissions	14.1.9	SR: Energy security, decarbonisation and resilience to climate change, see ► p67 to 72	

GRI content index continued

DISCLOSURE	GRI 14: MINING SECTOR 2024: REF NUMBER	LOCATION	RESPONSE / OMISSION
305-6 Emissions of ozone-depleting substances (ODS)		SR: Environmental management and compliance, see ► p92 to 95	None
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	14.3.2	SR: Environmental management and compliance, see ► p92 to 95	The 2024 annual calculated tonnage of NOx and SO ₂ processes will only be available for reporting by 31 March 2025, after publication of this report.
Waste			
GRI 3: Material Topics 2021			
3-3 Management of material topics	14.5.1 14.6.1	SR: Materials stewardship, waste and our role in the circular economy, see ► p96 to 98	
GRI 306: Waste 2020			
306-1 Waste generation and significant waste-related impacts	14.5.2	SR: Materials stewardship, waste and our role in the circular economy, see ► p96 to 98	
306-2 Management of significant waste-related impacts	14.5.3	SR: Materials stewardship, waste and our role in the circular economy, see ► p96 to 98	
306-3 Waste generated	14.5.4	SR: Materials stewardship, waste and our role in the circular economy, see ► p96 to 98 Sustainability DT: Environmental	
306-4 Waste diverted from disposal	14.5.5	SR: Materials stewardship, waste and our role in the circular economy, see ► p96 to 98	
306-5 Waste directed to disposal	14.5.6	SR: Materials stewardship, waste and our role in the circular economy, see ► p96 to 98	
Additional sector recommendations * Tailings disposal methods used * Organisation's tailings facilities, and report the name, location, and ownership status, including whether the organisation is the operator	14.6.2 14.6.3	SR: Managing our tailings, see ► p73 to 79 SR: Managing our tailings, see ► p73 to 79	
Supplier environmental assessment			
GRI 3: Material Topics 2021			
3-3 Management of material topics		SR: Inclusive procurement, see ► p63 to 65 SR: Responsible sourcing, see ► p108 to 111	
GRI 308: Supplier Environmental Assessment 2016			
308-1 New suppliers that were screened using environmental criteria		SR: Inclusive procurement, see ► p63 to 65 SR: Responsible sourcing, see ► p108 to 111	100%
308-2 Negative environmental impacts in the supply chain and actions taken		SR: Environmental management and compliance, see ► p92 to 95	

GRI content index continued

DISCLOSURE	GRI 14: MINING SECTOR 2024: REF NUMBER	LOCATION	RESPONSE / OMISSION
Employment			
GRI 3: Material Topics 2021			
3-3 Management of material topics	14.17.1	SR: Caring for our employees, see ► p39 to 41	
GRI 401: Employment 2016			
401-1 New employee hires and employee turnover	14.17.3	SR: Caring for our employees, see ► p39 to 41 Sustainability DT: Human resources	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	14.17.4	SR: How we create and share value, see ► p19 to 21 SR: Caring for our employees, see ► p39 to 41	
401-3 Parental leave		In line with legislation and union recognition agreements	
Labour/management relations			
GRI 3: Material Topics 2021			
3-3 Management of material topics		SR: Caring for our employees, see ► p39 to 41	
GRI 402: Labour/Management Relations 2016			
402-1 Minimum notice periods regarding operational changes		In line with legislation and union recognition agreements	
Occupational health and safety			
GRI 3: Material Topics 2021			
3-3 Management of material topics	14.16.1	SR: Focus on employee safety, see ► p30 to 33	
GRI 403: Occupational Health and Safety 2018			
403-1 Occupational health and safety management system	14.16.2	SR: Focus on employee safety, see ► p30 to 33	Women's participation in formal safety and health committees information has not yet been collated and will be reported on in future
403-4 Worker participation, consultation, and communication on occupational health and safety Additional sector recommendations * Report how the organization seeks to ensure women's participation in formal joint management-worker health and safety committees, and the percentage of women represented in these committees.	14.16.5	SR: Focus on employee safety, see ► p30 to 33 SR: Focus on occupational health, employee health and wellbeing, see ► p34 to 38	
403-5 Worker training on occupational health and safety	14.16.6	SR: Focus on employee safety, see ► p30 to 33 SR: Focus on occupational health, employee health and wellbeing, see ► p34 to 38	
403-6 Promotion of worker health	14.16.7	SR: Focus on occupational health, employee health and wellbeing, see ► p34 to 38	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	14.16.8	SR: Focus on employee safety, see ► p30 to 33 SR: Focus on occupational health, employee health and wellbeing, see ► p34 to 38	
403-8 Workers covered by an occupational health and safety management system	14.16.9	SR: Focus on employee safety, see ► p30 to 33 SR: Focus on occupational health, employee health and wellbeing, see ► p34 to 38	100% (employees and contractors)

GRI content index continued

DISCLOSURE	GRI 14: MINING SECTOR 2024: REF NUMBER	LOCATION	RESPONSE / OMISSION
403-9 Work-related injuries	14.16.10	SR: Focus on employee safety, see ► p30 to 33 Sustainability DT: Safety	Per 1 million hours worked
403-10 Work-related ill health	14.16.11	SR: Focus on occupational health, employee health and wellbeing, see ► p34 to 38 Sustainability DT: Health and hygiene	
Training and education			
GRI 3: Material Topics 2021			
3-3 Management of material topics	14.17.1	SR: Training and development, see ► p42 to 45	
GRI 404: Training and Education 2016			
404-1 Average hours of training per year per employee	14.17.7 14.21.4	SR: Training and development, see ► p42 to 45	
404-2 Programs for upgrading employee skills and transition assistance programs	14.17.8	SR: Training and development, see ► p42 to 45	
404-3 Percentage of employees receiving regular performance and career development reviews		SR: Training and development, see ► 42 to 45	1
Diversity and equal opportunity			
GRI 3: Material Topics 2021			
3-3 Management of material topics		SR: Diversity, equity and transformation, see ► p46 to 49	
GRI 405: Diversity and Equal Opportunity 2016			
405-1 Diversity of governance bodies and employees	14.21.5	GR: Our board profile, see ► p21 to 23 SR: Diversity, equity and transformation, see ► p46 to 49	
405-2 Ratio of basic salary and remuneration of women to men	14.21.6	Not applicable	The company provides competitive salaries including at entry level for both female and male employees and does not differentiate these by gender
Non-discrimination			
GRI 3: Material Topics 2021			
3-3 Management of material topics		Not applicable	The company has not determined this as a material issue as it is not an area of concern in its operations
GRI 406: Non-discrimination 2016			
406-1 Incidents of discrimination and corrective actions taken	14.21.7	Not applicable	None
Freedom of association and collective bargaining			
GRI 3: Material Topics 2021			
3-3 Management of material topics	14.20.1	SR: Caring for our employees, see ► p39 to 41	

GRI content index continued

DISCLOSURE	GRI 14: MINING SECTOR 2024: REF NUMBER	LOCATION	RESPONSE / OMISSION
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	14.20.2	SR: Caring for our employees, see ► p39 to 41	None
Child labour			
GRI 3: Material Topics 2021			
3-3 Management of material topics		Not applicable	The company has not determined this as a material issue as it is not an area of concern in its operations
GRI 408: Child Labour 2016			
408-1 Operations and suppliers at significant risk for incidents of child labour		Not applicable	No supplier has been identified as using child labour
Forced or compulsory labour			
GRI 3: Material Topics 2021			
3-3 Management of material topics		Not applicable	The company has not determined this as a material issue as it is not an area of concern in its operations
GRI 409: Forced or Compulsory Labour 2016			
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour		Not applicable	No supplier has been identified as having significant risk of forced or compulsory labour
Additional sector recommendation * The number of strikes and lockouts involving 1,000 or more workers lasting one full shift or longer, and their total duration in worker days idle	14.20.3	Not applicable	None
Security practices			
GRI 3: Material Topics 2021			
3-3 Management of material topics		SR: Security of people and assets, see ► p104 to 105	
GRI 410: Security Practices 2016			
410-1 Security personnel trained in human rights policies or procedures		SR: Security of people and assets, see ► p104 to 105	All security personnel are continuously trained
Rights of indigenous peoples			
GRI 3: Material Topics 2021			
3-3 Management of material topics		Not applicable	The company has not determined this as a material issue as none of its operations are located near indigenous populations
GRI 411: Rights of Indigenous Peoples 2016			
411-1 Incidents of violations involving rights of indigenous peoples		Not applicable	None

GRI content index continued

DISCLOSURE	GRI 14: MINING SECTOR 2024: REF NUMBER	LOCATION	RESPONSE / OMISSION
Local communities			
GRI 3: Material Topics 2021			
3-3 Management of material topics Additional sector recommendations: * Describe the approach to identifying stakeholders, including vulnerable groups, within local communities * Describe the approach to engaging with local communities at each phase of the life of the mine, including: - how the organization seeks to ensure meaningful engagement - how the organization supports safe and equitable gender participation * Describe the approach to developing and implementing community development programs, including how engagement with local stakeholders, impact assessments, and community needs assessments have informed the programs.	14.10.1	SR: Engaging with communities and stakeholder-related compliance, see ► p50 to 52 SR: Lasting positive community impact, see ► p53 to 59	
GRI 413: Local Communities 2016			
413-1 Operations with local community engagement, impact assessments, and development programs Additional sector recommendations: Report any formal community development agreements made by the organization by mine site.	14.10.2	SR: Engaging with communities and stakeholder-related compliance, see ► p50 to 52 SR: Lasting positive community impact, see ► p53 to 59	
413-2 Operations with significant actual and potential negative impacts on local communities Additional sector recommendations: * For each mine site, describe impacts on the health and safety of local communities.	14.10.3	Throughout this report	
Supplier social assessment			
GRI 3: Material Topics 2021			
3-3 Management of material topics		SR: Inclusive procurement, see ► p63 to 65 SR: Responsible sourcing, see ► p108 to 111	
GRI 414: Supplier social assessment 2016			
414-1 New suppliers that were screened using social criteria	14.17.9	SR: Inclusive procurement, see ► p63 to 65 SR: Responsible sourcing, see ► p108 to 111	
414-2 Negative social impacts in the supply chain and actions taken	14.17.10	SR: Inclusive procurement, see ► p63 to 65 SR: Responsible sourcing, see ► p108 to 111	
Public policy			
GRI 3: Material Topics 2021			
3-3 Management of material topics		SR: Business ethics, see ► p100 to 103	
GRI 415: Public Policy 2016			

Glossary of terms

ACP	Anglo converter plant. The ACP is where Anglo American Platinum conducts its converting process, a pyrometallurgical process used at the Waterval smelter complex in Rustenburg.
AEIs	Atmospheric emission licences. AEIs are a regulatory requirement under the National Environmental Management: Air Quality Act 39 of 2004 for activities that result in atmospheric emissions with a significant negative environmental impact.
AGM	Annual general meeting.
AIDS	Acquired immune deficiency syndrome. AIDS is a disease of the immune system caused by HIV infection.
Base metals	Non-ferrous metals more common and more readily extracted than precious metals. The most common base metals are copper, lead, nickel, tin, aluminium and zinc.
BBBEE	Broad-based black economic empowerment. BBBEE is a broader version of the earlier BEE (see below) policy and attempts to spread the benefits of economic empowerment to the widest possible spectrum of black South Africans.
BEE	Black economic empowerment. BEE is a policy of the South African government aimed at increasing the access of black South Africans to productive assets. It seeks to promote new opportunities for and increase the levels of participation of black people in the ownership, management and control of economic activities.
CBAM	The carbon border adjustment mechanism. CBAM is a key part of the EU climate strategy and aims to address carbon leakage by applying an EU-equivalent carbon price on imports.
CCMA	The Commission for Conciliation, Mediation and Arbitration. The CCMA is an independent statutory body established in terms of South Africa's section 112 of the Labour Relations Act 1995. It promotes social justice and fairness in the workplace by delivering ethical, qualitative and cost-effective dispute and resolution services, institution-building services, education, training and development and efficient administration.
CDP	Carbon Disclosure Project. The CDP is an independent not-for-profit organisation that acts as an intermediary between shareholders and corporations on all issues related to climate change. It provides the global marketplace with primary climate change data gathered from the world's largest corporations.
CO₂	Carbon dioxide.
Company-managed land	Company-managed land is an area of land under the direct management of the company. It includes company-owned land, land managed/mined on behalf of third parties, land leased from third parties, company land leased to third parties, land under servitude, and land set aside for biodiversity offsets at the end of the reporting period. The parameter excludes privately owned land above company mineral/mining rights areas, and undeveloped projects/prospects where the land does not yet fall under the direct management or ownership of the company. It also excludes prospecting licences and claims.
Concentrating	Concentrating is the process of separating milled ore into a waste stream (tailings) and a valuable mineral stream (concentrate) by flotation. The valuable minerals in the concentrate contain almost all the minerals found in base and precious metals. They are treated further through smelting and refining to obtain pure metals: Au, Cu, PGMs and Ni (see relevant entries for full names).

Glossary of terms continued

CSI	<p>Corporate social investment.</p> <p>CSI expenditure includes charitable donations, community investment and commercial initiatives. Data is prepared in accordance with the principles of preparation for financial information.</p> <p>Charitable donations include cash donations, contributions in kind, employees' time spent on charity projects during work hours, and the cost of initiatives designed to inform communities about community-benefit initiatives (eg producing reports issued to communities to disclose progress). Not included is expenditure required for the development of an operation (eg resettlement of families) or for receiving a licence.</p> <p>Training expenditure for individuals who will be employed by the company following the completion of training is not included.</p> <p>Community investment includes funding community partnerships that address social issues, such as the costs of providing public facilities to community members who are not employees or dependants, the marginal value of land or other assets transferred to community ownership, and income-creation schemes or mentoring/volunteering initiatives that do not have a primarily commercial justification.</p> <p>Commercial initiatives include enterprise development and other community initiatives/partnerships that also directly support the success of the company, such as supplier development. There must be a clear and primary element of public benefit.</p> <p>We prohibit making donations for political purposes to any politician, political party or related organisation, any official of a political party or candidate for political office in any circumstances, either directly or through third parties.</p>
DEI	<p>Diversity, equity and inclusion.</p> <p>Our approach to DEI includes making sure every employee is valued and has the opportunity to fulfil their potential, regardless of background, lifestyle or position.</p>
DMRE	Department of Mineral Resources and Energy
Energy use	Sum of energy from electricity purchased, total energy from fossil fuels and total energy from renewable fuels.
EITI	<p>Extractive Industries Transparency Initiative.</p> <p>The EITI promotes open and accountable management of oil, gas and Mineral Resources.</p>
ESOP	<p>Employee share ownership plan.</p> <p>Anglo American Platinum's ESOP – Thobo, a Setswana for harvesting the fruits of success – was implemented in 2022. It comprises a 'free share' component as well as an 'evergreen' component. Applicable to employees not covered by any other share incentive scheme, The ESOP will not expire but remain in place to benefit employees in perpetuity.</p>
EVP	<p>Employee value proposition.</p> <p>Anglo American Platinum's EVP aims to inspire, attract and retain the talent the company needs to deliver on its purpose.</p>
FIFR	<p>Fatal injury-frequency rate.</p> <p>The FIFR is the rate of fatalities, calculated as the number of fatalities per 1 million hours worked.</p>
GHG	<p>Greenhouse gas.</p> <p>As outlined in the Kyoto protocol to the United Nations framework convention on climate change (1998), GHGs comprise: carbon dioxide (CO₂); methane (CH₄); nitrous oxide (N₂O); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs); and sulfur hexafluoride (SF₆). The term refers to gaseous constituents of the atmosphere, both natural and anthropogenic, that absorb and remit infrared radiation.</p>
GJ	<p>Gigajoule.</p> <p>A unit of measurement of energy consumption (1,000 megajoules).</p>
GHG emissions, CO₂ equivalent	A measure to compare the emissions from greenhouse gases on the basis of their global warming potential by converting the quantities of other gases to the equivalent quantity of carbon dioxide. Conversion factors used are those recommended by the UN Intergovernmental Panel on Climate Change.

Glossary of terms continued

GISTM	Global Industry Standard on Tailings Management.
GRI	The Global Reporting Initiative. GRI is an independent, international organisation that helps businesses and organisations take responsibility for their impacts by providing them with reporting standards to communicate these impacts.
HDP	Historically disadvantaged persons. According to the MPRDA 28 2002 (as amended), HDPs refers to any person, category of persons or community disadvantaged by unfair discrimination before the Constitution of the Republic of South Africa (Act 200 1993) took effect.
HDSA	Historically disadvantaged South African. HDP refers to 'any person, category of persons or community disadvantaged by unfair discrimination before the Constitution of the Republic of South Africa (Act 200 1993) came into operation'. The company definition of HDPs includes employees classified as African, Asian, Coloured or female.
HDS	Hydraulic dewatered stacking. HDS is Anglo American's patented technology, developed to help reduce dependence on water and create more stable tailings facilities.
HIV	Human immunodeficiency viruses. Anglo American Platinum began reporting against the 90:90:90 UNAIDS targets in 2017. Based on this: – 90% of our employees should know their HIV status – 90% of our HIV-positive employees must be on antiretroviral therapy – 90% of those employees on treatment must be virally suppressed. We are working towards achieving the 95:95:95 UNAIDS targets by 2025.
ICMM	The International Council on Mining and Metals. ICMM is a global leadership organisation that uses collaboration to enhance the contribution of mining and metals to sustainable development.
IFC Performance Standards (PS8)	The International Finance Corporation's performance standards provide guidance on how to identify risks and impacts and are designed to help avoid, mitigate and manage risks and impacts as a way of doing business in a sustainable way, including stakeholder engagement and disclosure obligations of the client in relation to project-level activities. PS8 of the standard deals with cultural heritage risks and impacts.
ILO	The International Labour Organization. The ILO is a UN agency tasked with advancing social and economic justice by setting international labour standards.
IRMA	The Initiative for Responsible Mining Assurance. IRMA provides independent, third-party assessments for industrial-scale mine sites for all mined materials and is governed by the private sector, local communities, civil society and workers.
IUCN	International Union for Conservation of Nature. IUCN is an international organisation that focuses on nature conservation and sustainable use of natural resources.
Labour Relations Act section 189	Section 189 of the Labour Relations Act 66 1995 sets out the requirements for a fair retrenchment process.
LGBT+	Lesbian, gay, bisexual and transgender/transsexual people. The '+' symbol is used to include people who do not fit binary notions of male and female.
LSE	London Stock Exchange. The LSE is the main and largest stock exchange in the United Kingdom.

Glossary of terms continued

LTI	<p>Lost-time injury.</p> <p>LTI refers to an injury resulting in the person being unable to attend/return to work to perform the full duties of their regular work, as per the advice of a qualified medical professional, on the next calendar day after the injury.</p>
LTIFR	<p>Lost-time injury-frequency rate.</p> <p>LTIFR is the number of employee and contractor lost-time injuries per 1 million hours worked. From 2018, Anglo American Platinum replaced LTIFR with the total recordable case frequency rate as the injury-frequency rate performance measure.</p>
METF	<p>The Minerals Education Trust Fund.</p> <p>The METF is a collaboration between industry and tertiary institutions to support sustainable tertiary education in mining, metallurgy/minerals processing and geoscience.</p>
MPRDA	<p>Mineral and Petroleum Resources Development Act (MPRDA) 28 2002 (South Africa).</p> <p>The MPRDA aims to provide equitable access and sustainable development of the country's mineral and petroleum resources.</p>
NECOM	<p>National energy crisis committee.</p> <p>NECOM is tasked with implementing South Africa's presidential energy action plan to achieve energy security.</p>
NEMA	<p>National Environmental Management Act 1998.</p> <p>NEMA sets out the guiding principles which seek to provide an environmental framework within which an entity can operate and manage its business in a sound environmental manner.</p>
NIHL	<p>Noise-induced hearing loss.</p> <p>New NIHL cases are recorded when:</p> <ul style="list-style-type: none"> – The rules for diagnostic criteria for occupational disease in Anglo American Platinum have been met – There is a pattern consistent with NIHL on the audiogram – Average hearing loss at frequencies 0.5, 1, 2, 3 and 4kHz for both ears is greater than 25dB(A) – There is a 10dB(A) change in the average hearing loss since the preplacement audiogram recorded on employment by Anglo American.
NO_x	<p>Emissions of nitrogen oxides from diesel engines.</p>
PGMs	<p>Platinum group metals.</p> <p>PGMs are six elemental metals of the platinum group, nearly always found in association with one another. Some texts refer to PGEs (platinum group elements). The metals are platinum, palladium, rhodium, ruthenium, iridium and osmium.</p>
RBMR	<p>Rustenburg Base Metals Refinery owned by Anglo American Platinum.</p> <p>RBMR produces high-quality electro-won nickel from an automated tank house, as well as copper cathode, cobalt sulphate and sodium sulphate.</p>
SANParks	<p>South African National Parks.</p> <p>SANParks manages the country's national parks.</p>
SASB	<p>Sustainability Accounting Standards Board.</p> <p>SASB has set standards that help companies disclose relevant sustainability information to their investors. The SASB standards identify sustainability-related risks and opportunities most likely to affect an entity's cash flows, access to finance and cost of capital over the short, medium or long term and the disclosure topics and metrics that are most likely to be useful to investors.</p>
SAPS	<p>South African Police Service.</p>

Glossary of terms continued

SLPs	Social and labour plans. SLPs include plans developed by mining and rights holders regarding their human resources development programmes, mine community development plans, housing and living conditions plans, employment equity plans, processes to save jobs and manage downscaling and/or closure and empowerment ownership plans.
SMME	Small, medium and micro enterprises.
SO₂	Sulfur dioxide.
Tailings	That portion of ore from which the most valuable material has been removed by concentration, and which is therefore low in value.
Total environmental incidents	<p>We classify environmental incidents on a scale of 1 to 5 based on increasing severity, in line with a 5 x 5 risk matrix, which plots potential incidents against their likelihood of occurring and the severity of their consequence.</p> <p>A level 1 incident will have a minor impact on the environment while a level 5 incident will have a major impact. Correct classification of incidents is important as it determines the level of response, investigation and reporting required.</p> <p>From January 2018, we implemented an updated classification process for environmental incidents, which maintains the level 1 to 5 classification scale while providing substantially greater guidance and rigour to the classification process.</p> <p>The following components are considered when rating the severity of environmental incidents:</p> <ul style="list-style-type: none"> – Scale: how significant is the size/scale of impact relative to size/scale of receiving environment? – Sensitivity: how sensitive is the receiving environment to the impact? How special or unique is the area that has been impacted? – Remediation and clean-up: how difficult is the impact to contain, remediate and/or clean up? How much time and/or resources are required to manage the incident?
Total Scope 1 carbon emissions	Scope 1 emissions include CO ₂ -equivalent emissions from fossil fuels and are reported in tonnes CO ₂ (e).
Total Scope 2 carbon emissions	Scope 2 emissions include CO ₂ -equivalent emissions from electricity purchased and are reported in tonnes CO ₂ (e).
Total social investment	CSI spend including contributions paid to community trusts and dividends paid to communities.
Total water withdrawal (megalitres/000 m³)	Total volume of water received from the water environment and/or third-party suppliers including precipitation and run-off.
UN Global Compact	The UN Global Compact is a voluntary initiative based on CEO commitments to implement universal sustainability principles and take steps to support UN goals.
UN Guiding Principles on Business and Human Rights	The UN Guiding Principles on Business and Human Rights are a set of guidelines for states and companies to prevent, address and remedy human rights abuses committed at business operations.
UNESCO World Heritage sites	The United Nations Educational, Scientific and Cultural Organization world heritage sites are sites designated as having outstanding universal value under the Convention Concerning the Protection of the World Cultural and Natural Heritage.
VSPHRs	Voluntary Principles on Human Rights. VSPHRs are principles that guide companies on how to conduct their security operations while respecting human rights. These global principles were set by companies, governments and NGOs.
WWF	The Worldwide Fund for Nature. The WWF is an international organisation that collaborates with local communities to conserve natural resources.

Administration

Directors

Executive directors

C Miller (chief executive officer)
S Naidoo (chief financial officer)

Independent non-executive directors

N Mbazima (chairman) (Zambian)
S Kana (lead independent director)
L Bam
T Brewer
R Dixon
D Emmett
H Faul
S Phiri
F Petersen-Cook

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Kavita Mohanlal: Principal Mineral
Resources estimation

Fraud line – YourVoice

Anonymous whistleblower facility
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www.yourvoice.angloamerican.com



Human resources-related queries

Job opportunities

Bursaries

Career information

www.angloamericanplatinum.com/careers

Disclaimer

Certain elements made in this annual report constitute forward-looking statements. Forward-looking statements are typically identified by the use of forward-looking terminology such as 'believes', 'expects', 'may', 'will', 'could', 'should', 'intends', 'estimates', 'plans', 'assumes', or 'anticipates' or the negative thereof or other variations thereon or comparable terminology, or by discussions of, eg future plans, present or future events, or strategy that involve risks and uncertainties. Such forward-looking statements are subject to a number of risks and uncertainties, many of which are beyond the company's control and all of which are based on the company's current beliefs and expectations about future events. Such statements are based on current expectations and, by their current nature, are subject to a number of risks and uncertainties that could cause actual results and performance to differ materially from any expected future results or performance, expressed or implied, by the forward-looking statement. No assurance can be given that such future results will be achieved; actual events or results may differ materially as a result of risks and uncertainties facing the company and its subsidiaries.

Sustainability data, models and methodology

The matters covered in this document include judgements, estimates and assumptions. We have used sustainability-related (including climate) data, models and methodologies, including those made available by third parties (over which we have no control), which we consider to be appropriate as at the date on which they were used, but they are not of the same standard as those available in the context of other information (such as financial information), nor subject to the same or equivalent disclosure standards, historical reference points, benchmarks or globally accepted accounting principles. The data, models and methodologies used (including specifically in relation to GHG accounting) and the judgements, estimates and assumptions made in relation to sustainability matters are evolving rapidly, which may directly or indirectly affect the metrics, data points and targets contained in this document. Further development of accounting and/or reporting standards could impact the performance metrics, data points and targets contained in this document. The sustainability-related data we report may be affected by underlying data quality, which can be hard to assess, and we expect industry guidance, market practice and regulations in this field to continue to change. In addition, historical data may not be reliable as an indicator of future performance. There may also be challenges faced in relation to the ability to access data on a timely basis, the lack of consistency and comparability between data that is available and our ability to collect and process relevant data. This means the sustainability-related forward-looking statements and sustainability metrics discussed in this document may carry an additional degree of inherent risk and uncertainty.

Further, changes in external factors that are outside of our control could potentially materially impact the performance metrics, data points, targets and milestones contained in this document and our progress against them. This includes, among other things, developments in accounting and/or reporting standards, improvements in data quality, data availability, or updates to methodologies and models and/or updates or restatements of data by third parties, updates in available scenarios and science, the actions of other businesses, the economic and technical feasibility of certain actions and technologies, and the development of sustainability-related policy frameworks and legislation in addition to those factors outlined [below].

Not all of the information contained in this document has been subject to external assurance or audit. The data contained in this document may be updated, re-calculated, re-baselined and/or re-presented from time to time and may change materially. Such updated information may result in different outcomes than those included here. It is important for readers to be aware that direct, like-for-like comparisons of each piece of information disclosed may not always be possible from one reporting period to another.



Anglo American Platinum Limited

Incorporated in the Republic of South Africa

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Registration number: 1946/022452/06

JSE code: AMS – ISIN: ZAE000013181

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