

DE BEERS GROUP

SUSTAINABILITY DATA
BASIS OF REPORTING

MAY 2024

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CONTENTS

1 Introduction	4
1.1 Reference to Anglo American documentation	4
1.2 External reporting	4
1.21 Annual reporting overview	4
1.22 Material Topics and emerging themes.....	4
1.23 Reporting requirements	6
1.3 Internal reporting	6
1.4 Reporting system – Objectives & Targets.....	6
1.5 Contacts	6
2 Organisation structure and scope	7
3 De Beers Group sustainability data reporting process.....	8
4 Assurance.....	8
5 Definitions	9
5.1 Safety	9
5.2 Employee health and wellbeing.....	12
5.3 Environmental incidents	18
5.4 Responsible sourcing.....	19
5.5 Livelihoods.....	23
5.6 Climate change.....	26
5.7 Non-greenhouse gas emissions	30
5.8 Water	32
5.9 Biodiversity.....	37
5.10 Inclusive workforce.....	39
5.11 Non-mineral waste	47
5.12 Human rights.....	50
5.13 Economics.....	54

DE BEERS GROUP

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Summary of changes

DATE	DOCUMENT NAME	VERSION	CHANGES
8 May 2024		Version 1	A new version of the guidance for data points reported in Objectives & Targets.

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1 INTRODUCTION

1.1 Reference to Anglo American documentation

This document should be used in conjunction with Anglo American policy 'SD Indicators, Definitions and Governance'. This document outlines specific instances where the process, scope and definitions of the relevant sustainability data point are different for De Beers Group compared to Anglo American. Therefore, the reader should refer to 'SD Indicators, Definitions and Governance' for guidance on the processes that is consistent between Anglo American and De Beers Group, such as data workflow, roles and responsibilities, data capture/validation and data change management.

1.2 External reporting

1.21 Annual reporting overview

The performance of companies as it relates to safety and sustainable development has increasingly become a topic of interest to regulators, employees, communities, NGOs, multi-lateral organisations, and the public. These stakeholders have varied interests in several issues at local, regional, national, and international levels. There is an emerging trend for organisations to support their sustainability initiatives with science-based targets and quantitative data, that is in line with reporting standards.

In line with this expectation, De Beers Group publishes annual Building Forever sustainability report externally, which demonstrates De Beers Group progress towards Building Forever 2030 goals, supported by the quantitative metrics.

Building Forever is our commitment to create a positive impact that endures well beyond the discovery of our last diamond. It is our guiding ambition and a detailed blueprint setting out how we aim to achieve a fairer, safer, cleaner, and healthier world. Within the overarching strategy, 12 ambitious goals focus our efforts to 2030. Our approach is dynamic and shaped by stakeholder priorities.

Underpinning everything we do are the principles we operate by every day – safety, respect for human rights, inclusion and diversity, a values-based leadership culture, high standards across operations, and legal compliance. These principles are reported as part of De Beers Group critical foundations, which are the common and minimum requirements for each of our operations and our business. We have identified the following five critical foundations as the backbone of our approach: 1) beyond zero, 2) leadership and culture, 3) human rights 4) inclusion and diversity 5) group standards and legal compliance.

Through Building Forever, we report against the sustainability issues that matter most to De Beers Group and our stakeholders, reported as material topics in the annual sustainability report.

1.22 Material Topics and emerging themes

Material topics that matter most to De Beers Group and our stakeholders are identified through a materiality assessment, carried out every two to three years by a third-party provider (last updated in 2022).

De Beers Group follows the 'dual materiality' reporting approach, in accordance with the sustainability reporting standards. This means identifying economic, social, and environmental factors that have, or could have, significant impacts on our business, whether positive or negative. In addition, we also seek to capture the significant impacts that our business has, or could have, on the economy, environment, and people.

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As well as being a key compliance requirement for reporting against GRI standards, materiality assessments are a transparent way for us to sense-check our sustainability strategy. They help us stay aligned with stakeholder expectations, identify emerging trends, and understand where to target our efforts.

25 material topics can be grouped under five emerging themes.

Climate change and nature

Climate is the strongest focal theme since 2022. The material topic of climate change, greenhouse gases and renewable energy was named as an essential priority by both internal and external stakeholders, closely followed by biodiversity and conservation, showing the pressing need for nature-based solutions to the twin climate and biodiversity crises. These are closely connected to the material topics of water, waste and land as covered by water use, quality and management, waste management and circularity waste, and landscape impacts and management. A prominent new material topic since 2022 is climate resilience and adaptation, reflecting growing concerns about how operations and communities will transition to a lower-carbon world. Technology and innovation will be a key enabler of this transition and its impacts keenly felt, though this is currently less of a consideration for our external stakeholders. Another new material topic since 2022 is sustainability topics impacting consumer demand for diamonds. While it may have less impact on society, De Beers Group can benefit from clearly communicating our Building Forever achievements and goals to diamond consumers.

Business ethics

Another top priority area for our stakeholders is robust business ethics, governance, and transparency. Stakeholder expectations have shifted from wanting to see goals and commitments to wanting to see results and evidence of progress. This core issue also relates to anti-corruption and anti-bribery as well as advocacy and public policy alignment, which are among our 25 material topics.

Community impact

While maintaining our social licence to operate through community consultation and engagement is deemed critical by De Beers Group, external stakeholders also attach the utmost importance to the direct impacts felt on the ground. They rank local socio-economic community development and responsible mine closure and the post-mining transition on a par with climate change as essential priorities. Likewise, the economic impact on producer countries is a prominent priority for external audiences. Health, safety and wellbeing for employees and communities is a strong area of focus for our business, as is training and upskilling of employees and communities. These issues link to our local hiring and procurement practices as well as community/indigenous rights. We must also carefully consider the impacts of technology and innovation, both positive and negative, on jobs and community wellbeing.

Responsible sourcing

Highly material for our business, responsible sourcing links to growing stakeholder and consumer demands for information around product traceability. It is a multifaceted area of interest with implications for human rights and labour rights in the workforce, community/indigenous rights, and landscape impacts, as well as biodiversity and conservation. Key to building and maintaining trust along the full length of our value chain is a robust infrastructure of business ethics, governance, and transparency.

Equity, diversity, and inclusion

De Beers Group's longstanding efforts to advance gender equity are expected to have impacts on broader society, while diversity, equity and inclusion in the workplace cover our impacts closer to home. Responsible and inclusive marketing and communications is a new material topic since 2022 and is another way in which we are committing to diversity in broader society.

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1.23 Reporting requirements

De Beers Group discloses its sustainability data and performance in accordance with Global Reporting Initiative (GRI) standards for sustainability reporting.

1.3 Internal reporting

We report on progress against our key sustainability performance areas to internal stakeholders within operations, business units and reported to De Beers Group's parent Anglo American through quarterly balanced scorecard.

1.4 Reporting system – Objectives & Targets

The Objectives & Targets module replaces the Enablon Performance Measurement (Metrics) module. This module allows for single source of truth for sustainability data and provides the business with the following high-level features:

- single place to define business targets and objectives
- automate as much of the reporting around scorecards and targets as possible
- simplify operational data gathering
- simplify data validation and integrity.

1.5 Contacts

For technical assistance, contact: objectivestargets@angloamerican.com

For assistance with definitions or general queries, contact:

Natalia Gorshenina

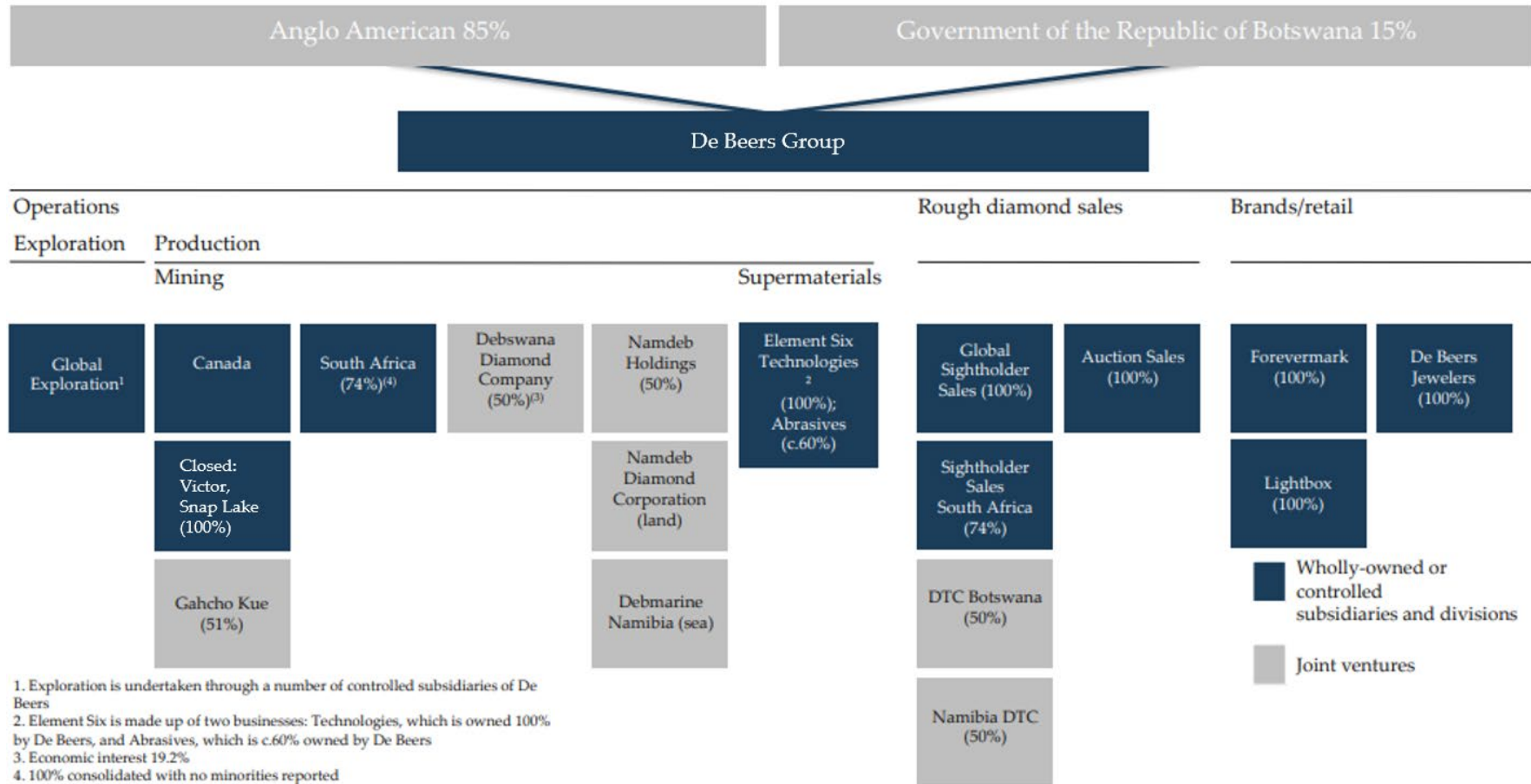
Sustainability Reporting Manager

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2 ORGANISATION STRUCTURE AND SCOPE

De Beers Group sustainability data is reported for De Beers Group, which consists of the Company, and all entities (which include subsidiaries, joint operations, and associates) that are controlled, jointly controlled, or significantly influenced by the Company (the “group” or “De Beers”). Exclusions and details to this rule can be found in the scope for each metric in section 5. Definitions of this document.



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3 DE BEERS GROUP SUSTAINABILITY DATA REPORTING PROCESS

Sustainability data is captured in Objectives & Targets on monthly or annual basis, depending on the area of reporting. Generally, data for safety, health, environment, and climate change is captured on monthly basis, while the remainder of data is captured annually. The frequency of the reporting for each metric can be found in 'Frequency of reporting' in section 5. Definitions of this document.

Data is captured by a person responsible and is validated by an authorised person, who must be different than the capturer of data where the team structure allows for this. At the minimum the data reported in Objectives & Targets must be authorised by a different individual outside of the system and evidence of authorisation should be available to share with the auditors. The role of the data capturer is to capture data accurately, in accordance with the data conventions and definitions and capture data by the given due dates. The role of data validator is to review data entered by the capturer, ensure data are aligned with the data conventions and definitions, reject incorrect data and validate correct data. Data capturer and validator should retain required support material to ensure reliability and integrity of the report data. The specific material may vary depending on the nature of the data, generally including source documents such as invoices, contracts, any relevant correspondence records related to data collection and documentation on any assumption or estimates.

The overall 'ownership' of data lies at operations and business units, which are responsible for accuracy and completeness of the information entered, and allocating resources to ensure the timely capture, and validation of data. The timelines for monthly data capture are communicated in the annual reporting calendar in Eureka. While the timeline for the annual capture is released in the kick-off of the annual sustainability report in Q3 of the reporting cycle.

As part of monthly and annual reporting process, once all the data is validated, the system is locked down. This ensures data integrity and accuracy by preventing unauthorised modification of captured data and preserves the integrity of the audit trail. Any further changes to the data must follow a formal change management process.

4 ASSURANCE

As part of the annual Sustainable Development Report assurance process, an external auditor is appointed to ensure that the reported sustainability information is accurate, free from significant error, communicated to key stakeholders effectively and covers the material risks to the business. The engagement is conducted in alignment with The International Standard on Assurance Engagements 3000 (ISAE3000) issued by the International Federation of Accountants (IFAC).

Selected sites will be visited to undertake testing activities. The selection of the sites is based on different factors, such as, size, geographical spread, and materiality. The assurance activities are performed to gain an overview of activities in the current reporting cycle, including any changes to operations impacting the data, the systems, and processes for collecting and reporting data.

Auditors will also access existence, accuracy, completeness of the source data or the reliability of the supporting documentation on a sample basis. As well as check the accuracy of the aggregation process and emissions calculations and feedback any final corrections, if applicable.

Finally, the auditors will sign off on the final data to be used for reporting purposes and issue an assurance statement and management report.

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5 DEFINITIONS

Please note below format of the document where:

Broader category of metrics

Certain metrics are grouped into categories with the same scope of reporting, frequency of reporting and source of the documentation for the definitions.

Specific metric

Documents scope, frequency of reporting, definitions and source of documentation that are distinct for each specific metric.

5.1 Safety

Total work-related fatal injuries

Scope: De Beers Group

Frequency of reporting: monthly

Unit of measure: #

Definition: A fatality is an employee or contractor death resulting from a work-related injury. In addition to being work-related, the activity performed must be subject to management control. De Beers Group records all work-related losses of life for the purposes of internal and external investigation, management action, legal process, and compensation. However, while fatal injuries that result from criminal activity and public -road incidents are recorded for management purposes, these are not included in formal statistics and frequency-rate calculations.

Whilst a lost time injury may become a fatality due to contributing factors unrelated to the actual incident that caused the original injury (eg. pre-existing medical condition of the injured, inadequate post-injury care, etc.), the fact remains that these unrelated factors may well not have resulted in a fatality by themselves, had the incident not occurred. It is therefore necessary to determine whether the fatality can be attributed to a work-related injury, in which case the fatality must be recorded as such, and the original lost-time injury (LTI) and the days lost as a result of the LTI must be deleted from the records. The fatality will be recorded as the date of the incident, and not the date of death.

If the injured dies after having been discharged from employment or retired on medical grounds due to the LTI, then the fatality is no longer considered to be work-related and should not be recorded.

Whenever a fatality occurs sometime after an LTI, whilst the deceased was still in the employ of the company, and where there remains uncertainty about cause and effect, it is recommended that a forensic pathologist postmortem should be conducted to establish whether a direct link exists between the LTI and the fatality.

Where doubt exists about the link between an LTI and a delayed fatality, the opinion of legal counsel will also be sought by the review panel to ensure that all aspects of the case are considered.

It is possible that a lost time injury becomes a fatality sometime after the date of the original incident. There is a no set time limit on the recording of a fatality following an LTI.

Source: Safety and SD Data Points and Indicators: Safety Definitions and guidance notes 2021.

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Lost time injury frequency rate (LTIFR)

Scope: De Beers Group

Frequency of reporting: monthly

Unit of measure: #

Definition: The LTIFR is a rate per 1,000,000 hours of lost-time injuries due to all causes for both employees and contractors.

A lost-time injury (LTI) is a work-related injury resulting in the employee/contractor being unable to attend work or being unable to perform the routine functions of his/her job, on the next calendar day after the day of the injury, whether a scheduled workday or not.

- Days lost are calendar days regardless of whether the injured was due at work or not on any of those days, and includes scheduled time off, or time off for training, disciplinary suspension, etc.
- Restricted work (or light duty) is counted as a lost time injury.
- When an employee is unable to perform routine work functions, the injury is counted as a lost time injury.
- Routine work functions are defined as work activities or assigned duties that the worker regularly performs (eg at least once per week) or are included in a worker's job description. Inability to perform routine work functions include missing workdays completely or working at alternate or restricted work to accommodate an injury or disease.
- Restricted workdays are considered 'days lost due to a lost-time injury' and should be captured as such.
- Loss of consciousness should be recorded as a lost-time injury, regardless of the length of time the employee/contractor remains unconscious.

In the case where an employee or contractor is admitted to a hospital or similar institution for medical observation purposes after an incident, it should be reported as a lost time injury if any evidence of injury or illness is found, or if any treatment is given, and one or more shifts is lost. In this case, the time spent under observation should be recorded as lost time.

Similarly, if an injured worker undergoes medical diagnosis and following the examination receives no medical treatment and the person is deemed fit to return to work the following day, the incident will be recorded as a first aid case and no lost time will be allocated to the incident. However, if medical treatment is provided and the person returns to work the following day, the incident will be classified as a medical treatment case. No lost days will be allocated for these incidents.

If a lost time injury becomes a fatality, the case should be recorded as a fatality on the date of the incident, and the record of the case as a LTI should be deleted from the database. This is to avoid double accounting as both lost-time injuries and fatalities are used in the calculation of frequency rates.

The same would apply for the reclassification of a medical treatment case to a lost time injury: the record of the MTC should be deleted and the lost-time injury captured on the date of the incident. Both medical treatment cases and lost-time injuries are used to calculate the total recordable case frequency rate.

In the event of uncertainty about whether an incident is an LTI or not OSHA 3245 will be used by the BU heads of Operational Safety and Health to make a determination, the outcome of which will be recorded in writing.

Where a lost time injury can be assigned to more than one of the listed Agencies (page 8), use the Agency that is the fundamental cause of the LTI. If it is still difficult to classify the LTI, then use the advice of an appropriate professional person.

Days lost due to a lost-time injury

The total number of calendar days (not working days), from the day following the injury to the day on which the injured person is able to resume the routine functions² of his/her job.

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Days lost are calendar days regardless of whether the injured was due at work or not on any of those days, and includes scheduled time off, weekends and public holidays. Lost days should be accumulated:

- Until the injured person can resume the routine functions of his/her job; or
- Is re-assigned to another designation on a permanent basis, and is able to perform the full duties of the alternative designation; or
- Is medically separated from the company.

If an injured worker needs to be transported to a seek medical diagnosis and following the examination and treatment is deemed fit to return to work the following day, the incident will be recorded as a medical treatment case and no lost time will be allocated to the incident.

- Lost days for any one incident should be accumulated until the employee/contractor returns to work. The system will automatically create two calculations, one capping lost days at 180, the other an uncapped figure.
- Days lost will not be accumulated and should be recorded in the year in which the days are lost.
- Example, an employee who returns to work on 15 Jan, from an injury in 15 Dec, should have days lost captured in both December and January.

In the event that a contractor sustains a lost time injury the same rules will apply as above, unless the contractor has not yet returned to the full duties of his/her regular work at the time that the original contract terminates.

No lost days will be attributed to a fatality.

Source: Safety and SD Data Points and Indicators: Safety Definitions and guidance notes 2021.

Total recordable injury frequency rate (TRIFR)

Scope: De Beers Group

Frequency of reporting: monthly

Unit of measure: #

Definition:

(Sum of the number of contractor medical treatment cases (per below) + lost time injuries (per above) + fatal injuries (per above)) *1,000,000/Contractor hours worked.

Medical treatment cases: a medical treatment case is a work-related injury resulting in the management and care of a patient to combat disease or disorder, which does not result in lost time or restricted work.

A work-related injury which results in the injured person receiving attention, that under normal circumstances would only be received from a medical professional (eg doctor, nurse, paramedic, physiotherapist, etc.) via medical treatment or prescription. The injured person will be able to resume the routine functions of his/her job on the day following that of the injury.

The application of sutures, or the removal of a foreign body embedded in the eye, are examples of MTCs. Any treatment of an injury which involves medicines usually obtainable only by prescription of a medical professional (eg antibiotic), unless solely for preventative measures, will be classified as an MTC. MTCs do not include:

- The conduct of diagnostic procedures, such as X-rays and blood tests, including the administration of prescription medications used solely for diagnostic purposes (eg eye drops to dilate pupils, etc).
- Visits to physicians or other health care professionals solely for therapy as a preventative measure (eg tetanus shots, antihistamines administered solely as a precautionary measure ie where no allergic reaction has manifested).

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In the case where an employee or contractor is admitted to a hospital or similar institution for medical observation purposes after an incident, it should be reported as medical treatment case if the observation period extends up to 24 hours, where treatment is given, or no evidence of injury or illness is found. In the unlikely event that the observation continues for more than 24 hours the incident becomes an LTI.

The criterion is on the treatment, not the examination.

Indicator name updated to TRIFR in 2022, previously reported as TRCFR.

Source: Safety and SD Data Points and Indicators: Safety Definitions and guidance notes 2021.

Number of High Potential Incidents (HPIs)

Scope: De Beers Group

Frequency of reporting: monthly

Unit of measure: #

Definition: An event, or a series of events, that has under other reasonable circumstances the potential to cause a more significant adverse effect on the safety or health of a person up to and including loss of life. For Health reporting HPIs are situations where an incident occurred and a health impact rating of 3 or lower was realised but it is foreseeable the impact could have been a consequence rating of 4 or more, as the situation could foreseeably have caused an occupational disease; or permanent health impact of > 25% disability; or a fatality outcome. (see 'Occupational disease cases (level 3-5)' for definitions on consequence rating).

Source: S&SD INDICATORS – HEALTH & HYGIENE: DEFINITIONS AND GUIDANCE NOTES 2024 BPP_SSD_BG_000003

5.2 Employee health and wellbeing

Where a metric refers to number of workforce, it is reported as at the end of the reporting period, ie December 31 of the reporting year, unless explicitly stated differently.

Occupational health

Occupational disease cases (level 3-5)

Scope: De Beers Group

Frequency of reporting: monthly

Definition: The objective of the below criterion is to provide a standard case definition for occupational disease that is deemed recordable as it is caused by or exacerbated by a causative dose in a work environment managed by De Beers Group.

The following rules shall be verified before a case of occupational disease is recorded.

- For employees the clinical diagnostic criteria shall be met in the opinion of a suitable medical specialist being an Occupational Health Physician and/other relevant specialist. Where De Beers Group has control over contractor medical examinations and records, they shall also report on occupational disease diagnoses for contractors.

AND

- There shall be a measured (or deemed likely in the absence of measurements) sufficient exposure dose to a causative agent in the workplace. Exposure levels to the causative agent shall be verified by an occupational hygienist or occupational health physician based on objective exposure data. The dose shall include consideration

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of the minimum exposure time period in De Beers Group workplaces, aligned to the International Labour Organization (ILO) 2022 definitions. See each disease criterion for further details.

AND

- The causative link for the exposure to the disease state shall have an evidence base in the scientific literature.

Occupational diseases are reported by level of severity and the metric is the sum of the consequence levels 3, 4 & 5 occupational disease cases:

level 3 (moderate) health incidents: Exposure to workplace hazards results in a case of transient occupational disease requiring medical level treatment and resulting in lost time (unable to return to full duties the next working day) but recovery and no permanent impairment. (LTI case equivalent) For noise induced hearing loss cases this definition includes those with a calculated loss of under 25% mild impairment of hearing. This scenario reflects a situation that can be resolved at the site level with general manager accountability and response.

4 (high) health incidents: Exposure of a single person to workplace hazards that results in a diagnosed permanent occupational disease or irreversible impact on health with a permanent impairment rating of 25% or greater; or a fatality outcome for a single person. Includes but is not limited to occupational health diseases criteria outlined in this document. This scenario reflects a potential sentinel event situation that could escalate to a multiple person situation and would require the escalation oversight of situation to business leadership with a general manager level of accountability for response.

level 5 (major) health incidents: Exposure of multiple persons to workplace hazards that results in a permanent occupational disease or irreversible impact on health with a permanent impairment rating of 25% or greater; or a fatality outcome for in the same cohort (HEG/SEG) over a rolling 5-year reporting period. All subsequent cases in a 5 year period will be classified as a level 5. This scenario reflects a potential class action legal situation with multiple harmed people and would require the escalation of situation and accountability of response to a business leadership.

Health incidents Level 1 and Level 2 are not reported.

Source: S&SD INDICATORS – HEALTH & HYGIENE: DEFINITIONS AND GUIDANCE NOTES 2024 BPP_SSD_BG_000003

Workforce exposed to respirable dust (Category A)

Scope: De Beers Group

Frequency of reporting: monthly

Unit of measure: # of employees exposed to or greater than the OEL

Definition: Total number of employees assigned to Homogenous Exposure Groups (HEG)/Similar Exposed Group (SEG) in an 'A' classification band. ie \geq OEL (without taking into account PPE) for inhalable hazards for the reporting period.

Inhalables: Inhalables are workplace hazardous chemical agents that enter the body through the respiratory system. It includes dusts, gases, fumes, aerosols, vapours, particulates and air borne mixtures. Inhalables can be further defined by size into inhalable dust – a particle that can be breathed into the nose or mouth or respirable dust as the fraction of inhaled airborne particles that can penetrate beyond the terminal bronchioles into the gas-exchange region of the lungs.

Anglo American definition considers all particle size as the one group. The Anglo American requirements for inhalables is exposure should be reduced to below the OEL and that regular monitoring of the environment (hygiene sampling) and people (health surveillance) is required if the agent is found to be present at levels of 50% or greater of the OEL in the working environments.

Examples include:

- Cobalt dust
- Coal mining dust

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- Respirable crystalline silica (considered inhalable for 2023 – moving to carcinogen definition for 2024 reporting)
- Copper dusts and mists
- Sulphuric acid mists
- Sulphur dioxides gas
- Volatile Organic Compounds vapours

The definition of an 'identified health risk' is when:

- There is a recognised health hazard in the workplace.

AND

- The measured worker HEG/SEG exposures are > 50% of the Anglo defined occupational exposure limit (OEL) or the national regulatory OEL for non-carcinogens OR
- The measured worker HEG/SEG exposures are > 10% of the defined occupational exposure limit (OEL) or the national regulatory OEL for carcinogens.
- The site health risk register shall reflect the total number of occupational health and hygiene hazards which have been identified and assessed as an established risk. Each identified hazard shall have a regular hygiene sampling programme and a worker health surveillance.
- OELs are set for an 'average' worker protection and may not adequately protective for all workers. Monitoring workers at > 50% exposure of non-carcinogens is performed as a precaution and allows for protection of vulnerable individuals and groups who may still suffer a health impact though the exposure is under the OEL.
- Monitoring workers at > 10% exposure of carcinogens is performed as a precaution and allows for early detection and intervention before significant health impacts that could become life threatening occur.
- Adopting lower thresholds for monitoring of worker health is aligned to the Anglo American safety values and zero harm mindset.

Source: S&SD INDICATORS – HEALTH & HYGIENE: DEFINITIONS AND GUIDANCE NOTES 2024 BPP_SSD_BG_000003

Workforce exposed to noise levels (dB)

Scope: De Beers Group

Frequency of reporting: monthly

Definition: Total number of employees and contractors assigned to Homogenous Exposure Groups/Similar Exposed Group (SEG) where the assigned personal noise exposure levels for that HEGs $\geq 85\text{dB(A)}$ < 105dB(A) 8hr time-weighted average (TWA) (without considering PPE) for the reporting period.

Source: S&SD INDICATORS – HEALTH & HYGIENE: DEFINITIONS AND GUIDANCE NOTES 2024 BPP_SSD_BG_000003

Workforce potentially exposed to occupational carcinogens above thresholds

Scope: De Beers Group

Frequency of reporting: monthly

Unit of measure: # of employees exposed to or greater than the OEL.

Definition: Total number of employees and contractors exposed to one or more known causes of occupational cancer including but not limited to Arsenic, Coal tar pitch volatiles, Cobalt, Diesel particulate matter and Nickel (soluble and insoluble), excluding crystalline silica and UV radiation. Number only includes carcinogens above a certain threshold.

Source: S&SD INDICATORS – HEALTH & HYGIENE: DEFINITIONS AND GUIDANCE NOTES 2024 BPP_SSD_BG_000003

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Employees tested for HIV

Employees who know their status

Scope: see scope per each country below – Botswana, Namibia and South Africa. Element Six is not in scope for South Africa.

Frequency of reporting: monthly

Unit of measure: # of employees

Definition: The sum of all employees who are known to be HIV+ve on the medical records (irrespective of year of testing or testing facility) plus the HIV non-reactive employees (ie negative HIV test) who tested during a calendar year.

Number of known HIV+ve employees: The total of all employees who are known to be HIV+ve on the medical records (irrespective of year of testing or testing facility) – and who are still in employment at the end of the current reporting month.

All monthly reporting should be the cumulative number of all known HIV+ve cases on a rolling basis including the removal of employees no longer in the business.

Source: S&SD INDICATORS – HEALTH & HYGIENE: DEFINITIONS AND GUIDANCE NOTES 2024 BPP_SSD_BG_000003

Employees who know their status South Africa

Scope: all employees residing in South Africa. Element Six is not in scope for South Africa.

Unit of measure: # of employees

Employees who know their status Botswana

Scope: all employees residing in Botswana

Unit of measure: # of employees

Employees who know their status Namibia

Scope: all employees residing in Namibia

Unit of measure: # of employees

Percentage of employees who know their HIV status

Percentage of employees who know their HIV status

Scope: Employees in high HIV-burden countries (Southern Africa) where De Beers Group operates - South Africa, Namibia and Botswana. Element Six is not in scope for South Africa.

Frequency of reporting: monthly

Unit of measure: % of employees

Definition: The number of employees who know their status (per above: The sum of all employees who are known to be HIV+ve on the medical records (irrespective of year of testing or testing facility) plus the HIV non-reactive employees (ie negative HIV test) who tested during a calendar year.) – as a percentage of the total employees in high HIV-burden countries (Southern Africa).

Source: S&SD INDICATORS – HEALTH & HYGIENE: DEFINITIONS AND GUIDANCE NOTES 2024 BPP_SSD_BG_000003

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Number of employees receiving anti-retroviral therapy (ART)

Employees on anti-retroviral therapy (ART)

Scope exclusions: see scope per each country

Frequency of reporting: monthly

Unit of measure: # of employees

Definition: Number of employees on (an) anti-retroviral therapy programme(s) and remain in employment on the last day of the reporting period.

When reporting the January value at the start of the reporting year, this must include the total known employees on (an) anti-retroviral therapy programme(s) as reported at the end of the prior year.

All monthly reporting should be the cumulative number of all employees on ART on a rolling basis including the removal of employees no longer in the business.

Source: S&SD INDICATORS – HEALTH & HYGIENE: DEFINITIONS AND GUIDANCE NOTES 2024 BPP_SSD_BG_000003

Employees on anti-retroviral therapy (ART) South Africa

Scope: all employees on anti-retroviral therapy per definition above residing in South Africa

Unit of measure: # of employees

Employees on anti-retroviral therapy (ART) Botswana

Scope: all employees on anti-retroviral therapy per definition above residing in Botswana

Unit of measure: # of employees

Employees on anti-retroviral therapy (ART) Namibia

Scope: all employees on anti-retroviral therapy per definition above residing in Namibia

Unit of measure: # of employees

Total employees receiving anti-retroviral therapy (ART)

Unit of measure: # of employees

Sum of the above metrics Employees on anti-retroviral therapy (ART) South Africa, Botswana and Namibia

Number of new cases of HIV among employees in southern Africa

Number of new HIV cases

Scope: see scope per each country below – Botswana, Namibia and South Africa. Element Six is not in scope for South Africa.

Frequency of reporting: monthly

Unit of measure: # of cases

Definition: Number of new HIV+ve cases diagnosed during the month.

This is the sum of two categories:

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1. Those employees who were known HIV+ve in the previous year/s and have sero-converted in the current year, and
2. Those employees who test at the workplace for the first time and are diagnosed HIV+ve, including new employees and those who have previously participated in Voluntary Counselling & Testing (VCT).

Source: S&SD INDICATORS – HEALTH & HYGIENE: DEFINITIONS AND GUIDANCE NOTES 2024 BPP_SSD_BG_000003

Number of new HIV cases South Africa

Scope: new HIV cases among employees residing in South Africa

Unit of measure: # of cases

Number of new HIV cases Botswana

Scope: new HIV cases among employees residing in Botswana

Unit of measure: # of cases

Number of new HIV cases Namibia

Scope: new HIV cases among employees residing in Namibia

Unit of measure: # of cases

Total new cases of HIV among employees in Southern Africa

Unit of measure: # of cases

Sum of the above metrics Total new cases of HIV among employees in South Africa, Botswana and Namibia.

Proportion of workforce with access to free and confidential HIV testing and wellbeing programmes

Proportion of workforce with access to free and confidential HIV testing and wellbeing programmes

Scope: Employees and contractors in high HIV-burden countries (Southern Africa) where De Beers Group operates - South Africa, Namibia and Botswana only. Element Six is not in scope for South Africa.

Frequency of reporting: monthly

Unit of measure: % of total workforce

Definition: HIV Disease Management Programme was rolled out across De Beers Group operations in 2002 and therefore 100% of workforce in scope have access to the programme. The programme has four pillars – prevention (ie testing), treatment, care and support.

Incidence of tuberculosis

Incidence of tuberculosis cases per 100,000 full time employees (Group)

Scope: only employees in high tuberculosis -burden countries (Southern Africa) where De Beers Group operates - South Africa, Namibia and Botswana. Element Six is not in scope for South Africa.

Frequency of reporting: monthly

Unit of measure: # employees with TB per 100 000 employees

Definition: TB incidence rate per 100,000 population (Based on annual average employees). This includes:

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- Total number of new cases of pulmonary tuberculosis in the month (including occupational TB). These include re-treatment cases as per the WHO definition.
- Total number of new cases of extra-pulmonary tuberculosis in the month (including occupational TB).

Source: S&SD INDICATORS – HEALTH & HYGIENE: DEFINITIONS AND GUIDANCE NOTES 2024 BPP_SSD_BG_000003

5.3 Environmental incidents

Environmental incidents by severity
Environmental incidents - Level 1
Environmental incidents - Level 2
Environmental incidents - Level 3
Environmental incidents - Level 4
Environmental incidents - Level 5
Environmental incidents - Total incidents

Scope: De Beers Group

Frequency of reporting: monthly

Unit of measure: #

Definition: Incidents are categorised based on what elements of the environment is impacted on. It is important to note that environmental incidents differ from safety incidents in that a single environmental incident may simultaneously impact one or more elements of the environment (e.g. water, air and land).

The following components are taken into consideration when rating the severity of environmental incidents. These are: 1) the scale of the impact, 2) the remediation and clean up required, and 3) the sensitivity of the receiving environment. The Anglo American Baseline E-classification Criteria Workbook is to be used to assess and rank environmental consequences of an incident (200304_Baseline E-classification criteria Eureka English_rev6.0).

		SIGNIFICANT INCIDENT				
		Level 1	Level 2	Level 3	Level 4	Level 5
Environment	Scale <i>How significant is the size/scale of the impact relative to the size/scale of the receiving environment?</i>	The size/scale of the impact is insignificant relative to the receiving environment	The size/scale of the impact is minor relative to the receiving environment	The size/scale of the impact is moderate relative to the receiving environment	The size/scale of the impact is high relative to the receiving environment	The size/scale of the impact is major relative to the receiving environment
	Sensitivity <i>How sensitive is the receiving environment to the impact? How special or unique is the area that has been impacted?</i>	Receiving environment has insignificant sensitivity to the impact	Receiving environment has minor sensitivity to the impact	Receiving environment has moderate sensitivity to the impact	Receiving environment has high sensitivity to the impact	Receiving environment has major sensitivity to the impact
	Remediation & Clean Up <i>How difficult is the impact to contain, remediate and/or clean up? How much time and/or resources are required?</i>	Containment, remediation and/or clean up of the impact is insignificant (quick and easy)	Containment, remediation and/or clean up of the impact requires minor intervention and time	Containment, remediation and/or clean up of the impact requires moderate intervention and time	Containment, remediation and/or clean up of the impact requires high intervention and time	Containment, remediation and/or clean up of the impact requires major intervention and impacts may be irreversible

Source: S&SD INDICATORS – ENVIRONMENT: DEFINITIONS AND GUIDANCE NOTES 2020 BPP_SSD_BG_000004

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5.4 Responsible sourcing

BPP programme coverage – people, entities and countries

Scope: De Beers Group companies and facilities, De Beers Group diamond-related contractors, Sightholders and their diamond-related contractors and Beneficiation Project Members

Unit of measure: #

Definitions applicable to this section of metrics:

- Best Practice Principles (BPP) – programme consists of a set of mandatory environmental, social and ethical standards, including human rights, that De Beers Group applies to all its operations, as well as to our Sightholders, which are the businesses that purchase the vast majority of De Beers Group rough diamonds, their relevant diamond contractors, De Beers Group diamond-related contractors and Beneficiation Project Members.
- The BPP Assurance Programme – a systematic means of monitoring the commitment of entities with the BPPs. It has been developed to provide that the exploration, extraction, sorting, cutting and polishing of diamonds, and the manufacture and sale of diamond jewellery by entities in scope, are undertaken in a professional, ethical and environmentally friendly and accountable way.

Source: 'Best_Practice_Principles_The_Assurance_Programme_Manual_2023'

Total BPP coverage (Number of people)

Frequency of reporting: annual

Unit of measure: #

Definition: the aggregate # of employees in each entity that participates in the BPP Programme within the reporting cycle.

Source: drafted from 'Best_Practice_Principles_The_Assurance_Programme_Manual_2023'

Total BPP coverage (Number of entities)

Frequency of reporting: annual

Unit of measure: #

Definition: Entities participating in the BPP Programme consist of all De Beers Group companies and facilities, De Beers Group diamond-related contractors, Sightholders and their diamond-related contractors and Beneficiation Project Members. These entities all commit to participating in the annual BPP programme, and collectively are referred to as the number of entities covered by the BPP standards, and therefore adhere to these best practice standards.

Source: drafted from 'Best_Practice_Principles_The_Assurance_Programme_Manual_2023'

Total BPP coverage (Number of countries)

Frequency of reporting: annual

Unit of measure: #

Definition: aggregate # of countries where entities participating in the BPP Programme are located within the reporting cycle.

Source: drafted from 'Best_Practice_Principles_The_Assurance_Programme_Manual_2023'

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De Beers Group site visits for the BPP programme cycle

Number of De Beers Group site visits

Scope: All De Beers Group's companies and facilities (any company owned or controlled either directly or indirectly by De Beers plc. (including joint venture mining operations))

Frequency of reporting: annual

Unit of measure: #

Definition: number of independent verification visits to all De Beers Group's companies and facilities to verify compliance with BPP standards within reporting cycle.

Source: drafted from 'Best_Practice_Principles_The_Assurance_Programme_Manual_2023'

Sightholder visits for the BPP programme cycle

Number of Sightholder visits for BPP cycle

Scope: Sightholder Groups (clients to whom De Beers Group sells rough diamonds under the terms of the 2021-2023 Supply Agreement documentation), their diamond-related Substantial Contractors, De Beers Group diamond-related contractors and Beneficiation Project Members.

Frequency of reporting: annual

Unit of measure: #

Definition: number of independent verification visits to a Sightholder Group's entities, their diamond-related Substantial Contractors, De Beers Group's diamond-related contractors and Beneficiation Project Members to verify compliance with BPP standards within the reporting cycle.

Source: drafted from 'Best_Practice_Principles_The_Assurance_Programme_Manual_2023'

De Beers Group infringements

Total number of De Beers Group infringements

Scope: All De Beers Group's companies and facilities (any company owned or controlled either directly or indirectly by De Beers plc. (including joint venture mining operations))

Frequency of reporting: annual

Unit of measure: #

Formula: The sum of major and minor infringements by all De Beers Group's companies and facilities, raised by the independent third-party verifiers during verification visits within the reporting cycle. 'Infringements' defined below.

Where multiple findings relating to the same requirement are identified, then for the counting of infringements this is counted as one infringement. Nevertheless, all findings are included in the audit report and expected to be addressed and closed by the participant.

Source: Best_Practice_Principles_The_Assurance_Programme_Manual_2023

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Sightholder infringements and improvement opportunities

Scope: Sightholder Groups (clients to whom De Beers Group sells rough diamonds under the terms of the 2021-2023 Supply Agreement documentation), their diamond-related Substantial Contractors, De Beers Group's diamond-related contractors and Beneficiation Project Members.

Where multiple findings relating to the same requirement are identified, then for the counting of infringements this is counted as one infringement. Nevertheless, all findings are included in the audit report and expected to be addressed and closed by the participant.

Frequency of reporting: annual

Source: Best_Practice_Principles_The_Assurance_Programme_Manual_2023

Total number of Sightholder infringements

Unit of measure: #

Formula: The sum of major and minor infringements by Sightholders entities, their diamond-related Substantial Contractors, De Beers Group's diamond-related contractors and Beneficiation Project Members raised by the independent third-party verifiers during verification visits within the reporting cycle. as defined below.

Number of Sightholder major infringements

Unit of measure: #

Definition: Major Infringement is any compliance issue that can be rectified within a reasonable period and that, if managed responsibly, is not deemed by the Assessors or Independent Verifiers to result in significant adverse impact. Major Infringements require a Corrective Action Plan with milestones/timelines.

Source: Best_Practice_Principles_The_Assurance_Programme_Manual_2023

Number of Sightholder minor infringements

Unit of measure: #

Definition: Minor Infringement is any compliance issue that can be rectified within a short period and that, if managed responsibly, is not deemed by the Assessors or Independent Verifiers to result in any adverse impact. Minor Infringements require a Corrective Action Plan. It is the responsibility of each participant in the BPP Programme to complete the self-assessment workbook in an independent manner that accurately reflects each specific operation. Minor Infringement may also be raised where inappropriate information sharing has occurred in BPP Workbooks, such as stock answers between Compliance Groups or where the 'autofill' option has been used without reference to the actual situation.

Source: Best_Practice_Principles_The_Assurance_Programme_Manual_2023

Number of Sightholder improvement opportunities

Unit of measure: #

Definition: Improvement Opportunity is not a compliance issue if a satisfactory solution is found and implemented during an annual Assessment. Improvement Opportunities can also be listed for the record, to assist the group/entity/facility towards continuous improvement or be a limited compliance issue where resolution is beyond the ability of the group/entity/facility to resolve (such as instances where various national laws contradict one another). Improvement Opportunities do not require a Corrective Action Plan.

Source: Best_Practice_Principles_The_Assurance_Programme_Manual_2023

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Sightholder infringements and improvement opportunities by theme

Unit of measure: #

Infringements and improvement opportunities are categorised as 'business', 'social' and 'environmental'.

Business: compliance issue pertaining to the BPP requirements within the 'Business Responsibilities' section, which include but are not limited to business principle policies, ethical standards, policies regarding bribery anti-corruption, facilitation payments and gifts, money-laundering, responsible sourcing of diamonds in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, compliance with the Kimberly Process and World Diamond Council System of Warranties, product security etc.

Social: compliance issue pertaining to the BPP requirements within the 'Social Responsibilities' section which include but are not limited to adhering to national laws of employment, health and safety policies and procedures, preventing all forms of discrimination, child or forced labour, human rights policies and risk assessments, etc.

Environmental: compliance issue pertaining to the BPP requirements within the 'Environmental Responsibilities' section, which include but are not limited to environmental policies, environmental management programmes, reports on previous environmental non-compliance and corrective actions, environmental risk management etc.

Source: drafted from 'Best_Practice_Principles_The_Assurance_Programme_Manual_2023'

Below metrics are categorisations of the definitions already provided above.

Number of major business infringements
Number of minor business infringements
Total number of Sightholder business infringements (major and minor)

Sum of 'Number of major business infringements' and 'Number of minor business infringements'

Number of major social infringements
Number of minor social infringements
Total number of Sightholder social infringements (major and minor)

Sum of 'Number of major social infringements' and 'Number of minor social infringements'

Total number of major environmental infringements
Total number of minor environmental infringements
Total number of Sightholder environmental infringements (major and minor)

Sum of 'Total number of major environmental infringements' and 'Total number of minor environmental' infringements

Number of business improvement Opportunities
Number of social improvement opportunities
Total number of environmental improvement opportunities

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5.5 Livelihoods

Enterprise and supplier development (including Tokafala, SEDA, and others)

Scope: the scope of the livelihoods generation is limited to communities surrounding our operations in Venetia, Global Sightholder Sales (GSS), Debswana and Namibia. Jobs that are supported by Namibia trading company, NDTC, are reported within Midstream hierarchy only for Group reporting, to ensure these jobs are not double counted between Namibia and Midstream submissions.

Frequency of reporting: annual

Unit of measure: #

Source: drafted from information published in external sustainability report and expertise of Greg Petersen, Livelihoods Goal Lead

General Definition: number of jobs is determined using below criteria

Full-time equivalent jobs supported where full-time equivalent is calculated from:

- People working between 40 and 21 hours a week
- Part time employees (= 0.5 FTE): people working 20 to 9 hours a week
- Day workers (=0.1 FTE): People working 8 hours a week or less
- Includes the entrepreneur if he/she works at the business, formal and informal workers that receive a salary, and non-paid family members if they live from withdrawals.
- Jobs must be at, or above, the minimum wage if the country has a stated minimum wage

The Creation and maintenance of jobs (jobs supported) takes place through a range of activities including but not restricted to:

- enterprise and supplier development,
- agricultural development,
- procurement (see below),
- youth and skills/capacity development,
- CRD non-host community jobs and other community development programmes, including SLP infrastructure projects and other license commitments, in line with audited methods used to report on jobs supported in the annual Sustainability Report (can include self-employment).

Note on enterprise development: Include enterprises that 1) participate in enterprise development or local supplier development programmes, such as Emerge; 2) enterprises that receive loan funding and are not part of enterprise development programmes or host community suppliers; 3) enterprises that participate in other training programmes that last at least 3 months and provide at least 25 hours of training; and 4) farm households that are part of agricultural development programmes. Jobs supported is calculated as the sum of FTEs 12 months after programme entry of graduating enterprises (participate in at least 75% of training/mentoring sessions). The jobs are reported in the year the enterprises graduate (not the year they joined the programme if different).

Note on skills/capacity development: As 'job supported' count participants of training programmes of at least 25 hours over at least 3 months that have either found a new employment outside of Anglo American through participating in the training programme, have started a new business due to the training programme or have continued with their business (in case they already had a business when joining the programme).

Tokafala are our Enterprise and Supplier Development programme; however, they are not directly comparable in terms of number of jobs supported. Tokafala numbers are adjusted for part-time jobs (factor of 0.5 applied to PT jobs).

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All jobs to date reported to De Beers Group from loan funding element are the actual jobs within the business at the time the loan is approved. The majority of jobs are supported through our enterprise and supplier development programmes where businesses are supported with capacity building, training, mentorship and coaching.

As we continue to develop and strive to improve the lives of communities where we operate, programmes beyond enterprise and supplier development are being introduced including local procurement, skills development, jobs enabled through corporate social development and importantly exploring alternative industries and economic sectors with key partners and stakeholders involved in those industries.

Enterprise and supplier development

Definition: Local jobs supported by enterprise development programmes that provide support to businesses inside and outside the mining value chain (includes also enterprises that receive loan funding through Anglo American and are not part of enterprise development programmes); support needs to consist of at least 40 hours or individualised support over at least 3 months (in addition, there needs to be a clear linkage between training and improvement of jobs prospects). Examples: Tokafala (Botswana)

Enterprise development jobs for Midstream operations supported through Stanford Seed programme are reported based on the preliminary number of jobs created as part of the cohort. These jobs get trued-up the following year based on the survey results that confirm actual jobs.

Jobs supported definition: Sum of FTEs of graduating enterprises (participate in at least 75% of training sessions)

- Includes entrepreneur if he/she works in the business and non-paid family members if they live from withdrawals
- Includes formal and informal workers that receive salary

Procurement

Definition: Local jobs supported by Anglo American procurement activities from contractors (local, regional and national) that have a contract with Anglo American (direct and indirect). Procurement related jobs for SA are reported retrospectively a year later (ie 2023 jobs are for 2022 period).

- Jobs supported definition: Sum of local FTEs (annualised) that work on Anglo American contracts, which are at least one year long
- Includes jobs supported directly (ie direct contract with AA) and indirectly (ie local jobs with subcontractors, if known)
- Include local jobs for contracts with other companies/partners in case local procurement has been induced by our involvement/through our engagement with partners
- Out of scope: transactional purchases using PO without contract
- Procurement numbers are reviewed via survey on a cyclical basis every two to three years; therefore, comparable data is not available every year.

Capacity/skills development (including youth programmes)

Definition: Vocational training beneficiaries and work readiness training for local residents who are successfully placed into work

- Jobs supported definition: Participants of training programmes of at least 25 hours over at least 3 months that have either found a new employment outside of Anglo American through participating in the training programme or have started a new business due to the training programme (Note: jobs can be outside the province)
- Include informal businesses/start-ups that are not formally registered yet
- Include participants placed into internships of at least 6 months and 20 hours per week

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- Include people already employed that acquire new skills through training (eg training of civil service staff, teachers, other public service staff) if it can be credibly proven that the training allows them to have better opportunities on labor market and find better jobs

Infrastructure

Definition: Jobs enabled through investments in infrastructure in support of the operation, such as water, roads, energy, connectivity

- Jobs supported definition: Sum of FTEs in host regions supported through infrastructure investments:
- Direct jobs required to construct infrastructure projects if jobs are created for at least one year
- Indirect jobs enabled through infrastructure investments (eg facilitation of business opportunities through improved connectivity) – need to be able to measure/quantify impact credibly

Agricultural development

Definition: Local jobs in agriculture value chain stimulated by Anglo American initiatives (can include on-site agricultural initiatives)

- Jobs supported definition: Sum of local FTEs supported through AG programmes, including:
- Participants graduating from training programme that participated in at least 75% of training sessions;
- Unpaid family members that live from farming income
- Farmers and workers that conduct agricultural activities on mine-owned land
- Seasonal and day workers (proportional FTEs)
- Farmers supported through off-take agreements
- Indirect jobs along the value chain if linked to AG work/increase in production and if data is available (such as workers in packing house, intermediaries/consolidation of farming outputs)

Collaborative regional development

Definition: Jobs supported through CRD initiatives which would not have happened but for Anglo American's leadership (and which are not captured by other categories)

- Co-funded programmes: consider total number of jobs supported if programme is based on Anglo American initiative (ie would not have happen without Anglo American initiative)
- Includes indirect jobs

Innovation-related jobs

Definition: Jobs in host regions arising from our market development and innovation work (and which are not already capture by other categories); examples: Hydrogen haul truck, electro mobility

Licence, permit and other social investments

Definition: Jobs supported through other community development initiatives, including jobs linked to license commitments and jobs involved in delivery of those initiatives; Examples: Jobs supported by health, education or municipal capacity development programmes (COPC, MCDP or AASA Education programme)

- Jobs supported definition: Sum of FTEs supported through community initiatives, including:
- Jobs created to deliver community and SED initiatives (eg teachers in the Education programme; community healthcare workers of COPC programme)
- Jobs created to construct infrastructure projects linked to license/SLP commitments if jobs are created for at least one year

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- Permanent jobs directly enabled by SLP projects and license commitments (eg teachers employed in school constructed as part of an SLP commitment; staff in hospital that was built as part of an SLP commitment)
- Note: Does not include projects of community trusts (eg Alchemy Trust) if they are not directly linked to mines' SED projects

Household livelihoods support measures

Definition: Jobs supported through initiatives such as domestic food gardens that help families to grow own produce of which part might be sold

- Jobs supported definition: Proportion of FTE per household related to share of income/expenses saved through domestic agricultural production

Labour and SME ecosystem strengthening

Definition: Jobs supported indirectly through strengthening employment and/or business ecosystems

- Jobs supported definition: Sum of FTEs supported indirectly through activities focused on strengthening the labour market and/or business ecosystem(s) that lead to supporting jobs (eg through better job matching, provision of services that support business growth)
- Note: only to be included if impact has been assessed/has been quantified through studies

Induced employment

Definition: Employment generated by local spending on goods and services by employees and contractors

5.6 Climate change

Energy consumption

Scope: De Beers Group

Frequency of reporting: monthly

Source: SD Data Points and Indicators: Air emissions/non-greenhouse gas definitions and guidance notes 2021

The energy metrics data below is automatically generated by consolidating individual metrics using a predetermined formula across Anglo American businesses. Note that some energy data points are not applicable to De Beers Group, as detailed below.

Energy from Fossil Fuels

Unit of measure: mGJ

Formula: SUM([Total Blended Coal for furnace and kiln use (Energy)], [Total Coal for heating and energy generation (Energy)], [Total Coal for metallurgical processes (Energy)], [Total Diesel used (Energy)], [Total Heavy fuel oil used (Energy)], [Total Intermediate fuel oil used (Energy)], [Total Light fuel oil used (Energy)], [Total LPG/liquid fossil fuel gases used (Energy)], [Total Marine gas oil used (Energy)], [Total Methane and process emissions (Energy)], [Total Natural gas/fossil fuel gases used (Energy)], [Total Paraffin used (Energy)], [Total Petcoke used (Energy)], [Total Petrol used (Energy)], [Total Tailgas consumed (Energy)], [Total Used oil for combustion (Energy)])

Definition: Components defined below

Total Blended Coal for furnace and kiln use (Energy) – Not applicable in De Beers Group

Total Coal for heating and energy generation (Energy) – Not applicable in De Beers Group

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Total Coal for metallurgical processes (Energy) – Not applicable in De Beers Group

Total Diesel used (Energy) – Diesel consumed for processes and utilities during the reporting period, including electric power generated by the operation and on-site transportation (incl. railways), consumed by heavy duty trucks and vehicles, light duty vehicles (eg LDVs and motor cars), mobile equipment, equipment that remains in a fixed or stationary position (e.g. pumps and generators).

Total Heavy fuel oil used (Energy) – Not applicable in De Beers Group

Total Intermediate fuel oil used (Energy) – Not applicable in De Beers Group

Total Light fuel oil used (Energy) – Light fuel oil consumed for processes and utilities during the reporting period, including electric power generated by the operation, in equipment that is considered mobile and stationary. Light fuel oil is not used for lubrication and does not include diesel, petrol, aviation fuel, paraffin, or fuel oil which falls into the category defined as heavy fuel oil. Light fuel oil should be used to record any fossil fuel oil used by the operation that does not fit these other categories.

Total LPG/liquid fossil fuel gases used (Energy) – Liquefied petroleum gas (LPG) and any other liquid fossil-fuel gases consumed for processes and utilities during the reporting period, including electric power generated by the operation and on site transportation, by heavy duty trucks and vehicles, by light duty vehicles (e.g. LDVs, and motor cars).

Total Marine gas oil used (Energy) – Fuel oil is a fraction obtained from petroleum distillation, either as a distillate or residue. There are two basic types of fuel oils: distillate and residual. Distillate fuel, as the name implies, is composed of petroleum fractions of crude oil that are separated in a refinery by a boiling process, called distillation. This fuel oil type is commonly referred to as gas oil or marine gas oil.

Total Methane and process emissions (Energy) – Not applicable in De Beers Group.

Total Natural gas/fossil fuel gases used (Energy) – Natural gas and any other fossil fuel gas consumed for processes and utilities during the reporting period, including electric power generated by the operation. Exclude liquefied petroleum gas (LPG) and other liquid gases as these are reported separately. Natural gas consists mainly of methane and includes gas from fields producing hydrocarbons predominantly in gaseous form (non-associated gas) and gas produced in association with crude oil (associated gas). If methane is recovered from coal mines (colliery gas) and used by the operation, for example for heating or energy generation, then this should also be included.

Total Paraffin used (Energy) – Paraffin consumed for processes and utilities during the reporting period, including on-site transportation. Any fuel oil already recorded as light or heavy fuel oil, intermediate fuel oil or marine gas oil should be excluded.

Total Petcoke used (Energy) – Not applicable in De Beers Group.

Total Petrol used (Energy) – Petrol consumed for processes and utilities during the reporting period, including electric power generated by the operation and on-site transportation. Petrol may also be referred to as gasoline, and includes aviation, jet and motor gasoline. Aviation gasoline is used in aviation piston engines, with a distillate range usually within the limits of 30 degrees C and 180 degrees C. Jet gasoline (naptha type jet fuel or JPA) is obtained by blending kerosenes and gasoline or naphthas in such a way that the aromatic content does not exceed 25% in volume, and the vapour pressure is between 13.7 kPa and 20.6 kPa. It distils between 100 degrees C and 250 degrees C. Motor gasoline is used in land-based spark ignition engines, and distils between 35 degrees C and 215 degrees C. Any fuel oil already recorded as light or heavy fuel oil, diesel, intermediate fuel oil or marine gas oil, or paraffin should be excluded.

Total Tailgas consumed (Energy) – Not applicable in De Beers Group.

Total Used oil for combustion (Energy) – Waste oils are used oils (e.g. waste lubricants) that are combusted for heat production. Used/reclaimed oil consumed in combustion processes, for processes and/or for utilities during the reporting period. For example, mixed with fuel oil for boiler fuel, or used on an asphalt plant. The parameter 'Used oil for combustion' is used in the calculation of CO₂ emissions, therefore used oil that is not burnt in a combustion process should not be included.

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Energy from grid electricity purchased

Unit of measure: mGJ

Formula: $SUM([Electricity\ Purchased\ (Grid\ EF\ based)\ (Energy)], [Electricity\ Purchased\ for\ non-primary\ use\ (Grid\ EF\ based)\ (Energy)])$

Definition: Components defined below

Electricity Purchased (Grid EF based) (Energy) - Electricity purchased from the National Grid Company/Utility for all owned and/ or managed properties should be included where the activities or purpose of those properties are related to operational activities. This should exclude electricity purchased by De Beers Group for domestic use within mine towns including accommodation used by operations (e.g. rented or owned by Exploration). This should include all electricity purchased from the National Grid Company/Utility, derived from any sources (fossil fuel, nuclear, renewables, etc.) which are part of the Grid mix. It should exclude electricity generated behind the meter by either the operation itself or by a contracted third-party supplier (again from any source). It should also exclude any renewable electricity purchased from a contracted third-party supplier which is wheeled over the Grid.

South Africa emissions factors are applied to grid electricity purchased for operations in Namibia and Botswana, as these are the most reliable grid factors available for southern Africa.

Electricity Purchased for non-primary use (Grid EF based) (Energy) - Electricity purchased from the National Grid Company/Utility or Third Party, derived from any sources (fossil fuel, nuclear, renewables, etc.) and which is used for domestic use within mine towns and including accommodation used by operations (e.g. rented or owned by Exploration).

Energy from renewable electricity purchased

Unit of measure: mGJ

Formula: $[Renewable\ (100\%) \text{ electricity purchased (Energy)}]$

Definition: Component defined below

Renewable (100%) electricity purchased (Energy) – Electricity derived from renewable sources, purchased for all owned and/or managed properties, where De Beers Group is billed directly and where the activities or purpose of those properties are related to operational activities. This applies to all electricity purchased from any renewable source (e.g. hydro, wind, solar, etc.) where the CO₂e factor is zero.

Energy from renewable electricity generated

Unit of measure: mGJ

Formula: $SUM([Renewable\ electricity\ generated\ from\ Biomass\ (Energy)], [Renewable\ electricity\ generated\ from\ Wind\ (Energy)], [Renewable\ electricity\ generated\ from\ Waste/excess\ steam\ (Energy)], [Renewable\ electricity\ generated\ from\ Hydro\ (Energy)], [Renewable\ electricity\ generated\ from\ Solar\ (Energy)])$

Definition: Components defined below

Renewable electricity generated from Biomass (Energy) - Not applicable in De Beers Group.

Renewable electricity generated from Wind (Energy) - Electricity generated from wind, by generating units owned or managed by the operation. This energy can be used when generated or be stored (e.g. batteries). Electricity generated at/by the operation, and used by the operation, during the reporting period. This excludes any electricity sold to the national grid or to a third party.

Renewable electricity generated from Waste/excess steam (Energy) - Not applicable in De Beers Group.

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Renewable electricity generated from Hydro (Energy) - Not applicable in De Beers Group.

Renewable electricity generated from Solar (Energy) – Electricity generated by solar photovoltaic (PV) panels or mirrors that concentrate solar radiation, which are installed at operations. This energy can be used when generated or be stored (e.g. batteries or thermal banks). Electricity generated by the operation, and used by the operation, during the reporting period. This excludes any electricity sold to the national grid or to a third party.

Energy Consumption Total

Unit of measure: mGJ

Formula: $SUM([Energy\ from\ fossil\ fuels]), [Energy\ from\ grid\ electricity\ purchased], [Energy\ from\ renewable\ electricity\ purchased], [Energy\ from\ renewable\ electricity\ generated])$

Definition: Definitions documented above.

GHG Emissions (Scope 1 & 2)

Scope: De Beers Group

Frequency of reporting: monthly

Source: SD Data Points and Indicators: Air emissions/non-greenhouse gas definitions and guidance notes 2021

Below GHG emissions metrics are based on converting energy data by multiplying the data for energy metrics applicable to De Beers Group as outlined above by the appropriate factor. Conversion factors are as recommended by the Intergovernmental Panel on Climate Change (IPCC) 2006 report, with the exception of parameters that are unique to particular operations or regions. In such cases conversion factors have been provided directly by the operations.

CO₂e from fossil fuels

Unit of measure: Mt CO₂eq

Formula: $SUM([Total\ Blended\ Coal\ for\ furnace\ and\ kiln\ use\ (CO_2e)], [Total\ Coal\ for\ heating\ and\ energy\ generation\ (CO_2e)], [Total\ Coal\ for\ metallurgical\ processes\ (Energy)], [Total\ Diesel\ used\ (CO_2e)], [Total\ Heavy\ fuel\ oil\ used\ (CO_2e)], [Total\ Intermediate\ fuel\ oil\ used\ (CO_2e)], [Total\ Light\ fuel\ oil\ used\ (CO_2e)], [Total\ LPG/liquid\ fossil\ fuel\ gases\ used\ (CO_2e)], [Total\ Marine\ gas\ oil\ used\ (CO_2e)], [Total\ Methane\ and\ process\ emissions\ (Energy)], [Total\ Natural\ gas/fossil\ fuel\ gases\ used\ (CO_2e)], [Total\ Paraffin\ used\ (CO_2e)], [Total\ Petcoke\ used\ (CO_2e)], [Total\ Petrol\ used\ (CO_2e)], [Total\ Tailgas\ consumed\ (CO_2e)], [Total\ Used\ oil\ for\ combustion\ (CO_2e)])$

CO₂e from grid electricity purchased

Unit of measure: Mt CO₂eq

Formula: $SUM([Electricity\ Purchased\ (Grid\ EF\ based)\ (CO_2e)], [Electricity\ Purchased\ for\ non-primary\ use\ (Grid\ EF\ based)\ (CO_2e)])$

CO₂e from renewable electricity purchased

Unit of measure: Mt CO₂eq

Formula: $[Renewable\ (100\%) \text{ electricity purchased } (CO_2e)]$

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CO₂e from renewable electricity generated

Unit of measure: Mt CO₂eq

Formula: SUM([Renewable electricity generated from Biomass (CO₂e)], [Renewable electricity generated from Wind (CO₂e)], [Renewable electricity generated from Waste/excess steam (CO₂e)], [Renewable electricity generated from Hydro (CO₂e)], [Renewable electricity generated from Solar (CO₂e)])

GHG Emissions Total (Scope 1 & 2)

Unit of measure: Mt CO₂eq

Formula: SUM ([CO₂e from fossil fuels], [CO₂e from grid electricity purchased], [CO₂e from renewable electricity purchased], [CO₂e from renewable electricity generated])

GHG emissions (Scope 3)

Scope: De Beers Group

Frequency of reporting: under development

Source: SD Data Points and Indicators: Air emissions/non-greenhouse gas definitions and guidance notes 2021

Unit of measure: Mt CO₂e

Definition: CO₂e from Scope 3 emissions refers to the total greenhouse gas emissions associated with a company's indirect activities, such as purchased electricity, business travel, and supply chain, which are outside its direct operational control but are connected to its operations.

Formula: Under development

5.7 Non-greenhouse gas emissions

Sulphur dioxide and nitrogen dioxide emissions

Scope: De Beers Group

Frequency of reporting: monthly

Source: SD Data Points and Indicators: Air emissions/non-greenhouse gas definitions and guidance notes 2021

Total SO₂ emissions from fuel used

Unit of measure: tonnes

Formula: SUM ([SO₂ from marine gas oil], [SO₂ from diesel])

Definition: As defined below

SO₂ from marine gas oil

Unit of measure: tonnes

Definition: Mass of SO₂ released to the atmosphere from the combustion of marine gas oil during the reporting period (pls. see detailed definition for 'Total Marine gas oil used (Energy)').

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Formula: Marine gas oil used (m³) * 850kg/m³ MGO density * 1.998 S:SO₂ molecular weight * Sulphur content from marine gas oil %

Sulphur content: Sulphur content of supplied fuel as per the supplier invoice/delivery documentation. This value must be recorded as a % and not ppm or ppb.

Note: The density of 850kg/m³ for MGO is a derived average for this fuel type. The ISO8217:2017 Standard for MGO – DMA identifies a maximum density of 890kg/m³. Evidence from the review of bunker notes from 2022 indicate a figure on average of 840kg/m³. A decision has been made not to deviate from the formula used by Anglo American.

SO₂ from diesel

Unit of measure: tonnes

Definition: Mass of SO₂ released to atmosphere from the combustion of diesel during the reporting period.

Formula: Diesel used (m³) * Factor for SO₂ from diesel (0.00085)

The factor converts the diesel volume used (m³) into tonnes SO₂. Reference is made to the Anglo American guidance on SSD Indicators with respect to the sulphur content. This guidance document indicates that, at the time of developing the emission factor, Anglo American Supply Chain had confirmed that the majority of operations use diesel at 500 ppm Sulphur, which is equivalent to 1kg SO₂/t diesel (Specific Gravity of diesel taken as 0,85).

Section 4.1.1 of the South African Standard SANS 342:2016 provides the reference for the sulphur content of standard diesel in South Africa which has been used for the calculation of SO₂ (ie 500ppm). This is an over estimation for De Beers Group operations in Canada.

The calculation of the value of 1kg SO₂/t diesel is derived as follows:

Assumption: In Southern Africa regular diesel is purchased which has a sulphur content of 500 ppm S.

Sulphur content = 500ppm = 500mg/kg = 0,0005kg S per kg of diesel = 0,05% sulphur content (SC)

The SO₂ emission factor can be calculated using the following formula:

SO₂ Emission Factor (EF) = Sulphur Content (SC) x 20,000 x 100

- (SC) represents the sulphur content in the diesel fuel (expressed as a percentage).
- The factor 20,000 converts the percentage to milligrams of SO₂ per kilogram of diesel.

Reference for this calculation method: http://www.rbbertomeu.es/htmlish/docs_ish/SEC-E-4-Calculation_SO2_dieseloil.pdf The relative molecular mass (RMM) of SO₂ (sulphur dioxide) to sulphur (S) is 2.

The specific gravity (SG) of diesel fuel varies depending on the specific type and grade. An assumed average of 0,85 is used based on the maximum density expressed in the SANS 342:2016 which is 850kg/m³ (SG = 850/1000 = 0.85). A decision has been made not to deviate from the density used by Anglo American (i.e 850kg/m³). This means that there are 0,85kg per m³ of diesel and 0.00085 tonnes of SO₂ per m³ of diesel.

NO₂ from diesel

Unit of measure: tonnes

Definition: Mass of NO₂ released to atmosphere from the combustion of diesel during the reporting period.

Formula: Diesel used (m³) * Factor for NO₂ from diesel (0.0357)

The factor converts diesel used (m³) into tonnes NO₂ emissions and uses an emission factor of 42kg NO₂/t diesel and the specific gravity of diesel taken as 850kg/m³. Reference: The emission factor applied by Anglo American is utilised and is

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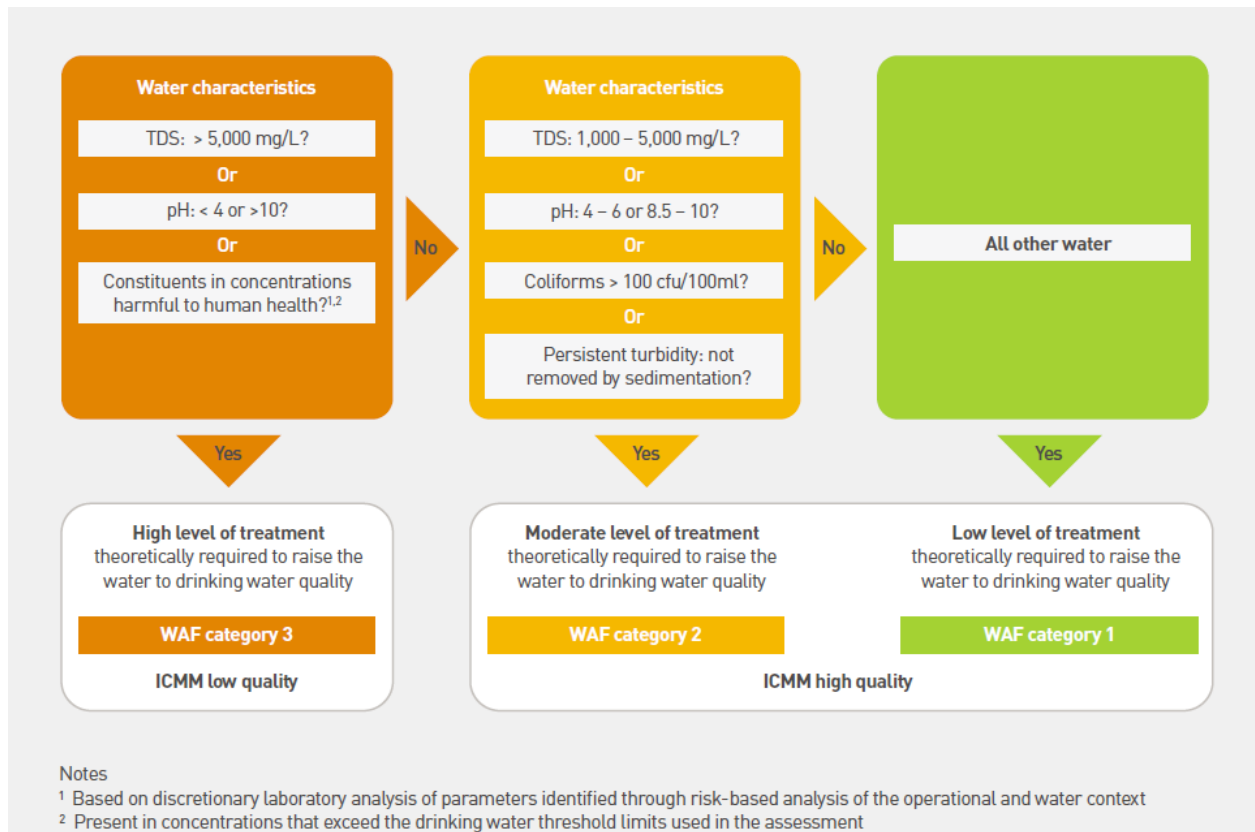
derived from the IPCC Guidelines for National Greenhouse Gas Inventories: reference manual (2006). See IPCC Emission database for Emission Factor ID: 19245 - https://www.ipcc-nggip.iges.or.jp/EFDB/ef_detail.php.

5.8 Water

This section provides summarised definitions and key information required to support the reporting of water metrics. Additional information and guidance on reporting of water balances is documented in the internal policy S&SD INDICATORS – ENVIRONMENT: DEFINITIONS AND GUIDANCE NOTES 2023.

Water Quality

Across the Group all water withdrawals, OMW, consumption and discharges are to be categorised using WAF water quality categories (Figure 2). Withdrawals and OMW are to be further categorised according to the freshwater definition of Anglo American into either freshwater or not freshwater. The approved Anglo American definition of freshwater is as follows: *'Naturally-occurring water that meets the criteria WAF Category 1 Water, excluding precipitation and runoff which reasonably cannot effectively be prevented from entry into our operational processes.'* WAF Category 1 is water of a high quality that may require minimal and inexpensive treatment to raise the quality to appropriate drinking water standards. Criteria includes salinity (TDS<1,000mg/l), pH, turbidity, bacterial load, harmful constituent chemicals. Below figure also illustrates the relationship between ICMM quality and WAF water qualities, where WAF Category 1 and 2 are considered high quality by ICMM. Assignment of a water source as freshwater contrary to the water quality is possible with motivation (example: water from the wellfields used at OLDM is largely of category 2 water quality but due to the significance of this source of water, it has been considered as freshwater.)



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Frequency of reporting: The data is reported on YTD basis in the following month of the reporting period (ie GK reports Jan to May YTD in June), as follows:

- (1) Operations entering into closure or in closure - twice per year (June and January).
- (2) Gahcho Kue - three times per year (June, October and January).
- (3) Sites without detailed water balances, including marine operations, Element Six, supply chain, exploration, offices - quarterly basis (April, June, October and January)

Water withdrawal by source for De Beers Group

Scope: De Beers Group

The exclusion to the scope is withdrawals a of sea water by Debmarine Namibia and De Beers Marine operations Water which is withdrawn is discharged back into the sea immediately.

Source: SD Data Points and Indicators: Water Definitions and guidance notes 2023
S&SD INDICATORS – ENVIRONMENT: DEFINITIONS AND GUIDANCE NOTES 2023

Total withdrawals

Unit of measure: megalitres

Formula: $SUM([Surface\ water\ withdrawals], [Groundwater\ withdrawals], [Sea\ water\ withdrawals], [Third\ party\ withdrawals])$

Definition: as defined below

Surface water withdrawals

Unit of measure: megalitres

Formula: $SUM([Surface\ water\ withdrawals\ -\ High\ quality], [Surface\ water\ withdrawals\ -\ Low\ quality])$

Definition: water that enters the operational water system used to meet the operational water demand from sources such as precipitation and run-off, rivers and creeks surface water and external surface water storages

Ground water withdrawals

Unit of measure: megalitres

Formula: $SUM([Ground\ water\ withdrawals\ -\ High\ quality], [Ground\ water\ withdrawals\ -\ Low\ quality])$

Definitions: water that enters the operational water system used to meet the operational water demand from sources such as aquifer interception, borefields, ore entrainment, ex-pit dewatering and in-pit dewatering

Sea water withdrawals

Unit of measure: megalitres

Formula: $SUM([Sea\ water\ withdrawals\ -\ Low\ quality])$

Definition: water that enters the operational water system used to meet the operational water demand from sources such as estuary or sea/ocean

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Third party withdrawals

Unit of measure: megalitres

Formula: $SUM([Third\ party\ water\ withdrawals\ -\ High\ quality], [Third\ party\ water\ withdrawals\ -\ Low\ quality])$

Definitions: water that enters the operational water system used to meet the operational water demand from an entity not managed by De Beers Group

Water discharge for De Beers Group

Scope: De Beers Group

The exclusion to the scope is discharge of water by Debmarine Namibia and De Beers Marine operations, as well as all sites without detailed water balances, namely exploration sites, supply chains, Element Six, offices and other similar entities.

Source: SD Data Points and Indicators: Water Definitions and guidance notes 2023

Total discharge

Unit of measure: megalitres

Formula: $SUM([Groundwater\ discharge], [Surface\ water\ discharge], [Third\ party\ discharge], [Sea\ water\ discharge])$

Ground water discharge

Unit of measure: megalitres

Formula: $SUM([Ground\ water\ discharge\ -\ High\ quality], [Ground\ water\ discharge\ -\ Low\ quality])$

Definitions: water that is released by means of seepage or groundwater reinjection

Surface water discharge

Unit of measure: megalitres

Formula: $SUM([Surface\ water\ discharge\ -\ High\ quality], [Surface\ water\ discharge\ -\ Low\ quality])$

Definitions: water that is released to the surface environment

Third party discharge

Unit of measure: megalitres

Formula: $SUM([Third\ party\ water\ discharge\ -\ High\ quality], [Third\ party\ water\ discharge\ -\ Low\ quality])$

Definitions: water that is released to non-managed entities such as municipalities or other companies

Sea water discharge

Unit of measure: megalitres

Formula: $[Sea\ water\ discharge\ -\ High\ quality]$

Definitions: water that is released to an estuary or ocean

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Water consumption for De Beers Group

Scope: De Beers Group

The exclusion to the scope is all sites without detailed water balances, namely marine operations, exploration sites, supply chains, Element Six, offices and other similar entities.

Source: SD Data Points and Indicators: Water Definitions and guidance notes 2023

Total water consumption

Unit of measure: megalitres

Formula: SUM ([Entrainment], [Evaporation], [Task loss])

Definition: as defined below

Entrainment

Unit of measure: megalitres

Definition: Total volume of water entrained or embedded in product leaving the site or operating facility. Or, other operational losses not accounted for elsewhere.

An example of entrainment or embedded water in product leaving the site may be – residual water in gangue (mineral waste material) produced through concentration processes, or entrained water attracted to hydrophilic chromite in platinum concentrators, etc. Entrainment may also be called 'interstitial water' or 'lock-up' on tailings, or moisture content of coal or concentrate leaving the site. Note: operational losses such as toe seep, seepage from unlined tailings facilities, other decant, etc. must be reported under Discharges.

Evaporation

Unit of measure: megalitres

Definition: Evaporation from water stored on site, including the tailings dam. Evaporation as a result of a task output (eg dust suppression, cooling towers, evaporators) is defined as a Task Loss (see below).

Task loss

Unit of measure: megalitres

Definition: Other losses in the system not accounted for by any of the other output types, including the following:

- Production plant
- Mining operations
- Recreational
- Dust suppression
- Treatment plant
- Mining operations domestic use
- Non-mining operations domestic use

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Total water consumption and discharge for De Beers Group

Total water consumption and discharge for De Beers Group

Unit of measure: megalitres

Formula: SUM ([Total water discharge], [Total water consumption])

Other Managed Water for De Beers Group

Water is classified as Other Manager Water (OMW) when it flows from an input to an output without being utilised by the operational facility. The flow is not stored with the intention of being used in a task or treated. OMW have their own list of inputs and outputs that are grouped into source and destination categories as described in the preceding sections.

Water reuse and recycling for De Beers Group

Total water reuse and recycling efficiencies for De Beers Group

Scope: All active mining operations

Unit of measure: %

Definition: Water efficiency refers to re-used and recycled water used on site in terms of volumes and percentages. This is the sum of the reuse and recycling percentages/efficiencies or the sum of the reused and recycled volumes over the total flows to tasks.

$$\text{Operational Efficiency (\%)} = \frac{\text{Reused Volume} + \text{Recycled Volume}}{\text{Sum of all Flows to Tasks}} \times 100$$

The calculation itself is based on the information updated on the SharePoint site and is calculated directly in the Power BI dashboard which supports this entire process. Please refer to Anglo American TS 601 003 Guideline for Water Definitions and Reporting for detailed information on how efficiencies are calculated.

Further information on how efficiencies are calculated

Each withdrawal, internal transfer and output as detailed in this guideline is categorised into one of four categories – either new water, treated water, worked water or treated worked water, as further outlined below.

- New water is water which is received by the mine as an input and has not been used by the mine in a task.
- Treated water is new water which is treated on site but has not yet been used in a task. Note treated water received from a third-party entity is still considered a new water input to the site and should be accounted for in the input-output statement. It is only considered treated if treated on site or by an Anglo American owned treatment plant off site.
- Worked water is water which has been through a task.
- Treated worked water is worked water which is treated on-site to provide water of a suitable quality for either use in a subsequent task or prior to discharge as an output. This is required for the recycling efficiency.

This differentiation between the different water statuses (new, treated, worked, and treated worked water) is important as it is required to assess reused and recycled water volumes and percentages.

Re-used water is worked water that is re-used in a task without treatment beforehand. Re-use efficiency is the sum of worked water flows to task as a proportion of the sum of total flows to tasks.

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$$\text{Reuse Efficiency (\%)} = \frac{\text{Reuse Volume (i.e. Sum of Worked Flows to Tasks)}}{\text{Sum of all Flows to Tasks}} \times 100$$

Recycled water is worked water that is treated before it is used in a task. Recycling efficiency is the sum of treated worked water flows to tasks as a proportion of the sum of total flows into the tasks.

$$\text{Recycling Efficiency (\%)} = \frac{\text{Recycled Volume (i.e. Sum of Treated Worked Flows to Tasks)}}{\text{Sum of all Flows to Tasks}} \times 100$$

Operational efficiencies is the sum of the reuse and recycling percentages/efficiencies or the sum of the reused and recycled volumes over the total flows to tasks.

Further detailed information on efficiencies is available in the Anglo American TS 601 003 Guideline for Water Definitions and Reporting

Source: S&SD INDICATORS – ENVIRONMENT: DEFINITIONS AND GUIDANCE NOTES 2023

5.9 Biodiversity

Biodiversity plans
Total mine sites which are required to have biodiversity management plans in place

Scope: all mining operations, including mines in closure.

Frequency of reporting: monthly

Unit of measure: %

Process notes on the metric: a Biodiversity Management Plan is the set of commitments and actions that are part of an environmental clearance and operational license to operate. For each De Beers Group operation in each jurisdiction, a Biodiversity Management Plan exists and all operations are fully compliant with regulatory requirements. Moreover, per Anglo American Biodiversity Standard, each operation requires an active Biodiversity Management programme. The programme documents mitigation measures and the plan for delivering positive biodiversity impacts. Each site in scope has initiated a Biodiversity Management Programme which are at different stages of development. The progress is reviewed on a regular basis through targets that set the objectives for the yearly Biodiversity Management Programme work plans, which are tracked in an annual KPI.

Source: drafted from annual sustainability report, confirmed with Biodiversity Goal Lead

Land conserved versus land altered
Land altered for mineral extraction activities

Scope: De Beers Group

Frequency of reporting: monthly

Unit of measure: hectares

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Definition: Area of 'Company-managed land' where the original characteristics have been altered by mineral extraction and ancillary operations, cumulative as at the end of the reporting period. This includes open pits, land disturbed by strip mining, quarries, rock dumps, access roads, stockpiles, tailings/slimes dams and co-disposal facilities, site offices, mine villages, screening embankments, concentrators, smelter and refinery complexes, conveyors and rail lines, airstrips, etc. It also includes land purchased or acquired that has been altered by the previous owners but excludes land that was sold by the end of the reporting period.

- 'Company-managed land': area of land under the direct management of the company, and 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, land set aside for biodiversity offsets, etc., as at the end of the reporting period. The parameter excludes 'Privately or state-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. This also excludes prospecting licenses and claims, which are captured under a different parameter.
- 'Company-owned land': area of land owned by the company under title deed, as at the end of the reporting period. This is typically the area over which the company holds the surface rights. Land leased under a 99- or 100-year lease agreement (for example under Botswanan, Namibian, or Canadian regulation) is not considered 'owned' and should not be included. This land should rather be included under company-managed land.

Source: Land altered for mineral extraction activities data is supplied by the Survey section of the Mineral Resources Management sections of the operations. SD Data Points and Indicators: Land and Marine Stewardship Definitions and guidance notes 2023

Land set aside for conservation (Managed operations and JVs)

Scope: Managed mining operations and Debswana only

Frequency of reporting: monthly

Unit of measure: hectares

Definition: land set aside for the management of biodiversity to achieve the greatest sustainable current benefit while maintaining the potential of the resources to meet the needs of future generations, and includes the preservation, maintenance, sustainable utilisation, restoration and enhancement of the natural environment.

Source: drafted from Anglo American Biodiversity fact sheet.

Land secured for biodiversity conservation

Scope: De Beers Group

Frequency of reporting: annual

Unit of measure: hectares

Definition: area of land for which De Beers Group secures legal declaration for biodiversity conservation, ensuring the permanent protection of biodiversity values, during the reporting period. This area is either retained and managed by De Beers Group, or legally transfers the ownership and the associated surface rights to a 3rd party beneficiary outside of De Beers Group for the purpose of biodiversity conservation. The declaration process is in cooperation with the regulator and stakeholders and the donation process is through extensive consultation with the beneficiary, ensuring land management is feasible and aligned to their broader objectives.

Source: Biodiversity Goal Lead

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5.10 Inclusive workforce

Basis of reporting of workforce: the number of workforce are reported as at the end of the reporting period, ie 31 December of the reporting year, unless explicitly stated differently.

Women in the workforce and in management positions

Scope: De Beers Group

Frequency of reporting: annual

Women employed

Unit of measure: %

Definition: Formula: Total women employed (employees) / Total number of persons (employees) employed

Woman: based on employee record, as indicated by the employee

Employees: Number of employees in employment at the end of the previous month. An employee is an individual who is, according to national law or practices, recognised as an employee of the business unit and on the business unit's payroll.

Individuals fall under several categories:

- Permanent employees: An employee who has an open-ended contract of employment.
- Fixed term employee: An employee who is engaged on an individual basis to fulfil a specific role for a fixed term.
- Graduate trainees: Individuals from substantive positions who have completed formal qualifications and are participating in structured work development/graduate training programme/registered learnerships.
- Learnerships/apprentices/trades/artisans/interns: Individuals from substantive positions who are studying towards a formal qualification and are at the same time completing the practical requirements to qualify for the degree/diploma – ie completing theoretical and practical requirements concurrently. Anglo American has an obligation to employ such individuals on successful course completion.
- Other trainees: Individuals on training programmes with no obligation of subsequent employment.

Source: SD Data Points and Indicators: Health & Hygiene Definitions and guidance notes 2024 BPP_SSD_BG_000003

Women in non-senior management positions

Unit of measure: %

Formula: Women in non-senior management positions (employees) / Total number of persons (employees) employed in non-senior management positions

Non-senior management positions: persons employed in bands 6

Source: per HR

Women in senior management positions

Unit of measure: %

Formula: Women in senior management positions (employees) / Total number of persons (employees) employed in senior management positions.

Senior management positions: persons employed in bands 5 and above.

Source: per HR

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Women in the workforce and in management positions, by business unit

The metrics in this category are per definitions above, filtered by business unit per metric name. For example,

Total employees that are women, Debswana:

Formula: Total Women employed (employees) for Debswana business unit / Total number of persons (employees) employed for Debswana business unit.

Local and historically disadvantaged employees

- Historically disadvantaged South Africans (HDSA): 'a South African citizen who, due to the apartheid policy that had been in place, had no franchise in national elections prior to the introduction of the Constitution of the Republic of South Africa, 1983 (Act 110 of 1983) or the Constitution of the Republic of South Africa, 1993 (Act 200 of 1993); and/or who is a female; and/or who has a disability, provided that a person who obtained South African citizenship on or after the coming into effect of the interim Constitution, is deemed not to be an HDI'
- Historically disadvantaged Namibians (HDN): persons contemplated in Article 23(2) and (3) of the Namibian Constitution and includes: (a) racially disadvantaged persons; (b) women; and (c) persons with any disability as defined in the National Disability Council Act, 2004 (Act No. 26 of 2004).

Frequency of reporting: annual

South Africa (Historically disadvantaged South Africans) among employees

Unit of measure: %

Definition: Formula: (Number of employees that are historically disadvantaged residing in South Africa (per above definitions of employees and HDSA)) / (total number of employees in South Africa)

South Africa (Historically disadvantaged South Africans) in non-senior management

Unit of measure: %

Formula: (Number of employees in non-senior management that are historically disadvantaged residing in South Africa (per above definitions of non-senior management and HDSA)) / (total number of employees in South Africa)

South Africa (Historically disadvantaged South Africans) in senior management

Unit of measure: %

Formula: (Number of employees in senior management that are historically disadvantaged residing in South Africa (per above definitions of senior management and HDSA)) / (total number of employees in South Africa)

Namibia (Historically disadvantaged Namibians) among employees

Unit of measure: %

Formula: (Number of employees that are historically disadvantaged residing in Namibia (per above definitions of employees and HDN)) / (total number of employees in Namibia)

Namibia (Historically disadvantaged Namibians) in non-senior management

Unit of measure: %

Formula: (Number of employees in non-senior management that are historically disadvantaged residing in Namibia (per above definitions of non-senior management and HDN)) / (total number of employees in Namibia)

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Namibia (Historically disadvantaged Namibians) in senior management

Unit of measure: %

Formula: (Number of employees in senior management that are historically disadvantaged residing in Namibia (per above definitions of senior management and HDN)) / (total number of employees in Namibia)

Botswana (local citizens) among employees

Unit of measure: %

Formula: (Number of employees who are local citizens of Botswana (per above definitions of employees)) / (total number of employees in Botswana)

Botswana (local citizens) in non-senior management

Unit of measure: %

Formula: (Number of employees in non-senior management who are local citizens of Botswana (per above definitions of non-senior management)) / (total number of employees in Botswana)

Botswana (local citizens) in senior management

Unit of measure: %

Formula: (Number of employees in senior management who are local citizens of Botswana (per above definitions of senior management)) / (total number of employees at in Botswana)

Investment in employee training and development

Total training spend (Group)

Scope: De Beers Group

Frequency of reporting: annual

Unit of measure: US\$

Definition: Value associated with all types of vocational training and instruction. Paid educational leave provided by the organisation for its employees. Training or education pursued externally and paid for in whole or in part by the organisation, including training on specific topics such as health and safety. This excludes training/coaching by supervisors on-site; excludes e-learning launched centrally via Navigator+.

Source: HR

Number of employees receiving training

Total number of employees who received training (Group)

Scope: De Beers Group

Frequency of reporting: annual

Unit of measure: #

Definition: Number of employees receiving all types of vocational training and instruction. Paid educational leave provided by the organisation for its employees. Training or education pursued externally and paid for in whole or in part by the

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organisation, including training on specific topics such as health and safety. This excludes training/coaching by supervisors on-site; excludes e-learning launched centrally via Navigator+.

Source: HR

Total number of hours of training (Group)

Scope: De Beers Group

Frequency of reporting: annual

Unit of measure: # hours

Definition: Number of hours that employees receiving all types of vocational training and instruction. Hours spent on paid educational leave provided by the organisation for its employees. Hours spent on the training or education pursued externally and paid for in whole or in part by the organisation, including training on specific topics such as health and safety. This excludes training/coaching by supervisors on-site; excludes e-learning launched centrally via Navigator+.

Source: HR

Average hours of training per year per employee (Group)

Unit of measure: # hours

Formula: Total number of hours of training (Group) (per above definition) per current reporting year / (Total number of employees (per above definition of employee) per current reporting year. This excludes training/coaching by supervisors on-site; excludes e-learning launched centrally via Navigator+.

Group e-learning hours (Group)

Scope: De Beers Group

Frequency of reporting: annual

Unit of measure: # hours

Definition: number of hours spent on e-learning launched centrally via Navigator+ Workforce by type of employees

Group e-learning employees (Group)

Scope: De Beers Group

Frequency of reporting: annual

Unit of measure: #

Definition: total number of employees having completed e-learning on Navigator+ (SuccessFactors)

Workplace by type of employee

Total workforce

Unit of measure: #

Formula: per definition above (total number of employees) + (total number of contractors)

Contractors: The sum of persons in the following categories:

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- Consultant: An individual, company or other legal entity who provides a professional service based on a defined project basis (where the project is not a capital project) and may be simultaneously providing services to other clients. Consultants are generally professionally qualified – eg management consultants, corporate financiers, engineers etc. Typically, project based, short to medium term intervention eg AD resources, Management Consultants, Auditors
- Non-Mining Contractor – Embedded – paid via AP: An individual / entity who is contracted to work with Anglo American in a non-mining capacity in an established role within the organisation for a prolonged period of time eg Fixed Term Employees (Accounts Payable), Staff Augmentation
- Mining Contractor: A contractor whose work is directly associated with the core processes of the mine and/ or plant, and includes contractors involved in mining extraction, handling/ beneficiation, processing, engineering maintenance and maintenance support, mining rehabilitation, gas drainage (ongoing mine operations) and roles that touch product through the midstream and downstream value chain areas of the business.
- Capital Projects Contractor: All Contractors performing work for or on behalf of Anglo American who have an approved Supply Chain contract to perform activities associated with capital expansion projects or stay in business projects and are financed through an approved Capital Budget.

Direct employees (Includes permanent employees, those on fixed term contracts, and trainees)

Unit of measure: #

Definition: The sum of the number employees per below categories:

- Permanent employees: An employee who has an open-ended contract of employment.
- Fixed term employee: An employee who is engaged on an individual basis to fulfil a specific role for a fixed term.
- Graduate trainees: Individuals from substantive positions who have completed formal qualifications and are participating in structured work development/graduate training programme/registered learnerships.
- Interns
- Learnership / Apprentice

Number of permanent employees

Unit of measure: #

Definition: number of employees who has an open-ended contract of employment

Number of fixed term employees

Unit of measure: #

Definition: number of employees who is engaged on an individual basis to fulfil a specific role for a fixed term

Employees based in Africa

Proportion of employees based in Africa

Scope: Africa: all De Beers Group operations located in Africa, including mining operations, mines in closure and exploration

Frequency of reporting: annual

Unit of measure: %

Definition: (total number of employees (per above definition of employees)) who are based in Africa / (total number of employees (per above definition of employees) at De Beers Group

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Permanent and fixed term employees by region

Unit of measure: #

Definition: The metrics in this category are as defined above for permanent and fixed term employees. This section defines the scope of the regions.

Scope: The regions listed below, as they appear in each metric, are based on the geographical location of the region and includes permanent and fixed term employees whose employment contract is based in those regions. The scope is inclusive of employment is entire De Beers Group value chain – upstream, midstream and downstream, inclusive of mines in closure.

- Africa
- Asia
- Europe and Middle East
- North America

Direct employees by grade

Scope: De Beers Group

Frequency of reporting: annual

Source: HR

Grade 9 UK / GBF2

Unit of measure: #

Definition: number of employees in that GBF band as defined by the company structure

F-Band / Grade 8 / GBF3

Unit of measure: #

Definition: number of employees in that GBF band as defined by the company structure

EU-Band / Grade 7 / GBF4

Unit of measure: #

Definition: number of employees in that GBF band as defined by the company structure

EL-Band / Grade 6 / GBF5

Unit of measure: #

Definition: number of employees in that GBF band as defined by the company structure

DL & DU-Band / Grade 4 & 5 / GBF6

Unit of measure: #

Definition: number of employees in that GBF band as defined by the company structure

DE BEERS GROUP

CU-Band / Grade 3 / GBF7

Unit of measure: #

Definition: number of employees in that GBF band as defined by the company structure

CL-Band / Grade 2 / GBF8 – GBF10

Unit of measure: #

Definition: number of employees in that GBF band as defined by the company structure

Employee turnover

Scope: De Beers Group

Frequency of reporting: annual

Source: HR policies

Employee turnover (includes resignations, redundancies, retirement, dismissals and completion of fixed term contracts)

Unit of measure: %

Formula: (Sum of number of employees leaving the company during the reporting period, due to resignations, redundancies, retirement, dismissals and completion of fixed term contracts) / (total number of employees at De Beers Group at end of reporting period)

- Resignation: voluntary decision by employee to withdraw from employment
- Redundancy: job ceases to exist or is greatly diminished due to changes in the market, technological, organisational or other requirements that necessitate the need for compulsory redundancy.
- Retirement: voluntary decision by employee to withdraw from employment because the person has reached or is approaching a certain age.
- Dismissal: termination of employment in serious cases of gross negligence by the employee or in any case where the probationary period has not been completed.
- Completion of fixed term contracts: An employee leaving the company who has fulfilled specific role or completed the term the person was contracted for.

Resigned, redundant, retired, contract completed

Unit of measure: %

Formula: (Sum of number of employees leaving the company during the reporting period, due to resignations, redundancies, retirement, and completion of fixed term contracts per definitions above) / (total number of employees at De Beers Group at end of reporting period)

Dismissed

Unit of measure: %

Formula: (Number of employees leaving the company during the reporting period due to dismissals per definition above) / (total number of employees at De Beers Group at end of reporting period)

DE BEERS GROUP

Employee turnover by region

Scope: The regions listed below, as they appear in each metric, are based on the geographical location of the region and includes permanent and fixed term employees whose employment contract is based in those regions. The scope is inclusive of employment is entire De Beers Group value chain – upstream, midstream and downstream, inclusive of mines in closure.

- Africa
- Asia Pacific
- Europe
- North America

Frequency of reporting: annual

Unit of measure: #

Definition: number of employees leaving the company during the reporting period due to resignation, redundancy, retirement, contract completion, dismissal per definitions above

Source: HR policies

Employee turnover by gender

Scope: De Beers Group

Frequency of reporting: annual

Source: HR policies

Employee turnover data by gender – Male

Unit of measure: %

Formula: (number employees who identify as male and who leave the company due to resignation, redundancy, retirement, contract completion and dismissal during the reporting period (per definitions above)) / (total number of employees at De Beers Group at the end of reporting period)

Employee turnover data by gender – Female

Unit of measure: %

Formula: (number employees who identify as female and who leave the company due to resignation, redundancy, retirement, contract completion and dismissal during the reporting period (per definitions above)) / (total number of employees at De Beers Group at the end of reporting period)

Union membership

De Beers Group employees who are members of a union

Scope: De Beers Group

Frequency of reporting: annual

Unit of measure: %

Definition: employees who are covered by collective bargaining agreement, per definition below

Source: HR policies

DE BEERS GROUP

Union membership across African operations

Frequency of reporting: annual

Source: HR policies

Collective bargaining agreement: A written contract negotiated through collective bargaining for employees by one or more trade unions with the management of a company (or with an employers' association) that regulates the terms and conditions of employees at work. This includes regulating the wages, benefits, and duties of the employees and the duties and responsibilities of the employer or employers and often includes rules for a dispute resolution process.

Employees covered by collective bargaining agreements at DBCM

Scope: DBCM – employees (bands 7 and below excluding trainees) working at Venetia mine and its supporting office (DBSSSA), as well as the South Africa mines in closure

Unit of measure: %

Formula: $(\text{number of employees covered by collective bargaining agreement based at DBCM as per definitions above}) / (\text{total number of employees based in DBCM})$

Employees covered by collective bargaining agreements at Debswana

Scope: employees (band 7 and below) working at Debswana mine and its supporting office, as well as any Debswana mines in closure

Unit of measure: %

Formula: $(\text{number of employees covered by collective bargaining agreement based at Debswana as per definitions above}) / (\text{total number of employees based in Debswana})$

Employees covered by collective bargaining agreements at Namdeb (land operations)

Scope: employees working at Namdeb Land mine and its supporting office, as well as any Namdeb mines in closure

Unit of measure: %

Formula: $(\text{number of employees covered by collective bargaining agreement based at Namdeb Land as per definitions above}) / (\text{total number of employees based in Namdeb Land})$

5.11 Non-mineral waste

Non-mineral waste by type – Mass

Scope: De Beers Group

Frequency of reporting: monthly

Source: Zero Waste: Technical Toolkit; S&SD INDICATORS – ENVIRONMENT: DEFINITIONS AND GUIDANCE NOTES 2020 BPP_SSD_BG_000004

Definitions:

- Non-mineral waste: Any substance, material or object, that is unwanted, rejected, abandoned, discarded or disposed after its primary use. This is over and above of mineral waste which is waste generated through mining in the form of overburden and diamond processing in the form of rejects and tailings.

DE BEERS GROUP

- Hazardous waste: Any waste which by reason of chemical reactivity or toxic, explosive, corrosive or other characteristics causes danger or is likely to cause danger to human health or the environment, whether alone or in combination with other wastes.

Waste material is officially considered as such only at the point of disposal. In some cases, materials are temporarily stockpiled in accordance with relevant legislation, awaiting the implementation of a sustainable disposal process.

Hazardous waste to legal landfill

Unit of measure: tonnes

Definition: Hazardous non-mineral waste per definition above generated during the reporting period. This should include the following as a minimum: heavy metal contaminated sludges; contaminated containers (reagent containers, oil/grease containers, anti-freeze drums, etc.); medical waste, vehicle batteries and oil contaminated material (gaskets, filters, soaking agents, rags, etc.). A legal landfill is a landfill designed and operated to contain the wastes and result products in a manner compliant with legislation or internationally accepted practice. Values exclude DTC figures, due to insufficient knowledge of the density for conversion, although these values are immaterial to De Beers Group.

Non-hazardous waste to legal landfill

Unit of measure: tonnes

Definition: Non-mineral waste that does not meet the criteria of hazardous per definition above generated during the reporting period. A legal landfill is a landfill designed and operated to contain the wastes and result products in a manner compliant with legislation or internationally accepted practice.

Note: Landfill can, in some cases, include landfill open burning. This practice is only undertaken at sites which are permitted to undertake this activity in terms of national legislation. The emission impacts and other pollution impacts are acknowledged but on balance the volume reduction and control of bacterial (including odour) advantages of this approach are currently considered by the operation to outweigh these impacts.

Hazardous waste to incineration

Unit of measure: tonnes

Definition: Hazardous non-mineral waste per definition above generated during the reporting period sent to incineration. Incineration is a thermal waste treatment process that involves the controlled combustion of waste materials with the primary objective of volume reduction and energy recovery.

Non-hazardous waste to incineration

Unit of measure: tonnes

Definition: Non-mineral waste that does not meet the criteria of hazardous per definition above generated during the reporting period sent to incineration. Incineration is a thermal waste treatment process that involves the controlled combustion of waste materials with the primary objective of volume reduction and energy recovery.

While ship incineration figures have been included in the non-hazardous waste to incineration category, it is noted that the incinerators are capable of burning sludge as fuel, and refinements of the definition of the waste stream in terms of hazardous vs non-hazardous content will be undertaken.

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Hazardous waste recycled

Unit of measure: tonnes

Definition: Hazardous non-mineral waste per definition above generated during the reporting period sent to recycling, either onsite or collected by a third-party recycling enterprise. Recycling is the use of the core elements of old products. Recycling of waste is a process where waste is reclaimed for further use, which process involves the separation of waste from a waste stream for further use and the processing of that separated material as a product or raw material. This includes biological treatment (Compost or Anaerobic Digestion), materials and liquids recycling. An example would be plastic that is processed to make a new product.

Hazardous waste recycled included wastes that have either been recycled, reused or biologically treated.

Non-hazardous waste recycled

Unit of measure: tonnes

Definition: non-mineral waste that does not meet the criteria of hazardous per definition above generated during the reporting period, sent to recycling, either onsite or collected by a third-party recycling enterprise. Recycling of waste is a process where waste is reclaimed for further use, which process involves the separation of waste from a waste stream for further use and the processing of that separated material as a product or raw material. This includes biological treatment (Compost or Anaerobic Digestion), materials and liquids recycling. An example would be plastic that is processed to make a new product.

Combustion of waste materials with the primary objective of volume reduction and energy recovery.

Non-hazardous waste recycled included wastes that have either been recycled, reused or biologically treated.

Hazardous waste reused

Unit of measure: tonnes

Definition: Hazardous non-mineral waste per definition above generated during the reporting period sent to reuse, either onsite or collected by a third-party enterprise. Re-use refers to the utilise the whole, a portion of or a specific part of any [articles] substance, material or object from the waste stream[again] for similar or different purpose without changing the form or properties of such[articles] substance, material or object.

Non-hazardous waste reused

Unit of measure: tonnes

Definition: non-mineral waste that does not meet the criteria of hazardous per definition above generated during the reporting period, sent to recycling, either onsite or collected by a third-party enterprise. Re-use refers to the utilise the whole, a portion of or a specific part of any [articles] substance, material or object from the waste stream[again] for similar or different purpose without changing the form or properties of such[articles] substance, material or object.

Hazardous waste diverted from landfill

Unit of measure: tonnes

Total of Hazardous waste to incineration + Hazardous waste reused + Hazardous waste recycled

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Non-hazardous waste diverted from landfill

Unit of measure: tonnes

Total of Non-hazardous waste to incineration + Non-hazardous waste reused + Non-hazardous waste recycled

Estimation of waste mass

Wherever possible measures should be implemented to enable the accurate measurement of waste in mass. However, in instances where a site does not have this capability, waste mass must be estimated utilising the following conversion densities which have been standardised to reference the conversion factors for waste published by the UK Environmental Agency:

Waste type	Density t/m ³
Paper and cardboard	0.2105
Glass	0.3332
Biodegradable kitchen and canteen waste	0.2
Domestic waste compacted (SAWIC)	0,5
Domestic uncompacted	0.26
Fluorescent tubes and other mercury-containing waste	0.1886
Edible oil and fat	0.6109
Discarded electrical and electronic equipment	0.2131
Wood	0.1855
Plastics	0.14
Construction materials containing asbestos (UK factor)	0.31
Oily water from oil/water separators (UK factor)	0.9
Oily sludges from maintenance operations of the plant or equipment (UK factor)	0.9
Bottom ash, slag and boiler dust from co-incineration	0.46

5.12 Human rights

Human rights training

Frequency of reporting: annual

Total hours of employee training – local Human Rights training

Scope: De Beers Group

Unit of measure: # hours

Definition: total hours of employees spent on human rights training which is a combination of locally provided training and centralised Group training

Source: HR

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Number of employees trained – local Human Rights training

Scope: De Beers Group, local Human Rights Training

Unit of measure: #

Definition: number of employees who have attended or completed local human rights training within the period, which could include local face to face training, virtual or locally managed e-learning

Source: HR

E learning for Human rights employees

Scope: De Beers Group, Group Human Rights training, centrally managed and reported on

Unit of measure: #

Definition: number of colleagues who have attended or completed human rights training within the period

Source: HR

E-learning for Human rights hours

Scope: De Beers Group, Group Human Rights training, centrally managed and reported on

Unit of measure: # hours

Definition: total number of training hours completed by employees for the Group Human Rights e-learn launched as mandatory training in 2023

Source: HR

Anti-corruption/Business integrity

Frequency of reporting: annual

Number of business unit and corporate functions subject to full anti-corruption programme internal audits

Scope: De Beers Group

Unit of measure: #

Definition: each Business Unit (wholly owned or joint ventures) required to participate in the anti-corruption programme internal audit during the reporting period

Number of business unit and corporate functions that undertook anti-corruption programme self assessments

Scope: De Beers Group

Unit of measure: #

Definition: Each Business Unit (wholly owned or joint ventures) complete an annual self-assessment to demonstrate compliance with the Best Practice Principles (BPP) requirements and undergo an independent third-party verification on a regular basis (approximately once every three years) against these standards, which are aligned to the Human Rights Principles contained within Workplace Human Rights Group policy.

Source: WORKPLACE HUMAN RIGHTS POLICY GROUP POLICY

DE BEERS GROUP

Number of employees attending face-to-face anti-corruption training workshops

Scope: De Beers Group

Unit of measure: #

Definition: The total number of 'high risk' De Beers Group personnel required to participate in annual face-to-face workshops, provided by Anglo American Ethical Business Conduct Team (Q4). Specific focus and topics change each year.

Source: Face to face training figures

Number of employees completing online anti-corruption training

Scope: De Beers Group

Unit of measure: #

Definition: The total number of De Beers Group personnel required to participate in compliance e-learning with a Bi-Annual rotation between Code of Conduct and Business Integrity. This metric was updated in 2023 to include various legal training in addition to the competition law training previously reported. These training types include: Business Integrity (ABC), Competition Law, Anti-money laundering (AML), Sanctions, Anti-tax evasion.

Source: Annual Training Programme and end of year figures.

Average completion rate (Group)

Unit of measure: %

Definition: the percentage of people number referred to above who completed the relevant training

Formula: (number of individuals who completed online anti-corruption training) / Number of individuals nominated to complete online anti-corruption training)

Number of significant incidents of corruption

Scope: De Beers Group

Unit of measure: #

Definition: Subject to obligations and considerations relating to confidentiality, total number of confirmed incidents of corruption, that has been found to be substantiated. Confirmed incidents of corruption do not include incidents of corruption that are still under investigation in the reporting period. Corruption is defined as 'abuse of entrusted power for private gain', which can be instigated by individuals or organisations. Corruption includes practices such as bribery, facilitation payments, fraud, extortion, collusion, and money laundering. It also includes an offer or receipt of any gift, loan, fee, reward, or other advantage to or from any person as an inducement to do something that is dishonest, illegal, or a breach of trust in the conduct of the enterprise's business. This can include cash or in-kind benefits, such as free goods, gifts, and holidays, or special personal services provided for the purpose of an improper advantage, or that can result in moral pressure to receive such an advantage.

Source: GRI standards, published October 2021

DE BEERS GROUP

Competition law training

Scope: De Beers Group

Frequency of reporting: annual

Source: documented by the data owner

Number of individuals nominated to complete Competition Law training (Group)

Unit of measure: #

Definition: The total number of De Beers Group personnel required to participate in bi-annual compliance e-learning, including competition law. Reporting required every two years to coincide with cadence of group-wide combined e-learning. The data reported during the gap years when the training is not rolled out (ie every second year) is for the new joiners to the company who are offered the training in the year they join.

This metric was discontinued as at the end of 2022 reporting period, as the competition law training was combined with the other types of business integrity and anti-corruption training, reported in 'Number of employees completing online anti-corruption training'.

Whistleblowing investigations

Investigations into alleged illegalities / breaches of De Beers Group policies resulting from whistleblowing reports and internal investigations

Scope: De Beers Group, excluding Debswana investigations linked to whistleblowing, as the service is independently managed.

Frequency of reporting: annual

Unit of measure: #

Definition: Number of investigations raised during the reporting period, into non-compliances with laws and regulations and breaches of De Beers Group policies, as submitted via confidential reporting facility 'Your Voice', as well as any internal investigations into illegalities and breaches of De Beers Group policies (work procedures and practices excluded) raised internally by company CEO/Managing Director, through manager, HR, Group Legal or ABAS investigators. The number of investigations include submitted concerns by employees about responsible business conduct in the organisation's operations and business relationships.

Source: WORKPLACE BULLYING & HARASSMENT POLICY, GRI standards, published October 2021

Dismissals as a result of illegalities

Dismissals as a result of illegalities / breaches

Scope: De Beers Group

Frequency of reporting: annual

Definition: number of employees and contractors dismissed as a result of gross negligence by the employee relating to non-compliance with laws and regulations

DE BEERS GROUP

5.13 Economics

Inclusive procurement as a proportion of total spend
Total procurement spend

Scope: De Beers Group

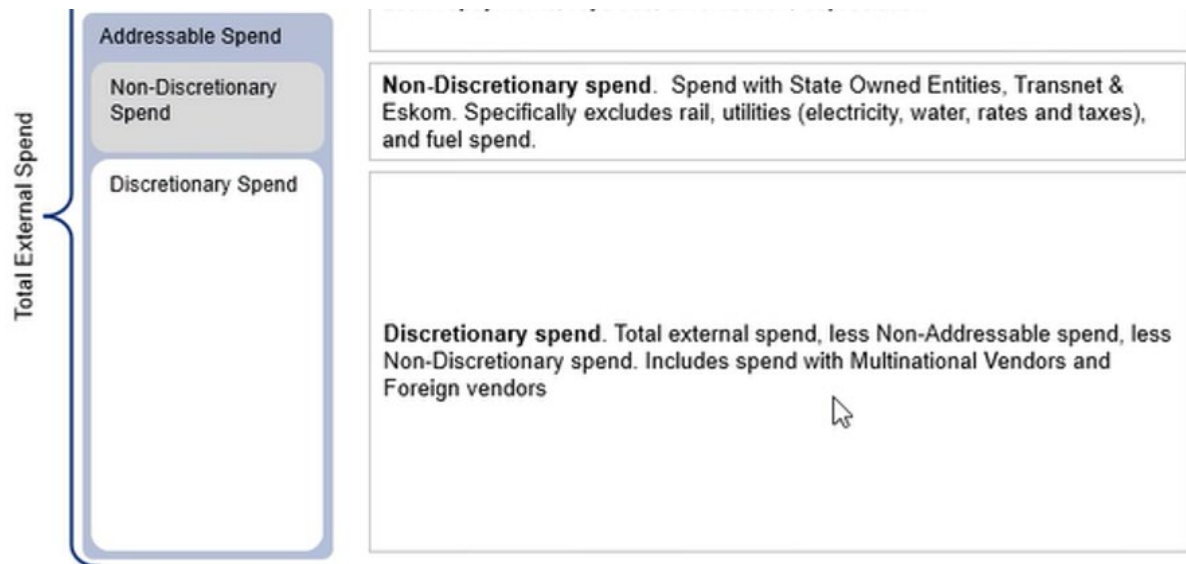
Scope exclusions:

- specific to De Beers Canada Inc. (DBCI): Canada Support Center, Peregrine Diamonds Ltd, DBCI Exploration, Evaluation, DBCI Fort A La Corne
- non-discretionary spend in South Africa

Frequency of reporting: annual

Unit of measure: US\$

Definition: total value of all provision of goods and services spent during the reporting period. Includes addressable spend per definitions below.



Source: Anglo American Procurement standards and Anglo American Inclusive Procurement Policy

Total inclusive procurement spend

Scope: De Beers Group

Scope exclusions:

- specific to De Beers Canada Inc. (DBCI): Canada Support Center, Peregrine Diamonds Ltd, DBCI Exploration, Evaluation, DBCI Fort A La Corne
- non-discretionary spend in South Africa

Frequency of reporting: annual

Unit of measure: US\$

DE BEERS GROUP

Definition: Suppliers for Inclusive Procurement spend, as defined by the legislation of each respective country. Procurement practices that recognise the diversity of suppliers in the country/region, enabling fair access to and participation in opportunities for all, supported by bespoke policies and procedures in line with good governance. Sourcing processes might from time to time be applied in a manner allowing wider participation through a process of pre-qualification and supplier selection in line with approved strategies.

Source: Anglo American Procurement standards and Anglo American Inclusive Procurement Policy

Inclusive procurement as a proportion of total spend

Scope: De Beers Group

Scope exclusions:

- specific to De Beers Canada Inc. (DBCI): Canada Support Center, Peregrine Diamonds Ltd, DBCI Exploration, Evaluation, DBCI Fort A La Corne
- non-discretionary spend in South Africa

Frequency of reporting: annual

Unit of measure: %

Definition: 'Inclusive procurement as a percentage of total spend' refers to the portion of the overall expenditure allocated to procurement activities that prioritise inclusivity and social responsibility.

Formula: $(\text{Total inclusive procurement spend}) / (\text{Total procurement spend})$

Inclusive procurement as a proportion of total spend – by country

Scope:

- South Africa: includes all mining and office operations, and mines in closure located in South Africa.
- Botswana (Debswana): includes all mining and office operations, and mines in closure located in South Africa.
- Namibia: includes all mining and office operations, and mines in closure located in South Africa.
- Canada: includes all mining and office operations, and mines in closure located in South Africa.

Unit of measure: %

This metric is reported by area of operation per scope below, using Formula: $(\text{Total inclusive procurement spend}) / (\text{Total procurement spend})$ per operation in scope.

Local Sightholders qualifying for the current contract period

Scope: De Beers Sightholders, each metric is reported per scope outlined below.

- Botswana: Sightholders based in Botswana
- Namibia: Sightholders based in Namibia
- South Africa: Sightholders based in South Africa
- Canada: Sightholders based in Canada

Frequency of reporting: annual

Unit of measure: #

Definition: Number of Sightholders qualifying for term contract supply (provided via the 'Intention to Offer' or 'ITO' planning process), which indicates the nature and value of rough diamonds GSS anticipates being able to offer Sightholders across

DE BEERS GROUP

the forthcoming 12 month selling period. All Sightholder must adhere to the common requirements known as Compliance Criteria to be eligible for GSS supply.

Socio-economic contribution

Scope: each metric is scoped to the reporting region as follows:

- Group: De Beers Group
- Botswana: includes all mining and office operations, and mines in closure located in Botswana.
- South Africa: includes all mining and office operations, and mines in closure located in South Africa.
- Namibia: includes all mining and office operations, and mines in closure located in Namibia.
- Canada: includes all mining and office operations, and mines in closure located in Canada.

Frequency of reporting: annual

Unit of measure: US\$

Unless otherwise stated, the tax data and economic contribution included in this report are based on the cash payments made by entities included in the consolidated accounts of Anglo American as at 31 Dec of the reporting year. We have included the taxes, royalties and other payments made to governments by these entities on the following basis, aligned with the accounting in the group's consolidated financial statements: full payments (net of refunds) for entities consolidated for accounting purposes, plus a proportionate share of payments (net of refunds) for joint operations based on the group's percentage shareholding.

Source: Anglo American Group Tax. Group Tax calculates the information, and this is provided to the De Beers Group Sustainable Impact team. The basis of preparation matches Anglo American. This information forms the Anglo American disclosures in the tax and economic contribution report. This is subject to agreed-upon procedures by the external auditors.

Calculation basis: As denoted below, these metrics are calculated on a shareholding basis. This is different from an IFRS basis where 19.2% of Debswana is consolidated without tax elements. For these disclosures, 50% of Debswana balances are included.

Total taxes and royalties borne and taxes collected

Unit of measure: US\$

Definition: Taxes and royalties include all taxes and royalties both borne and taxes collected by the Group. This includes corporate income taxes, withholding taxes, mining taxes royalties, employee taxes and social security contributions and other taxes, levies and duties directly incurred by the Group, as well as taxes incurred by other parties (eg customers and employees) but collected and paid by the Group on their behalf. Figures disclosed are based on cash remitted, net of entities consolidated for accounting purposes, plus a proportionate share, based on the percentage shareholding, of joint operations. Taxes borne and collected by equity accounted associates and joint ventures are not included.

Wages and related payments

Unit of measure: US\$

Definition: Wages and benefits are the payments made to the Group's employees, excluding employees of contractors, associates, and joint ventures, and including a proportionate share, based on the percentage shareholding, of payments made to employees within joint operations.

Community and social investment

Unit of measure: US\$

Definition: Refer to social investment spend by initiative and country below.

DE BEERS GROUP

Procurement and capex

Unit of measure: US\$

Definition: Local procurement is defined as in-country procurement and includes local procurement expenditure from the Group's subsidiaries and a proportionate share of the Group's joint operations, based on shareholding.

Total tax and economic contribution

Unit of measure: US\$

Definition: the sum of the elements above

Formula: $SUM(\text{Procurement and capex, Community and social investment, Wages and related payments, Total taxes and royalties borne and taxes collected})$

Distribution of diamond revenue

Value of payments made to stakeholders in North America / Asia / Africa / Europe

Scope: De Beers Group consolidated

Frequency of reporting: annual

Unit of measure: US\$

Definition: Sum of the following categories:

- Payments for diamonds and to suppliers: comprises before special operating costs less depreciation, amortisation, foreign exchange, royalties, other operating income and payroll costs
- Employee salaries: Total payroll costs including share options, pension, and other benefits.
- Finance providers: payments of debt and preference shares, predominantly comprising of investment income, interest expense and financing charges.
- Governments: consists of taxation, mining royalties and other payments made to national departments.
- Dividends to shareholders: payments made to minority share owners.

Source: The information is contained with HFM, the Financial Reporting information system. It is provided by the De Beers Group Financial Reporting team. The values form operating costs within the consolidated financial statements and are subject to external audit.

Percentage of these payments made to stakeholders in Africa

Unit of measure: %

Formula: $(\text{value of payments made to stakeholders in Africa}) / (\text{value of payments made to stakeholders in North America/Asia/Africa/Europe})$

Beneficiation

Sales of rough diamonds to Sightholders in producer countries for beneficiation

Scope: each metric is scoped to the reporting region as follows:

- Group: De Beers Group
- Botswana: includes all mining and midstream operations located in Botswana.
- Canada: includes all mining operations in Canada
- Namibia: includes all mining and midstream operations in Namibia

DE BEERS GROUP

- South Africa: includes all mining and midstream operations in Namibia

Unit of measure: US\$

Definition: Revenue generated from the sale of aggregated and unaggregated goods to local Sightholders from domestic trading houses. This includes shares of goods sold to state diamond traders such as the Okavango Diamond Company and Namdia. This represents the value of goods retained in the country that the goods were discovered.

Source: The information is contained with HFM, the Financial Reporting information system. It is provided by the De Beers Group Financial Reporting team. The values form the external revenue within the consolidated financial statements and is subject to external audit.

Total sales of rough diamonds to Sightholders in producer countries for beneficiation

Unit of measure: US\$

Formula: sum of: (Canada - sales of rough diamonds to Sightholders in producer countries for beneficiation) + (Namibia - sales of rough diamonds to Sightholders in producer countries for beneficiation) + (South Africa - sales of rough diamonds to Sightholders in producer countries for beneficiation) + (Botswana - sales of rough diamonds to Sightholders in producer countries for beneficiation)

Total rough diamond sales

Scope: De Beers Group consolidated

Frequency of reporting: Annual

Unit of measure: US\$

Definition: Revenue generated from the sale of rough diamonds. This includes external sales from GSS, Auction Sales and special items through CCAP. Gem sales from third party and polished are not included in this metric.

Source: The information is contained with HFM, the Financial Reporting information system. It is provided by the De Beers Group Financial Reporting team. The values form total sales within the income statement within the consolidated financial statements and is subject to external audit.

Carats recovered

Scope: each metric is scoped to the reporting region as follows:

- Canada (DBC1): operation located in Canada, Gahcho Kué mine
- Namibia (Namdeb Holdings): operations located in Namibia, Debmarine Namibia (alluvial mining) and Namdeb (land operations)
- Botswana (Debswana): operations located in Botswana, Jwaneng and Orapa Regime
- South Africa (DBCM): operations located in South Africa, Venetia mine.

Frequency of reporting: annual for sustainability reporting, otherwise this metric is reported monthly in Finance

Definition: carats processed/ treated through the plant having been fed from the ore stockpiles. Carats recovered are reported on 100% basis, except for the Gahcho Kue joint venture which is on an attributable 51% basis.

Source: Financial Reporting Inventory Guidance October 2022

Overall total carats recovered:

Unit of measure: # carats

DE BEERS GROUP

Formula: Total South Africa (DBCM) carats recovered + Total Botswana (Debswana) carats recovered + Total Namibia (Namdeb Holdings) carats recovered + Total Canada (DBCI) carats recovered

Social investment spend by country

Scope: the metric is reported per country where the spending was disbursed. The spend in 'Other' category is made of rest of the world countries per Template 14. All business units within the group make a submission.

Frequency of reporting: annual

Unit of measure: US\$

Please see Template 14 updated by Group Finance for detailed guidance. Template follows guidance instructed by Anglo American and cascaded by De Beers Group Financial Reporting.

Source: Template 14/Financial reporting team

Definition: Actual expenditure made to social and community investment, including donations for charitable purposes, donations related to regulatory and licensing, and commercial initiatives in the community. The expenditures include cash contributions, staff time contributions and in-kind contributions.

Social investment spend by type of initiative

Unit of measure: US\$

Definitions for type of initiatives are summarised below. Please see Template 14 for more guidance.

DE BEERS GROUP

Category	Infrastructure examples	Examples	Exclusions
Education and training	School infrastructure and equipment (non branded).	Teacher training, school infrastructure and equipment (non branded), literacy courses, cv workshops, scholarships and bursaries (unless tied to contract commitment with the Company), back to work training. [For company schools open to the community a proportionate cost can be used]	Employee training, any financial support for students tied into employment with the Company
Health and welfare	Community mobile clinics, hospitals and clinics infrastructre.	Medical provision for community including mobile clinics, immunisation schemes, medical equipment, food banks, any health prevention or treatment programmes, mosquito nets, blankets etc [For Company hospitals and clinics open to the community a proportionate cost can be used]	Employee wellness programmes, occupational health issues
Water and sanitation	Building of latrines and water and sewage infrastructure.	Community water supply and treatment, building of latrines and water and sewage infrastructure. Education on water conservation	Employee housing sanitation provision, water provision for operations, addressing dewatering caused by operations
Institutional capacity development		These activities help organisations (NGOs, CSOs, local governments) improve their performance - this might be through seconding an employee to assist them, providing training, technical expertise etc to help deliver better outcomes for society	Improving the Company's own capacity, internal training
Community development – enterprise development and micro-credit		Net costs associated with enterprise development - eg staff time, administration costs, business develop and mentoring costs	loan amounts or commercial activity
Community development – alternative livelihoods		Workstreams associated with skills development (not linked to enterprise development) - eg agricultural training, other employment based skills	Training for existing employees
Community development – housing	Building of houses, and other local town infrastructure.	Building of houses, repairs and maintained of community housing research into housing options	Employee housing programmes, repairs to employee housing
Community development – other		Other initiatives bringing about development with communities outside of the above	
Environment		Community projects targeting environmental improvements, biodiversity management	No mandatory or permitting requirements associated with the operation
Energy and climate change	Installation of sustainable energy sources, installation of power transmission lines used by the local community.	Programmes to reduce energy wastage - insulation for buildings, replacement of inefficient appliances or provide sustainable energy sources	No mandatory or permitting requirements associated with the operation.
Sport, arts, culture and heritage	Infrastructure for community sports venues.	Programmes using sport for development, sports activities or equipment for youth clubs, infrastructure for community sports venues. Programmes to preserve culture through language skills, knowledge sharing, preservation of traditional crafts.	Large scale sponsorship of art galleries, heritage sites or national sports teams tied primarily to brand promotion or with other company or employee benefits
Disaster and emergency relief		Emergency kits for communities affected by natural disasters, repair costs to infrastructure, shelter, food, medical care	Damage caused through operational incidents
Employee matched giving and fundraising		Funds to charities that match amounts raised or donated by employees - eg cake sale in the office, running a marathon, payroll giving schemes, if this scheme is run by the BU.	The actual amount given by the employee.
Other social investment or charitable giving	Other physical infrastructure not included in the above.	Other items such as agriculture or policy and procedure initiatives if not included in the above	Anything prohibited by policy or as listed below*

Grouped into Other in the Performance Tables

Community Development: All classed as one category

Grouped into Other in the Performance Tables

Grouped into Other in the Performance Tables