DE BEERS GROUP

SUSTAINABILITY DATA BASIS OF REPORTING

2025

CONTENTS

Summary of changes

DATE	DOCUMENT NAME	VERSION	CHANGES
8 May 2024	Sustainability Data Basis Of Reporting 2023	Version 1	A new version of the guidance for data points reported in Objectives & Targets.
22 April 2025	Sustainability Data Basis Of Reporting 2024	Version 2	• Included new indicator: Scope 3 process, definition and methodology. • Included Scope 1 & Scope 2 CO2 conversion factors. • Included energy conversion factors. • The Occupational Hygiene data reporting period is based on a point-in-time principle. • Note on Social Investment Spend indicates that metrics are calculated based on shareholding, meaning 50% of Debswana balances are included.
30 April 2026	Sustainability Data Basis Of Reporting 2025	Version 3	• Aligning metrics with assured data

Subject Matter Expert Details

ROLE	NAME	DESCRIPTION
Subject Matter Experts		
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Climate Change	Ludwig Riarua	Principal Climate Integration
Economics	Craig Rheeder	Senior Financial Planning and Analysis Manager
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Principle Sustainable Finance and Re	Nivesh Nagar	Document compilation (Responsible)
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Introduction

This document sets out the methodology for sustainability performance reporting within De Beers. It aligns with Anglo American's overarching guidelines while incorporating De Beers—specific contextual considerations. The updated approach enhances transparency for all stakeholders and provides a robust framework for auditors to assess compliance with established reporting criteria, as well as other legally required or voluntary disclosures where governance, business model and strategy, risk management, and other Group business matters are addressed. In addition, the framework responds to limitations identified in previous reporting cycles, particularly those associated with the Global Reporting Initiative (GRI) methodology in fully capturing the complexity and scope of De Beers' impacts. The GRI framework provides a comprehensive approach across Environmental, Social, and Governance (ESG) topics.

The information presented relates to data commonly requested by stakeholders but not included in the Integrated Annual Report due to space constraints. Additional information may be made available upon request. Should there be specific data requirements not addressed here, please contact:

Corporate performance related to safety and sustainable development has become an increasing area of focus for regulators, employees, communities, Non-Governmental Organisations (NGOs), multilateral organisations, and the broader public. These stakeholders have diverse interests spanning local, regional, national, and international priorities. In response, there is a growing trend for organisations to support sustainability initiatives through science-based targets [1] and robust quantitative data. This approach promotes consistent, transparent, and comprehensive disclosure of sustainability performance, aligning with leading practices in corporate social responsibility and effective stakeholder engagement (Abeysekera, 2022; Ivic et al., 2021).

The Sustainability Data Basis of Reporting document serves as the controlled source of reviewed and approved narrative content for sustainability-related disclosures. It supports reporting within the GRI Index, and other legally required or voluntary disclosures where descriptions of governance, business model and strategy, risk management, and other Group business processes are required.

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. This document is intended for use in conjunction with the Building Forever Sustainability Report.

Purpose

The purpose of this engagement is to ensure that reported sustainability information is accurate, free from material misstatement, effectively communicated to key stakeholders, and reflective of the business's material risks. Bureau Veritas conducted the engagement in accordance with the International Standard on Assurance Engagements 3000 (ISAE 3000) issued by the International Federation of Accountants (IFAC).

[1] Science-based targets (SBTs) are measurable goals set by organisations to reduce their environmental impacts—most commonly greenhouse gas (GHG) emissions—in line with the best available scientific evidence on what is needed to limit harm to the planet.

Material Topics and Data Sources

Material topics are identified through a third-party materiality assessment conducted every two to three years. In addition to meeting GRI reporting requirements, this process helps validate De Beers' sustainability strategy, align with stakeholder expectations, and identify emerging risks and priorities.

De Beers maintains a central data collection system for key sustainability metrics, including energy use, greenhouse gas emissions (GHG), water consumption, environmental incidents, occupational health, social performance, and safety. Corporate social investment data is captured within the financial reporting system and consolidated in the GRI Report. Consistent reporting processes and defined indicators are applied across all metrics within scope. Energy and water consumption figures may include estimates at year-end, pending receipt of utility invoices.

Data workflow

Objectives & Targets is not a reporting tool. It is a place to define Key Performance Indicators (KPIs), how they are calculated and how they are measured. Data can be collected manually in the app, although that is not its primary purpose. The system will be accessible via a web browser, as a stand-alone module, the functionality of which will be described in the sections below.

While some business units (BUs) have their own management and/or reporting systems, all public reporting as well as reporting to the Group function has to be based on what has been entered in Objectives & Targets. This is to ensure that we consistently communicate the same data and that remaining errors are identified during the course of this process.

Data capturers are responsible only for manual data capture points, refer to Figure 2. Data point validators review, approve, or reject captured data, refer to Figure 3. Data imported from source systems remains in a "Pending" status until it is reviewed by a validator. Once the data has been imported, the validator can assess its accuracy and either approve or reject the data point.

The diagram below represents the data approval workflow on Objectives & Targets. These steps are all subject to the due dates that are communicated by Anglo American data and reporting team.

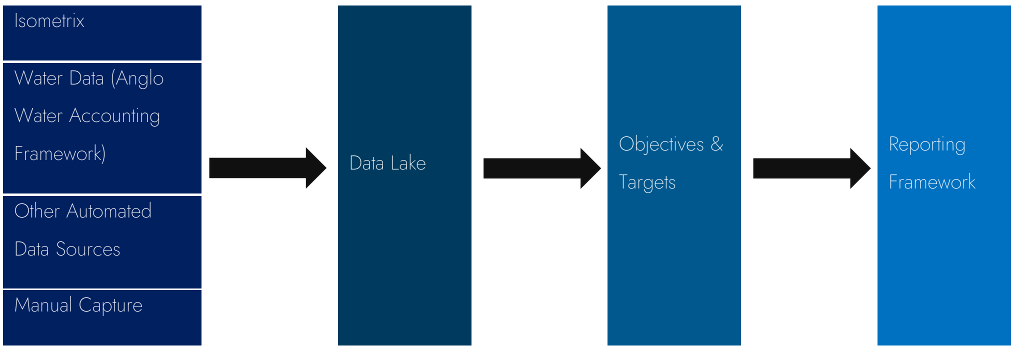


FIGURE 1. DATA APPROVAL WORKFLOW ON OBJECTIVES & TARGETS.

As part of the monthly and quarterly reporting processes the data needs to be locked down. The reason for this is twofold. Firstly, the data needs to remain static for monthly reporting – we need to create alignment, so that all sites, BUs and Group is all reporting one set of data. And secondly, the reports need to be locked for the same reason.

Objectives and Targets keep an electronic audit trail of who captures and validates data, and when. This way anyone, including external auditors, can refer back to who was responsible for these steps should a query arise.

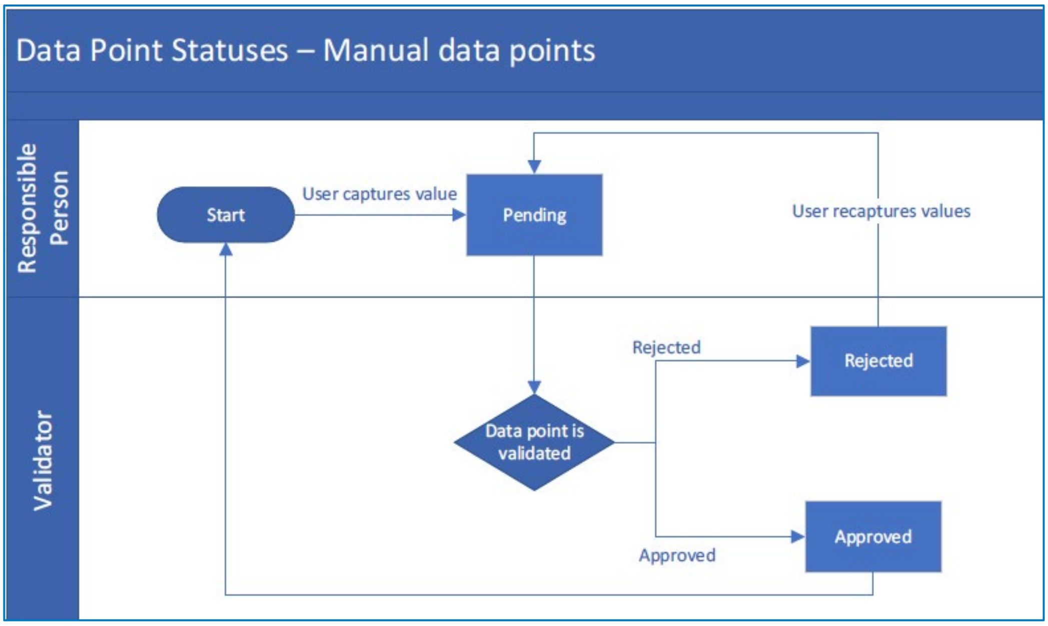


FIGURE 2. CAPTURE AND VALIDATION WORKFLOW – MANUAL DATA POINTS

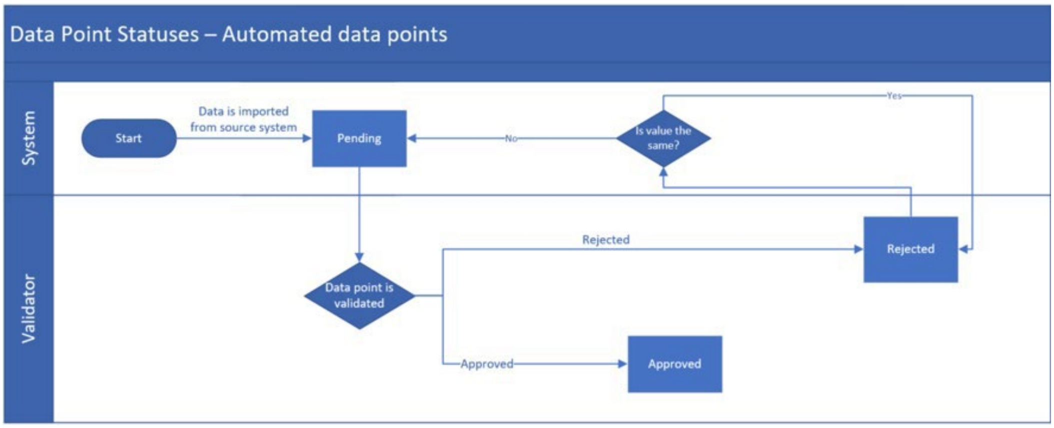


FIGURE 3. CAPTURE AND VALIDATION WORKFLOW – AUTOMATED DATA POINTS

External Auditing

As part of the annual Sustainable Development Report assurance process, an external auditor is appointed to review the integrity of the database and ensure the accurate reporting for key performance indicators. Selected sites will be visited to review the integrity of the data capture, validation and approve workflow. In addition, the quality of supporting evidence, the quality of the standard operating procedures, and the robustness of controls will also be looked at.

All the campaigns for a given year will be permanently locked down by Anglo American in January of the following year (so for 2025 data, that would be January 2026). This milestone is important. We need to lock the data in order for the external auditor to validate the data.

Governance and Reporting Framework

Our parent company Anglo American provides an additional layer of oversight. The Board reports aggregated De Beers Group sustainability data to the Anglo American Executive Leadership Team (ELT) of which our CEO is a member. From here, information flows up to the Anglo American Board's sustainability committee, which meets quarterly. This committee presents verified data and recommendations annually to the Anglo American Board, which has ultimate accountability for ESG impacts, risks and opportunities related to our operations. (De Beers Group Building Forever: Our Sustainability Report, 2024). Refer to Annexure 5 detailing the Governance and Reporting Framework.

Data Conversions

1 hectare (ha)	10 000 square meters
1 square kilometre	100 hectares
1 tonne	1000 kilograms
1000 m3	1 000 000 litres
1 megawatt-hour (MWh)	1000 kilowatt-hours (kWh)
1 gigajoule (GJ)	277.78 kWh
1 MWh	Users who measure natural gas consumption in MWh should use the 92.26 conversion factor to obtain the required unit of measurement in the database (m^3)

Data Terminology

Known	Since the beginning of available records
As at the end of the reporting period	A snapshot of the total parameter value at a specific point in time
Reporting period	Different business units may have different monthly cut-off dates, depending on their internal reporting systems. It is not intended that business units should change their existing reporting periods or have a second set of cut-off dates to suit the database. Where monthly data is captured in the database, business units must report monthly data using the same definition of "month" as, for example, for production reporting
Accumulated	The progressive total since the beginning of available records.
A 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 are distinct for each specific metric

Climate Change

Our GHG emissions reporting is aligned with the Greenhouse Gas (GHG) Protocol methodology.

- Scope 1: Emissions include CO_2e emissions from fossil fuels, renewable fuels, and operational processes. Refer to Annexure 1 regarding Scope 1 CO_2 conversion factors.
- Scope 2: Emissions include CO_2 from electricity purchased and reported in million tonnes of CO_2e. Refer to Annexure 2 regarding Scope 2 CO_2 conversion factors.
- Scope 3: Emissions include the CO_2e emissions that result from the reporting company's activities but occur at sources that another party owns or controls. Refer to Annexure 3 regarding energy conversion factors.

Anglo American quantifies GHG emissions by recording data on energy usage for activities that apply energy conversion factors and emissions factors. For quantifying GHG emissions from fuel sources (Scope 1 emissions), all activity data for fuel types is converted to the mass of fuel in tonnes or volume in cubic meters for the reporting period, and the relevant energy and GHG emissions factors are then applied. When emission factors are used to determine GHG emissions, the factors are multiplied by the absolute quantities of the emissions activity over the reporting period. For quantifying GHG emissions from electricity consumption (Scope 2 emissions), all activity data for electricity consumed is converted to GJ (Giga Joules).

Where there are material changes to the GHG emission calculation method, the emission for the affected business is restated for every year back to the base year.

Energy consumption

Scope: All De Beers Group material activities as determined in Annexure 4

Frequency: Monthly

The energy metrics data below is automatically generated by consolidating individual metrics using a predetermined formula across Anglo American business units.

Energy from Fossil Fuels

Unit of measure: mGJ (million Gigajoules)

Formula: SUM([Total Diesel 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 Used oil for combustion (Energy)])

Definition: Components defined below:
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 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, paraffin, or fuel oil which falls into the category defined as heavy fuel oil. Light fuel oils should be used to record any fossil fuel oil used by the operation that does not fit these other categories, such as kerosene-based aviation fuel (Jet A and Jet A-1).

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 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).

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 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. 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 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 CO_2 emissions; therefore, used oil that is not burnt in a combustion process should not be included.

Energy from grid electricity purchased

Unit of measure: mGJ (million Gigajoules)

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 include electricity purchased by De Beers Group for domestic use within mine towns, including accommodation used by operations (e.g. owned by Exploration) but excludes rented accommodation used by operations. 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's 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 (million Gigajoules)

Formula: [Renewable (100%) electricity purchased (Energy)]

Definition: Renewable (100%) electricity purchased (Energy) is 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 CO_2e factor is zero.

Energy from renewable electricity generated

Unit of measure: mGJ (million Gigajoules)

Formula: SUM[Renewable electricity generated from Solar (Energy)])

Definition:

- 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 a third party.
- 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 a third party.

Energy Consumption Total

Unit of measure: mGJ (million Gigajoules)

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: All De Beers Group material activities as determined in Annexure 4

Frequency: Monthly

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.

CO_2e from fossil fuels

Unit of measure: Mt CO_2eq (million tonnes carbon dioxide equivalent)

Formula: SUM[Total Diesel 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 Petrol used (CO_2e)], [Total Used oil for combustion (CO_2e)])

CO_2e from grid electricity purchased

Unit of measure: Mt CO_2eq (million tonnes carbon dioxide equivalent)

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

CO_2e from renewable electricity purchased

Unit of measure: Mt CO_2eq (million tonnes carbon dioxide equivalent)

Formula: [Renewable (100%) electricity purchased (CO_2e)]

CO_2e from renewable electricity generated

Unit of measure: Mt CO_2eq (million tonnes carbon dioxide equivalent)

Formula: SUM([Renewable electricity generated from Wind (CO_2e)], [Renewable electricity generated from Solar (CO_2e)])

GHG Emissions Total (Scope 1 & 2)

Unit of measure: Mt CO_2eq (million tonnes carbon dioxide equivalent)

Formula: SUM ([CO_2e from fossil fuels], [CO_2e from grid electricity purchased], [CO_2e from renewable electricity purchased], [CO_2e from renewable electricity generated]

GHG emissions (Scope 3)

Scope: De Beers Group

Our Scope 3 emissions assessment results form part of our ongoing work to ensure alignment with our 2030 Science-Based Target, which requires a 25% reduction in Scope 3 emissions against a 2021 baseline.

The Methodology Report has been undertaken in conformance with WBCSD and WRI (2011) Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard Supplement to the GHG Protocol Corporate Accounting and Reporting Standard (the "GHG Protocol") as amended, and the Required Greenhouse Gases in Inventories, Accounting and Reporting Standard Amendment (2013). The additional guidance provided in the GHG Protocol Technical Guidance for Calculating Scope 3 Emissions (Scope 3 Guidance) was also considered in the Scope 3 assessment. The disclosures in this Methodology Report satisfy the reporting requirements established by the GHG Protocol.

According to the GHG Protocol (2011) as amended, an organisation's Scope 3 calculation and reporting should abide by the principles of relevance, completeness, consistency, transparency, and accuracy. The focus of the methodology report is to ensure the latest use of emission factors and use of actual spend instead of proxy-based for the fifteen Scope 3 categories.

It is therefore critical that our internal procurement and supply chain reporting systems are set up for Scope 3 reporting based on the Methodology Report. The fifteen Scope 3 categories require careful classification of all suppliers in De Beers going forward.

Frequency of reporting: Annually, in arears.

Unit of measure: Mt CO_2eq (million tonnes carbon dioxide equivalent)

Definition: CO_2e 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.

Non-greenhouse gas emissions (Sulphur dioxide and nitrogen dioxide emissions)

Scope: All De Beers Group material activities as determined in Annexure 4

Frequency: Monthly

Total SO_2 emissions from fuel used

Scope: De Beers Group

Frequency: Monthly

Unit of measure: t (tonnes)

Formula: SUM ([SO_2 from marine gas oil], [SO_2 from diesel]

Definition: As defined below

SO_2 from marine gas oil

Scope: De Beers Group

Frequency: Monthly

Unit of measure: t (tonnes)

Definition: Mass of Sulphur dioxide (SO_2) released to the atmosphere from the combustion of marine gas oil (MGO) during the reporting period (pls. see detailed definition for 'Total Marine gas oil used (Energy)').

Formula: Marine gas oil used (MGO) (m^3) * 850kg/m^3 MGO density * 1.998 S:SO_2 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 parts per million (ppm) or parts per billion (ppb).

Note: The density of 850kg/m^3 for MGO is a derived average for this fuel type. The ISO8217:2017 Standard for MGO – DMA identifies a maximum density of 890kg/m^3. Evidence from the review of bunker notes from 2022 indicates a figure on average of 840kg/m^3. A decision has been made not to deviate from the formula used by Anglo American.

SO_2 from diesel

Scope: De Beers Group

Frequency: Monthly

Unit of measure: t (tonnes)

Definition: Mass of SO_2 released to the atmosphere from the combustion of diesel during the reporting period.

Formula: Diesel used (m^3) * Factor for SO_2 from diesel (0.00085)

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 SO_2 (i.e. 500ppm).

This is an overestimation for several De Beers operations where the sulphur content of diesel has been reduced:

- Canada – 15ppm

- South Africa, Angola, Sierra Leone – low sulphur 50ppm diesel
- Germany, India, Ireland – 10 ppm
- In Botswana, the 500ppm remains relevant.

The SO_2 emission factors for the various operations are therefore revised as follows:

Country	Sulphur content ppm	Sulphur content %	Molar mass of sulphur	Emission Factor for mass	SG for the conversion of factor for volume	Emission Factor for volume
Canada	15	0.0015	2	0,003	0,85	0,0000255
South Africa Angola Sierre Leone	50	0,005	2	0,01	0,85	0,000085
Botswana	500	0,05	2	0,1	0,85	0,00085
Germany India Ireland	10	0,0010	2	0,002	0,85	0,000017

These can be calculated using the following formula:

- The calculation of the value of 1kg SO_2/t diesel is derived as follows:
  - The SO_2 emission factor can be calculated using the following formula:
    - SO_2 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 SO_2 per kilogram of diesel.

Reference for this calculation method: http://www.rbbertomeu.es/htmlish/docs_ish/SEC-E-4-Calculation_SO2_dieseloil

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/m^3 (SG = 850/1000 = 0.85). A decision has been made not to deviate from the density used by Anglo American (i.e. 850kg/m^3). This is used to derive the factor applied to calculate tons of SO_2 emissions from m^3 of diesel.

NO_2 from diesel

Unit of measure: t (tonnes)

Definition: Mass of nitrogen dioxide (NO_2) released to the atmosphere from the combustion of diesel during the reporting period.

Formula: Diesel used (m^3) * Factor for NO_2 from diesel (0.0357)

The factor converts diesel used (m^3) into tonnes NO_2 emissions and uses an emission factor of 42kg NO_2/t diesel and the specific gravity of diesel taken as 850kg/m^3.

Reference: The emission factor applied by Anglo American is utilised and is derived from the Intergovernmental Panel on Climate Change (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

Biodiversity

Our land management data includes non-managed entities (joint ventures) and subsidiaries in alignment with our reporting organisational boundaries and scope. Biodiversity reporting includes our De Beers Non-managed joint centres as they are relevant to our risk, impact, and management approaches in alignment with the application of our Biodiversity Standard.

Land conserved versus land altered

Land altered for mineral extraction activities

Scope: Mining operations, including sites in closure

Frequency: Annual

Unit of measure: hectares (ha)

Definition: Total area of company-managed or owned 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, screening embankments, 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.

Land set aside for conservation (Managed Entities and Joint Ventures (JVs)

Scope: De Beers Group

Frequency: Annual

Unit of measure: hectares (ha)

Definition: Land set aside for the management of biodiversity to meet the needs of future generations, and includes the preservation, maintenance, sustainable utilisation, restoration and enhancement of the natural environment.

Livelihoods

Scope: The scope of the livelihood's generation is limited to communities surrounding our operations in Venetia, and Debswana.

Frequency: Annual

Unit of measure: # ratio

Definition: Number of jobs supported is determined using below criteria:

- Full-time equivalent jobs supported, where full-time equivalent is calculated from:
    - People working between 21 and 40 hours a week.
    - Part-time employees (= 0.5 FTE): people working between 9 and 20 hours a week.
    - Day workers (=0.1 FTE): People working 8 hours a week or less.
    - Jobs must be at or above the minimum wage if the country has a stated minimum wage.
- The following categories of jobs are included in the "offsite" definition (please note that some jobs may be on mine premises, but are not conventional mining jobs, such as agriculture on mine land):
    - Enterprise and Supplier development.
    - Agricultural development.
    - Procurement (see below).

Enterprise and Supplier Development

Frequency: Annually; cumulative; reported in the year the enterprises graduate (not the year they joined the programme if different)

Definition: Number of jobs supported is calculated as the sum of full-time equivalent (FTE) 12 months after programme entry of graduating enterprises (participating 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). 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 De Beers and are not part of enterprise development programmes); support needs to consist of at least 40 hours or individualised support over at least three months (in addition, there needs to be a clear linkage between training and improvement of jobs prospects).

- 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.
- Data collection and reporting: Annually; cumulative; reported in the year the enterprises graduate (not the year they joined the programme if different).

Procurement

Definition: Local jobs supported by De Beers procurement activities from contractors (local, regional and national) that have a contract with De Beers (direct and indirect).

- Jobs supported definition: Sum of local FTEs (annualised) that work on De Beers contracts, which are 8 months long:
  - Includes jobs supported directly (i.e., direct contract with De Beers) and indirectly (i.e., 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 Purchase Order without contract.
- Data collection and reporting: Once off (as of reporting date).
- Is the gain figure on jobs created that doesn't include any job losses.

Agricultural development

Definition: Local jobs in the agriculture value chain stimulated by De Beers 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).
- Data collection and reporting: Annually; cumulative.

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.

Frequency: Annual

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.

Total BPP coverage (Number of people)

Unit of measure: #

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

Total BPP coverage (Number of entities)

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.

Total BPP coverage (Number of countries)

Unit of measure: #

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

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: 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 the reporting cycle.

Sightholder visits for the BPP programme cycle

Number of Sighthholder visits for BPP cycle

Scope: Sighthholder 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: Annual

Unit of measure: #

Definition: number of independent verification visits to a Sightholder Group's entity, 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.

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: 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' are 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 are expected to be addressed and closed by the participant.

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 are expected to be addressed and closed by the participant.

Total number of Sightholder infringements

Unit of measure: #

Formula: The sum of major and minor infringements, improvement opportunities and material breaches 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.

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.

Number of Sightholder improvement opportunities

Unit of measure: #

Definition: 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.

Sightholder infringements and improvement opportunities by theme

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 Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, compliance with the Kimberley 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.

The metrics below are categorisations of the definitions already provided above:

- Business:
  - Sum of 'Number of major business infringements' and 'Number of minor business infringements'
  - Number of major business infringements
  - Number of minor business infringements

  - Total number of Sightholder business infringements (major and minor)
- Social:
  - Sum of 'Number of major social infringements' and 'Number of minor social infringements'
  - Number of major social infringements
  - Number of minor social infringements
  - Total number of Sightholder social infringements (major and minor)
- Environmental
  - Sum of 'Total number of major environmental infringements' and 'Total number of minor environmental infringements'
  - Total number of major environmental infringements
  - Total number of minor environmental infringements
  - Total number of Sightholder environmental infringements (major and minor)
- Improvement Opportunities
  - Number of business improvement Opportunities
  - Number of social improvement opportunities
  - Total number of environmental improvement opportunities

Safety

Injuries are diagnosed by medical and safety professionals according to Anglo American criteria. These criteria are in addition to local legal reporting and compensation requirements.

Source: Safety and SD Data Points and Indicators: Safety Definitions and Guidance Notes 2021.

Total Work-Related Fatal Injuries

Scope: De Beers Group

Frequency: Monthly

Unit of measure: #

Definition: A fatality is a death resulting from a work-related injury.

A fatality (FI) 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.

Anglo American 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.

Permanent Disability

Definition: An injury is considered a permanent disability when there is a disability resulting in the injured being either permanently and totally disabled or permanently and partially disabled, or where the injured requires permanent work restrictions, redeployment, and / or results in loss of job. A disability is defined as a 25% or higher loss of functionality.

Lost Time Injury (LTI)

Definition: 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 work day or not. Restricted work cases are therefore counted as LTIs.

Medical Treatment Cases (MTC)

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

First Aid Cases (FAC)

Definition: A first aid case (FAC) is a minor work-related injury which, in normal circumstances, can be treated successfully in accordance with recognised first-aid training.

Total Recordable Cases

Definition: Sum of the number of fatality (FI) + Lost-Time Injury (LTI) + Medical Treatment Case (MTC)

Lost Time Injury Frequency Rate (LTIFR)

Scope: De Beers Group

Frequency: Monthly

Unit of measure: #

Definition: Sum of the number of lost time injuries (per above) + fatal injuries (per above) *1,000,000/Total hours worked for both Contractors and Employees.

Total Recordable Injury Frequency Rate (TRIFR)

Scope: De Beers Group

Frequency: Monthly

Unit of measure: #

Definition: Sum of the number of medical treatment cases (per below) + lost time injuries (per above) + fatal injuries (per above) *1,000,000/Total hours worked for both Contractors and Employees.

The indicator name was updated to TRIFR in 2022, previously reported as TRCFR.

Number of High Potential Incidents (HPIs)

Scope: De Beers Group

Frequency: 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.

Referring to the Anglo American Group Risk Rating Matrix, an HPI is an incident with an actual consequence rating of "3 – Moderate" or lower but possessing a reasonable worst case potential consequence rating of "4 – High" or higher. Any incident where the actual consequence is a Level "3 -Moderate" or lower when the event has been identified is the site / operations baseline risk assessment as a priority unwanted event (PUE) must be reported as an HPI.

For Health reporting HPIs are situations where an incident occurred and a health impact rating of "3 – Moderate" or lower was realised but it is foreseeable the impact could have been a consequence rating of "4 – High" or more, as the situation could foreseeably have caused an occupational disease; or permanent health impact of > 25% disability; or a fatality outcome.

Employee health and wellbeing

Where a metric refers to the number of workforce reported as of the end of the reporting period, i.e., December 31 of the reporting year, unless explicitly stated otherwise.

Occupational Health Incidents

Occupational disease cases (Level 3–5)

Scope: De Beers Group employees and contractors

Frequency: 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.

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): LTI case equivalent. Exposure to workplace hazards resulting in health outcomes resulting in lost time (unable to return to full duties) but symptom improvement with medical management. The incident is typically reversible, causing temporary discomfort but 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.

Examples:

  - Occupational dermatitis where person is unable to return to work the next day
  - Proven non- safety incident Occupational Musculoskeletal disorders that resolve
  - Work-related mental health conditions that resolve
  - NIHL < 25% loss
  - Work related Malaria case with Lost time
  - Heat disorders that required IV therapy and complications that prevented returning to work the next day
  - Platinum Salt Sensitivity- skin prick positive

- Level 4 (high): 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. This scenario reflects a potential sentinel event situation that could escalate to a multiple person situation and would require the escalation of oversight of the situation to business leadership with a general manager level of accountability for response.

Examples:

  - A work-related fatality from a workplace hazard exposure. Examples: high altitude, thermal stress (heat & cold), malaria (non-resident work-related travel scenario)

- A case of occupational cancer or a case of occupational disease with an assessed permanent impairment or from a known exposure cohort (HEG/SEG). Any subsequent case(s) in the same cohort within a 5-year rolling period will be classified as a level 5 consequence.

Examples include:

- Occupational lung disease, includes occupation induced asthma
- Noise induced hearing loss (NIHL) requires a age adjusted >25% loss to meet impairment rating
- Occupational musculoskeletal disorder with a permanent impairment rating
- Work-related mental health conditions with permanent impairment.

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

Examples:

- Multiple work-related fatalities arising from exposure to workplace hazards e.g. high altitude, thermal stress or immediately dangerous to Life and Health (IDLH) exposure in a single cohort over a 5-year reporting period.
- Multiple cases of occupational cancer (same cancer type and exposure) or the same occupational disease in an exposure cohort (HEG/SEG) over a 5-year rolling period. Examples further includes:
    - Noise induced hearing loss (NIHL) of >25% loss
    - Musculoskeletal disorder assessed as permanent and with a > 25% impairment rating
    - Occupational lung disease (same cancer type and exposure)

New cases of occupational diseases

Definition: The total number of new cases of employee occupational diseases is the sum of occupational diseases due to asbestosis, chronic obstructive airways disease, , dermatitis, hand-arm vibration syndrome, occupational malaria, musculoskeletal disorders, new and repeat cases of noise-induced hearing loss, occupational asthma, occupational cancers, occupational tuberculosis, silicosis, venous thromboembolism owing to DB employee business travel and other occupational diseases.

Occupational diseases are diagnosed by medical professionals according to Anglo American guidelines, local legal reporting and compensation requirements. Contractors are included in these figures.

Workforce exposed to respirable dust (Category A)

Scope: De Beers Group, workforce includes contractors and employees

Frequency: Quarterly

The reporting period for this measure is based on a point-in-time principle, depicting the current number of employees and contractors that are exposed at that moment in time or reporting period. i.e. December 31 of the reporting year, unless explicitly stated differently.

Unit of measure: # of employees exposed to respirable dust above the occupational exposure limit

Definition: Total number of employees assigned to Homogeneous Exposure Groups (HEG)/Similar Exposed Group (SEG) as per the risk rating or classification band i.e., ≥OEL for inhalable hazards for the reporting period.

TABLE 1: CLASSIFICATION BANDS FOR THE REPORTING PERIOD.

Classification Band	Risk rating	Description
A	high	≥OEL Over Occupational Exposure Limits
B	Medium	Between 10% and 50% of OEL
C	Low	Below the Occupational exposure limit

The reporting period for this measure is based on a point in time principle, depicting the current number of employees and contractors that are exposed at that moment in time or reporting period. i.e. December 31 of the reporting year, unless explicitly stated differently.

Airborne pollutants are workplace hazardous chemical agents that enter the body through the respiratory system. It includes dusts, gases, fumes, aerosols, vapours, mists, particulates and airborne mixtures. Airborne pollutants can be further defined by the size of the particles. For instance, inhalable dust – a particle that can be breathed into the nose or mouth because of its size bigger than 10 microns (μm), they tend to reside in the upper respiratory system. While respirable dust particles are smaller than 10 μm and once inhaled, they can penetrate beyond the terminal bronchioles into the gas-exchange region of the lungs.

The De Beers requirements for respirable airborne pollutants are that exposure should be reduced to below the OEL and that regular monitoring of the environment (occupational hygiene sampling), implementation of hierarchy of controls and people (health surveillance) is required if the agent is found to be present in the working environments.

Examples include:

- Respirable crystalline silica (considered inhalable for 2024 – moving to carcinogen definition for 2025 reporting)
- Diesel particulates matter (DPM)
- Welding fumes
- Carbon monoxide
- Carbon dioxide
- Sulphur dioxide gas
- Nitrogen dioxide
- Volatile Organic Compounds vapours

Percentage (%) of the workers exposed to inhalable hazards ≥ OEL is calculated as the total number of workers (employees + contractors) in HEG A Classification band for inhalable hazards / total number of workers (employees + contractors at the worksite) x 100.

Workforce exposed to noise levels (dB[2])

Scope: De Beers Group

Frequency: Quarterly

The reporting period for this measure is based on a point-in-time principle and is dependent on the defined monitoring strategy, depicting the current number of employees and contractors that are exposed at that moment in time or reporting period. i.e. December 31 of the reporting year, unless explicitly stated differently.

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

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 ≥ 85dB(A) < 105 dB(A) 8hr TWA for the reporting period.

Percentage (%) of workers exposed to noise levels ≥ 85dB(A) 8hr TWA calculated as the total number of workers (employees + contractors) exposed to noise levels ≥85 dB(A) 8hr TWA / total number of workers (employees + contractors at the worksite) x 100.

Workforce potentially exposed to occupational carcinogens above thresholds

Scope: De Beers Group

Frequency: Quarterly

The reporting period for this measure is based on a point-in-time principle, depicting the current number of employees and contractors that are exposed at that moment in time or reporting period. i.e. December 31 of the reporting year, unless explicitly stated differently.

Unit of measure: # of employees exposed to below, equal 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 welding fumes such Cadmium, Chromium, Nickel and Diesel particulate matter, crystalline silica and UV radiation.

Percentage of workers exposed to occupational carcinogens at levels ≥ OEL is calculated as the total number of workers exposed to occupational carcinogens at levels ≥ OEL / Total number of persons (workers) employed * 100.

Employees tested for HIV

Employees who know their status [3]

Scope: Southern Africa (Botswana, Namibia and South Africa). Element Six is not in scope for South Africa.

[2] Decibels (dB): A unit used to measure the intensity of a sound or the power level of an electrical signal by comparing it with a given level on a logarithmic scale.

[3] De Beers-specific guidance on confidentiality and sensitivity when sharing HIV and TB data is aligned with South African law (POPIA), mining industry standards, and De Beers' workplace commitments. The Department of Mineral Resources and Energy (DMRE) data privacy and reporting must be aggregated or anonymised for submission to DMRE, stored securely with restricted access and used only for programme monitoring and compliance. De Beers HIV Workplace Policy emphasises non-discrimination, voluntary testing, and holistic wellness, including ART provision.

Frequency: 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 (i.e. negative HIV test) who tested during a calendar year.

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.

Number of employees participating in voluntary HIV counselling and testing in South Africa

Scope: Southern Africa (Botswana, Namibia and South Africa). Element Six is not in scope for South Africa.

Frequency: Monthly

Unit of measure: # of employees

Definition: Number of employees who have participated in voluntary counselling and testing (VCT) in South Africa, Botswana and Namibia during the reporting period and who, through this process, have established or re-established their HIV status. If VCT has been obtained outside of a company operated or approved facility, then reasonable proof of compliance with the company definition of VCT must be produced.

Number of employees on anti-retroviral therapy (ART)

Scope: Southern Africa (Botswana, Namibia and South Africa). Element Six is not in scope for South Africa.

Frequency: 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.

Total employees receiving anti-retroviral therapy (ART) calculated as the sum of the above metrics: Employees on anti-retroviral therapy (ART) South Africa, Botswana and Namibia

Number of new HIV cases

Scope: Southern Africa (Botswana, Namibia and South Africa). Element Six is not in scope for South Africa.

Frequency: Monthly

Unit of measure: # of cases

Definition: Number of new HIV+ve cases diagnosed during the month. This is the sum of two categories:

1. Those employees who were known HIV-ve in the previous year/s and have sero-converted in the current year.
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).

Total new cases of HIV cases calculated as the 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

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: 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 the workforce in scope has access to the programme. The programme has four pillars – prevention (i.e. 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: 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:

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

TB Incidence Rate = ((Number of new TB cases in workforce)/ (Total number of Full Time Employees)) x 100,000

Environmental

Environmental incidents by severity

Environmental incidents

Scope: De Beers Group

Frequency: Monthly

Unit of measure: #

Definition: Incidents are categorised based on which elements of the environment are impacted. 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).

Environmental fines

Costs incurred and penalties paid, during the reporting period, as a result of legal action for environmental infringements

Scope: De Beers Group (although reporting against this metric will only be required by active mining operations and those in closure, exploration, Element Six and marine operations)

Frequency: Annual

Unit of measure: $USD

Definition: Total costs incurred, during the reporting period, for legal fees, compensation and penalties paid, as a result of civil action, criminal prosecution, or out of court settlement arrangements arising from environmental non-compliance. This cost does not include the remedial/corrective or preventative controls that would need to be implemented by the company as a response to addressing environmental non-compliance. This includes costs or compensation associated with civil action/criminal penalties or out of court settlement arrangements for water-related infringements (reported separately elsewhere).

Costs paid in fines for breach of environmental statutory requirements, during the reporting period

Scope: De Beers Group (although reporting against this metric will only be required by active mining operations and those in closure, exploration, Element Six and marine operations)

Frequency: Annual

Unit of measure: $USD

Definition: Total cost of fines or compensation paid to regulators, government departments, or penalties incurred as a result of an environmental statutory breach/non-conformance. This cost does not include penalties arising from any civil or criminal proceedings, court instructions/settlement costs or any remedial/corrective or preventative controls that the company would need to implement as a response to addressing the environmental non-conformance/impact. This cost includes costs associated with statutory non-compliances associated with water-related infringements (reported separately elsewhere).

Significant Environmental Fines

Scope: De Beers Group

Frequency: This will not be captured on Objectives and Targets, but the information collated from the previous two metrics will be used to report against this metric at Group level.

Unit of measure: Number of fines and value in $USD. Significant environmental fines paid by De Beers Group in the reporting period.

Definition: Significant environmental fines are those fines paid which cost more than $USD10,000 (or equivalent when converted from local currency).

Water

This section provides summarised definitions and key information required to support the reporting of water metrics. Additional information and guidance on the reporting of water balances are documented in the AA Water Reporting Guideline

Scope: The following sites are within scope for the reporting of water data, details of which are provided under the various metrics below:

- Active mining operations (managed and non-managed) – Venetia, Gahcho Kue, Jwaneng, Orapa, Letlhakane, Damtshaa (OLDM), Namdeb Land
- Operations in closure – Snap Lake, Victor, Voorspoed
- Marine operations – Debmarine Namibia (withdrawals only)

- Other entities – Element 6 (withdrawals only)

The entities within scope of reporting were based on a materiality assessment which was undertaken and documented in the Note for the Record titled 'Note For The Record: Exclusion of Non-material Sites From Group Water Reporting, August 2025'. The materiality is based on the following criteria:

- Reporting requirements of Anglo American.
- Sites contribution towards the total Group water withdrawals.
- Sites operational, environmental, or stakeholder impact related to water use.

Frequency: Frequency of reporting as follows:

- Venetia, Jwaneng, OLDM – monthly basis
- Gahcho Kue and Namdeb Land- three times yearly (June, October and January).
- Operations entering into closure or in closure - Voorspoed, Snap Lake, Victor - once per year (January).
- Debmarine Namibia and Element Six – once per year (January)

Water Quality

All water withdrawals, consumption and discharges are to be categorised using Water Accounting Framework (WAF) water quality categories (Figure 4). Withdrawals and other managed water (OMW) are to be further categorised according to the freshwater definition of Anglo American into either freshwater or non-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 include salinity (TDS<1,000mg/l), potential of hydrogen (pH), turbidity, bacterial load and harmful constituent chemicals. The figure below also illustrates the relationship between the International Council on Mining and Metals (ICMM) quality and WAF water qualities, where WAF Categories 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 socio-environmental significance of this source of water, it has been considered as freshwater).

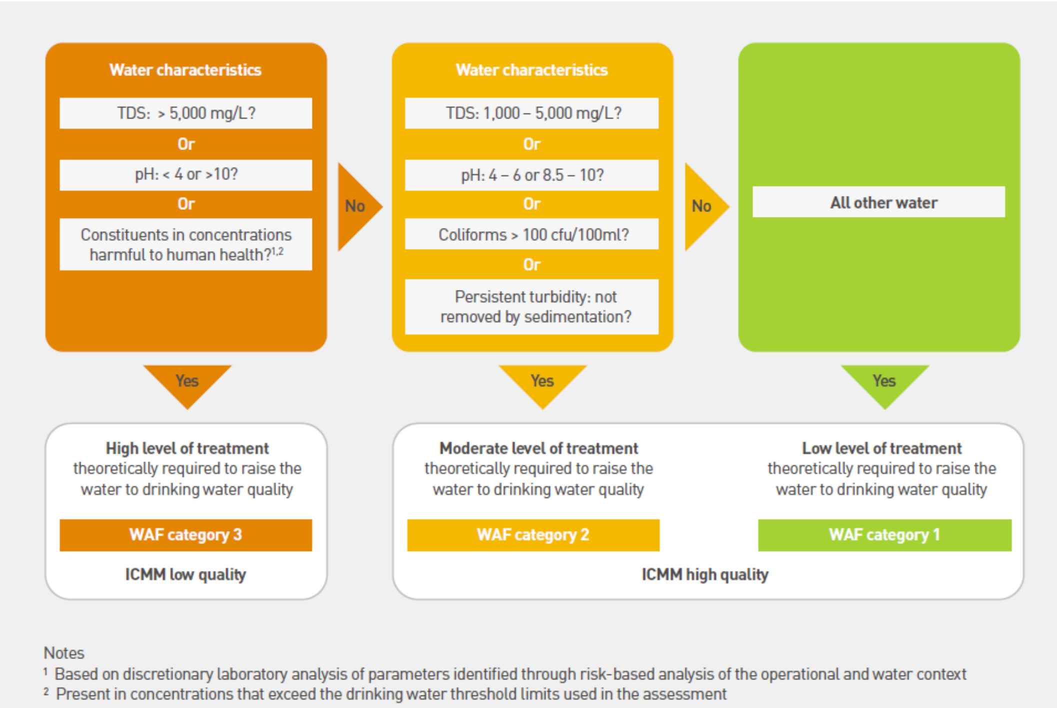


FIGURE 4. WATER ACCOUNTING FRAMEWORK (WAF) WATER QUALITY CATEGORIES

Water Withdrawal by Source for De Beers Group

Scope:

- Active mining operations (managed and non-managed) – Venetia, Jwaneng, Orapa, Letlhakane, Damtshaa (OLDM), Namdeb Land
- Operations in closure – Snap Lake, Victor, Voorspoed
- Marine operations - Debmarine Namibia (The exclusion from the scope is withdrawals of seawater - water which is withdrawn is discharged back into the sea immediately.
-)
- Other entities – Element 6

Total withdrawals

Unit of measure: megalitres (Ml)

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

Definition: as defined below:

Surface water withdrawals

Unit of measure: megalitres (Ml)

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.

Groundwater withdrawals

Unit of measure: megalitres (Ml)

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.

Seawater withdrawals

Unit of measure: megalitres (Ml)

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 an estuary or sea/ocean.

Third-party withdrawals

Unit of measure: megalitres (Ml)

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:

- Active mining operations (managed and non-managed) – Venetia, Gahcho Kue, Jwaneng, Orapa, Letlhakane, Damtshaa (OLDM), Namdeb Land
- Operations in closure – Snap Lake, Victor, Voorspoed

Exclusion: discharge of water by Debmarine Namibia and Element 6.

Total discharge

Unit of measure: megalitres (Ml)

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

Groundwater discharge

Unit of measure: megalitres (Ml)

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 (Ml)

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 (Ml)

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.

Seawater discharge

Unit of measure: megalitres (Ml)

Formula: [Sea water discharge – High quality]

Definitions: water that is released to an estuary or ocean.

Water Consumption for De Beers Group

Scope:

- Active mining operations (managed and non-managed) – Venetia, Gahcho Kue, Jwaneng, Orapa, Letlhakane, Damtshaa (OLDM), Namdeb Land
- Operations in closure – Snap Lake, Victor, Voorspoed

The exclusion to the scope is E6 and marine operations.

Total water consumption

Unit of measure: megalitres (Ml)

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

Definition: as defined below

Entrainment

Unit of measure: megalitres (Ml)

Definition: Total volume of water in waste and product streams, typically the water in the concentrate, tailings, coarse rejects and waste rock.

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 (Ml)

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 (Ml)

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

Total Water Consumption and Discharge for De Beers Group

Total water consumption and discharge for De Beers Group

Unit of measure: megalitres (Ml)

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

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 the reuse and recycling of water 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.

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

FIGURE 5. FORMULA TO DETERMINE WATER EFFICIENCY

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 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 that 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.

Reused water is worked water that is reused 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.

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

FIGURE 6. FORMULA TO DETERMINE REUSE EFFICIENCY

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.

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

FIGURE 7. FORMULA TO DETERMINE RECYCLING EFFICIENCY

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.

Non-mineral Waste

Non-mineral waste by type – Mass

Scope: De Beers Group

Frequency: Monthly

Unit of measure: tonnes (t)

Definitions:

- Non-mineral waste: Any substance, material or object that is unwanted, rejected, abandoned, discarded or disposed of after its primary use. This metric excludes mineral waste (waste rock, tailings etc)
- 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 (t)

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 (t)

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 (t)

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. This metric includes incineration with and without energy recovery.

Non-hazardous waste to incineration

Unit of measure: tonnes (t)

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. This metric includes incineration with and without 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.

It should also be noted that non-hazardous waste which is burnt in pit (controlled and as per permit conditions) is included this metric.

Hazardous waste recycled

Unit of measure: tonnes (t)

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.

Formula: SUM([Hazardous waste recycled], [Hazardous waste reused], [Hazardous waste biologically treated])

Non-hazardous waste recycled

Unit of measure: tonnes (t)

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.

Formula: SUM([Non-hazardous waste recycled], [Non-hazardous waste reused], [Non-hazardous waste biologically treated])

Hazardous waste reused

Unit of measure: tonnes (t)

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 utilisation of the whole, a portion of or a specific part of any article's substance, material or object from the waste stream again for a 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 (t)

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 utilisation of the whole, a portion of or a specific part of any [articles] substance, material or object from the waste stream [again] for a 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 (t)

Formula: SUM([Hazardous waste to incineration], [Hazardous waste reused], [Hazardous waste recycled])

Non-hazardous waste diverted from landfill

Unit of measure: tonnes (t)

Formula: SUM([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 United Kingdom (UK) Environmental Agency.

Table 2. Waste Mass Conversion Densities

Waste Type	Density T/M³
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

Inclusive Workforce

The number of workforce reported as at the end of the reporting period, i.e. 31 December of the reporting year, unless explicitly stated differently.

Scope: De Beers Group

Frequency: Annual

Women in the Workforce and Management Positions

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 a 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 – i.e. 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.

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

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.

Women in the Workforce and in Management Positions, by Business Unit

The metrics in this category are defined 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 200of 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).

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 the 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 the 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 the 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 the 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.

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 in Botswana).

Investment in employee training and development

Total Training Spend (Group)

Scope: De Beers Group

Frequency: Annual

Unit of measure: $USD

Definition: Value associated with all types of vocational training and instruction. Paid educational leave is 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; it excludes e-learning launched centrally via Navigator+.

Number of employees receiving training

Scope: De Beers Group

Frequency: Annual

Total Number of Employees Who Received Training (Group)

Unit of measure: #

Definition: Number of employees receiving all types of vocational training and instruction. Paid educational leave is 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; it excludes e-learning launched centrally via Navigator+.

Total Number of Hours of Training (Group)

Unit of measure: # hours

Definition: Number of hours that employees receive 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; it excludes e-learning launched centrally via Navigator+.

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; it excludes e-learning launched centrally via Navigator+.

Group E-Learning Hours (Group)

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)

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:

- Consultant: An individual, company or other legal entity that 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 have 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

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

Frequency: Annual

Proportion of Employees Based in Africa

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.

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 include 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.

1. Africa
2. Asia
3. Europe and Middle East
4. North America

Direct employees by Grade

Scope: De Beers Group

Frequency of reporting: Annual

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.

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

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

Unit of measure: %

Formula: (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: (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).

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 include 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.

1. Africa
2. Asia Pacific
3. Europe

4. North America

Unit of measure: #

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

Employee turnover by gender

Scope: De Beers Group

Frequency: Annual

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

Scope: De Beers Group

Frequency: Annual

De Beers Group employees who are members of a union

Unit of measure: %

Definition: Employees who are covered by collective bargaining agreement. Definition listed below.

Union membership across African operations

Unit of measure: %

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: (Number of employees covered by collective bargaining agreement based at DBCM as per definitions above)/(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: (Number of employees covered by collective bargaining agreement based at Debswana as per definitions above)/(Total number of employees based in Debswana).

Employees covered by Collective Bargaining Agreements at Namdeb (land operations)

Scope: Employees working at Namdeb Land and its supporting office, as well as any Namdeb in closure.

Unit of measure: %

Formula: (Number of employees covered by collective bargaining agreement based at Namdeb Land as per definitions above)/(Total number of employees based in Namdeb Land).

Human Rights

Anti-corruption

Frequency: annual

Source: Annual Training Programme and end-of-year figures.

Number of Business Units and corporate functions subject to anti-corruption programme internal audits

Scope: De Beers Group

Unit of measure: #

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

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, prepared by Anglo American Ethical Business Conduct Team (Q4). Specific focus and topics change each year.

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 biennial rotation between the Code of Conduct and Business Integrity. This metric was updated in 2023 to include various legal training. These training types include Business Integrity (ABC), Anti-corruption, Anti-money laundering (AML), Competition Law, Sanctions, and Anti-tax evasion.

Average completion rate (Group)

Unit of measure: %

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

Formula: (Number of individuals who completed online training)/(Number of individuals nominated to complete online training).

Number of significant incidents of corruption

Scope: De Beers Group

Unit of measure: #

Definition: Subject to obligations and considerations relating to confidentiality, the 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 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.

Competition law training

Scope: De Beers Group

This metric was discontinued as of the end of the 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 Human Rights 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: annual

Unit of measure: #

Definition: Number of Human Rights 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 includes submitted concerns by employees about responsible business conduct in the organisation's operations and business relationships.

Dismissals as a Result of Illegalities

Dismissals as a result of illegalities/breaches

Scope: De Beers Group

Frequency: 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.

Economics

Inclusive Procurement as a Proportion of Total Spend

Total Procurement Spend

Scope: De Beers Group procurement spend includes Gachou Kue, Victor and Snap Lake mining operations. Anglo American spend is based on Gahcho Kue only.

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.
- De Beers Marine (DBM) complies with the Department of Trade and Industry (DTi) requirements and not as with all other De Beers South African businesses where the Mining Charter requirements apply. DBM is not a mining business like other De Beers SA businesses. Hence, the Total Measured Procurement spend (TMPS) is defined differently for DBM with specific exclusions, typically specific imports. The 'Codes of Good Practice on Broad Based Black Economic Empowerment (BBBEE), Government Gazette No. 39818, 17 March 2016, governs the DTi requirements.

Frequency: Annual

Unit of measure: US$

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

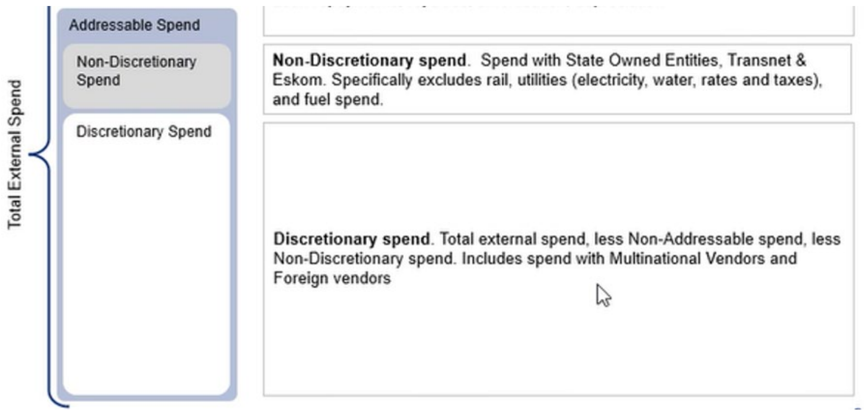


FIGURE 8. TOTAL VALUE OF ALL PROVISIONS OF GOODS AND SERVICES SPENT

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: Annual

Unit of measure: US$

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.

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: 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: (Total inclusive procurement spend)/(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 the Formula: (Total inclusive procurement spend) per operation in scope/(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 the forthcoming 12-month selling period. All Sightholders 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: 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 December 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 and a proportionate share of the economic interest (19.2%), of Debswana. 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 and a proportionate share of the economic interest (19.2%), of Debswana.

Community and Social Investment

Unit of measure: US$

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

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 and a proportionate share of the economic interest (19.2%), of Debswana.

Total tax and economic contribution

Unit of measure: US$

Definition: Consists of the sum of taxes and royalties borne, taxes collected, community and social investment (CSI), wages and related payments and total procurement (including capital investment).

Formula: SUM(Procurement and capex, Community and social investment, Wages and related payments, Total taxes and royalties borne and taxes collected). Procurement Spend and Social Investment for Namibia, Botswana is shown as 50% (Shareholding Basis) and Debswana is shown as 19.2% (Proportionate Share of Economic Interest).

Distribution of diamond revenue

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

Scope: De Beers Group consolidated

Frequency: annual

Unit of measure: US$

Definition: Sum of the following categories:

- Payments for diamonds and to suppliers comprise 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 investment income, interest expense and financing charges.
- Governments: consist of taxation, mining royalties and other payments made to national departments.
- Dividends to shareholders: payments made to minority shareholders.

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

Percentage of these payments made to stakeholders in Africa

Unit of measure: %

Formula: (Value of payments made to stakeholders in Africa) / (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
- 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 where the goods were discovered.

Source: The information is contained in 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 are 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: 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 parties and polished gems are not included in this metric.

Source: The information is contained in 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 are subject to external audit.

Carats recovered

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

- Canada (DBCI): 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 Regimes.
- South Africa (DBCM): operations located in South Africa, Venetia mine.
- Frequency: 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 a 100% basis, except for the Gahcho Kue joint venture, which is on an attributable 51% basis.

Overall total carats recovered:

Unit of measure: # carats

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

Total spend on corporate social investment (CSI)

Categories for corporate social investment expenditure include charitable donations, community investment and commercial initiatives. CSI is reported in US dollars and converted from the currency of the operations at the average foreign exchange rate applied by Anglo American for financial reporting purposes.

Charitable donations include cash donations, contributions in kind, employees' working hours spent on charity projects during work hours, and the cost of initiatives designed to inform communities about community-benefit initiatives (e.g. the production of reports that are issued to communities for the purpose of reporting progress). Not included is expenditure that is necessary for the development of an operation (e.g. resettlement of families) or for receiving a license. Training expenditure for individuals who will be employed by the company following completion of training is not included.

Community investment includes the funding of community partnerships which address social issues; the costs of providing public facilities to community members who are not employees or dependents; the marginal value of land or other assets transferred to community ownership; and income-creation schemes or mentoring/volunteering initiatives which do not have a principally commercial justification.

Commercial initiatives include enterprise development and other community initiatives/partnerships that also directly support the success of the company (such as supplier development). There must, however, be a clear and primary element of public benefit.

We prohibit the making of donations for political purposes to any politician, political party or related organisation, an official of a political party or a candidate for political office in any circumstances, either directly or through third parties.

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.

Refer to Annexure 5.

Social Investment Spend by Country

Scope: The metric is reported per country where the spending was disbursed. All business units within the Group submit a Template 14 document annually.
The spend in 'Other' category is made of rest of the world countries per Template 14.
Social investment spend in USA (USD) consists of USA, Canada and Peru
Social investment spend in Africa (USD) consists of South Africa, Botswana and Namibia

Frequency: 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.

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's balances are included.

Social Investment Spend by Type of Initiative

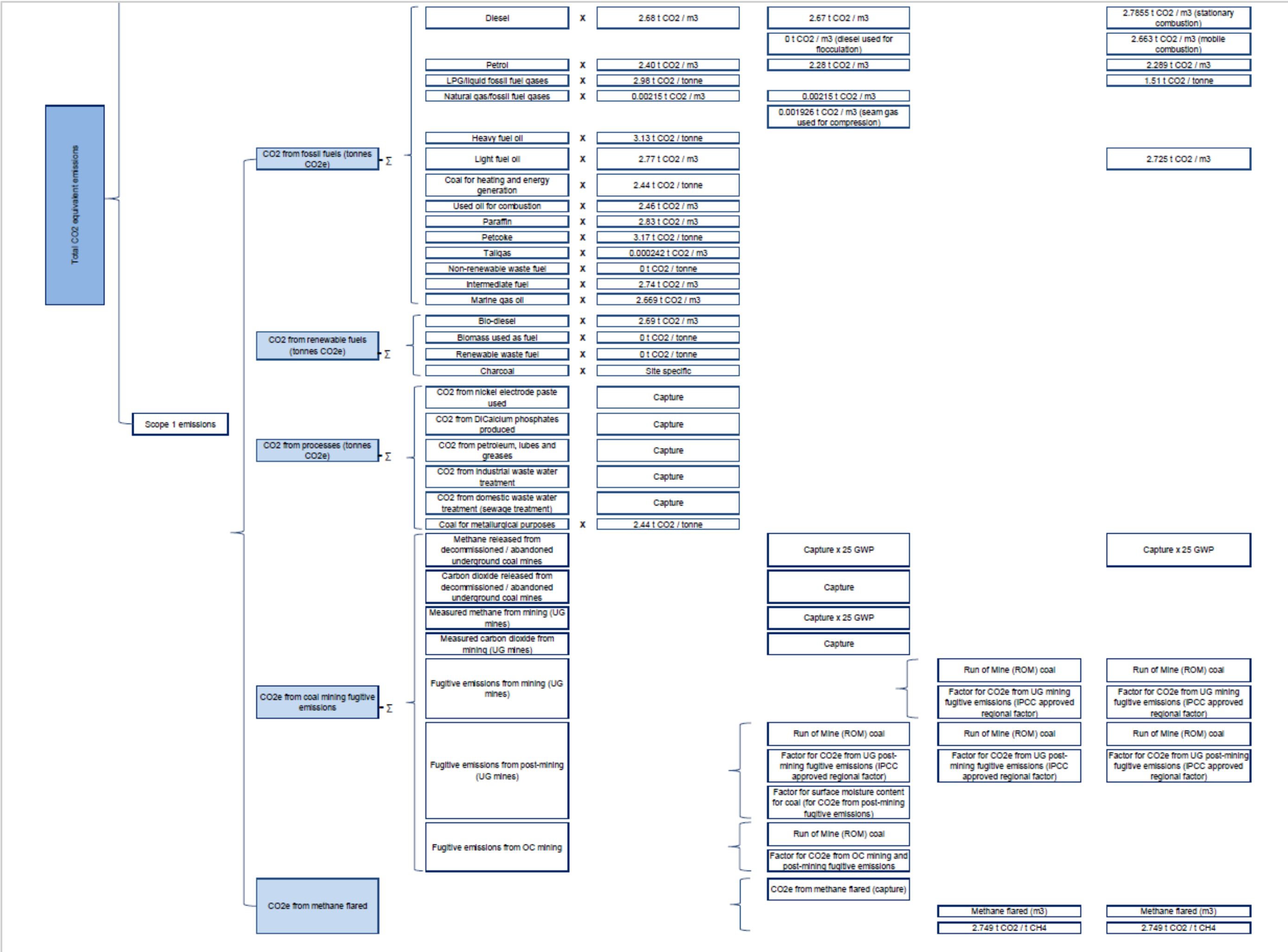
Unit of measure: US$

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

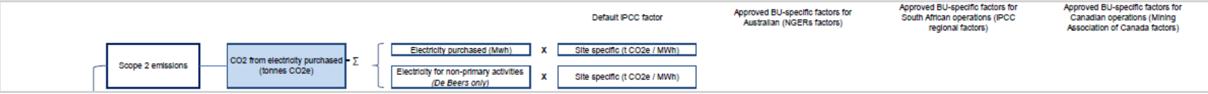
Calculation basis: As denoted below, these metrics are calculated on a shareholding basis. This is different from an International Financial Reporting Standard (IFRS) basis, where 19.2% of Debswana is consolidated without tax elements. For these disclosures, 50% of Debswana balances are included.

Annexure

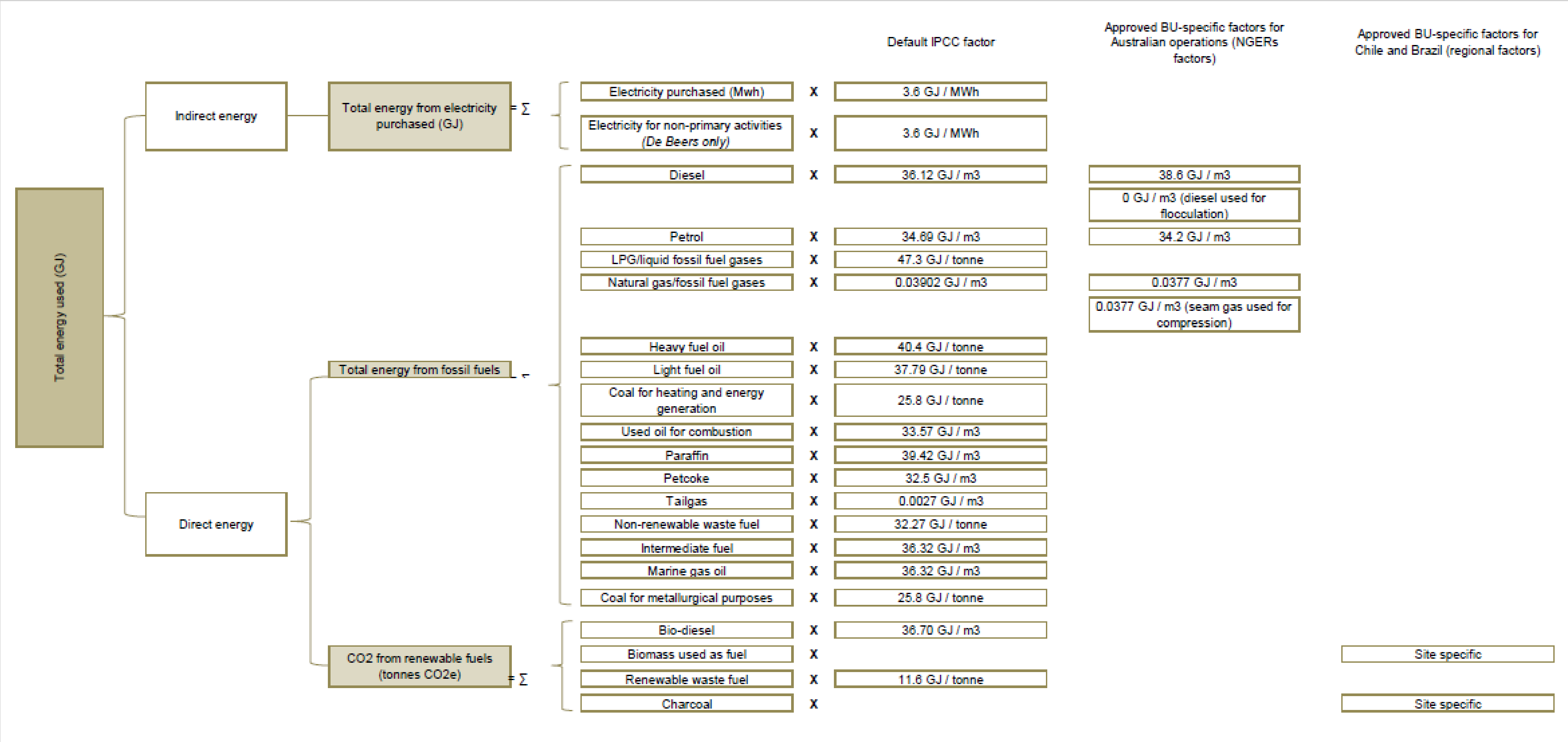
ANNEXURE 1. SCOPE 1: CO2 CONVERSION FACTORS



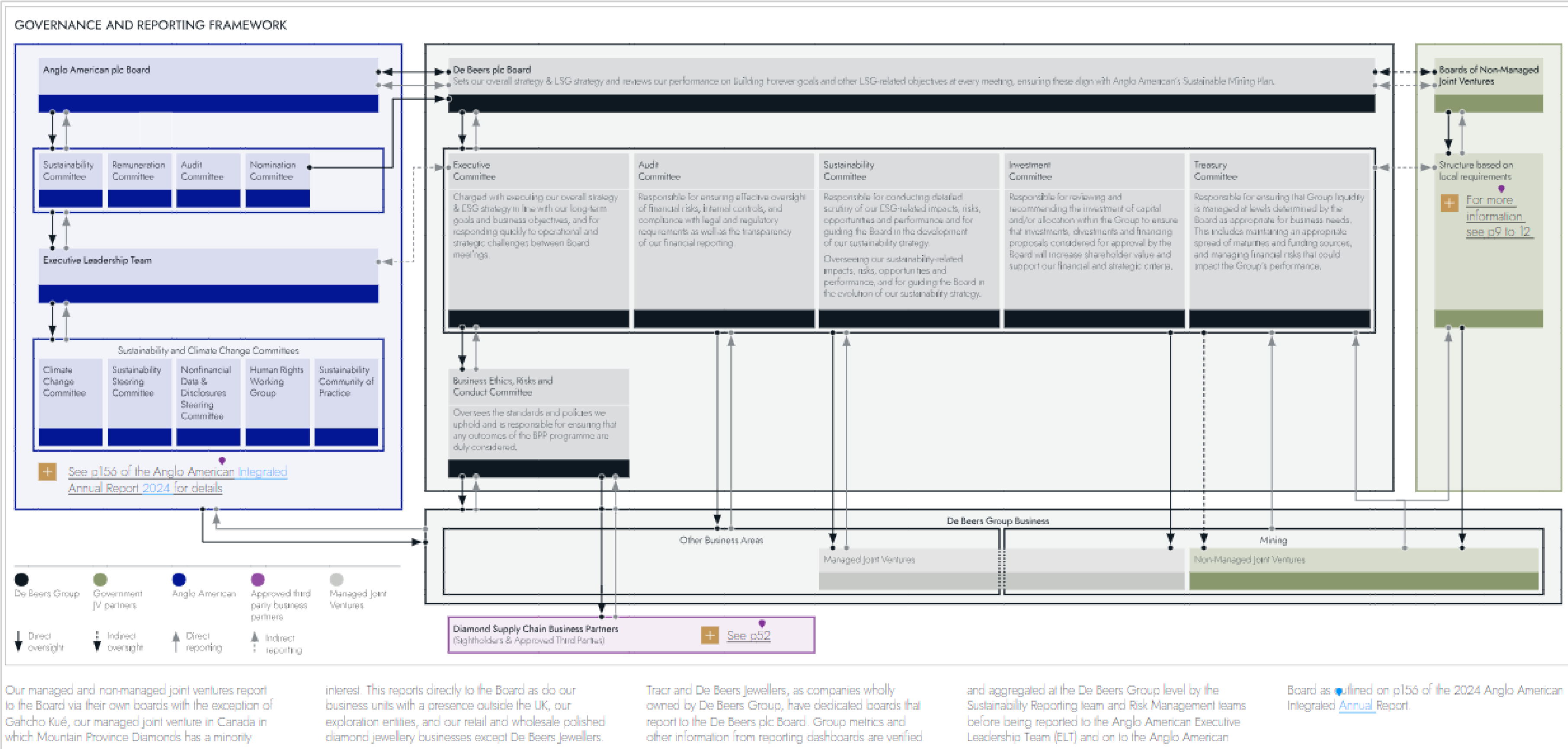
Annexure 2. Scope 2: CO2 conversion factors



Annexure 3. Energy conversion factors



Annexure 4. Governance and Reporting Framework.



Annexure 5.

Mixed general waste (WS 113) from two sources:

A) General waste which is not organic and is burned in the incinerator. Operators weigh the waste in pounds its tallied for the month then converted to tonnes (lbs x 0.000453592) in the Incinerator Tab. (6.84 tonnes in April)

B) General Waste which is sent to the burn pit. This is mostly wood and cardboard and is not weighed therefore has a formula based upon the size of the container. Each bin is assumed full at the time of dumping. For the month of April bins which were 23 m3 were recorded every time they were dumped. In total 736 m3 was dumped into the burn pit for incineration. Since both wood and cardboard have very different densities it was difficult to discern how much a m3 would weigh. Each bin could have a different assortment since wood vs cardboard is not segregated. It was decided that the best formula to use would be the same as what is used for the general landfill waste densities. That formula of 1 m3 = 133.45 kgs was a density formula determined in the early days of GK and was kept ensuring consistency of reporting year to year. The total of 736 m3 x 133.45 kilograms is then converted to tonnes by /1000 = 98.219

MR point on legacy emission factors/assumptions - site noted in multiple isntances for Waste assumptions related to volume/weights were assumptions from before they joined the company - these didnt seem to have a robust basis. Note that while the mentioned entreies didnt seem material to the site or wider inventory this should be investigated for all sites establishing a credible basis of assumption.

FNJ to send email to Nicole on this

Annexure 5. Social Investment Spend

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 infrastrucutre.	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	Grouped into Other in the Performance Tables
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: All classed as one category
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.	Grouped into Other in the Performance Tables
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.	Grouped into Other in the Performance Tables
Other social investment or charitable giving	Other physical infrastructure not included in the above.	Other items such as agriculture or policy and proceedure initiatives if not included in the above	Anything prohibited by policy or as listed below*	