

## Message from the Chairperson of the Social, Ethics and Sustainability Committee

*This report has been structured to focus on the most significant ESG matters affecting the business today, which were identified through a 'double materiality' process.*



**Dr Kojo Busia**  
Chair of the Social, Ethics and Sustainability Committee

**As 2022 was a year of recovery, refocus and consolidation for AngloGold Ashanti, so 2023 was a transformative one. The Company's domicile shifted from South Africa to the United Kingdom and the primary listing moved to the New York Stock Exchange (NYSE), reflecting the truly global nature of our operations and leadership and further strengthening this foundation of this leading global gold company.**

While this move had profound impacts on our corporate structure, and will change our reporting and disclosures, it will not change the fundamental values and ethos of our business, which at root remains to responsibly and respectfully conduct our mining operations and contribute to our host countries, for the good of all stakeholders.

Disclosure regulations, especially in respect of ESG matters, differ between regions, and so our quarterly and annual reporting may be a little different to our reporting in the past. However, from a sustainability reporting perspective, we remain fully committed to leading disclosure practices and will continue to report in line with the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) standards, the Task Force on Climate-related Financial Disclosures (TCFD), the Extractive Industries Transparency Initiative (EITI) and the Voluntary Principles on Security and Human Rights (VPSHR). We subscribe to and report against the principles and requirements of the International Council on Mining and Metals (ICMM) and the World Gold Council (WGC). We also support and align our reporting with the UN Sustainable Development Goals (SDGs).

### Role of SES Committee in shaping ESG governance

I am pleased to chair the Social, Ethics and Sustainability (SES) Committee, and recognise the significant interest and commitment of my fellow committee members, and the Board as a whole in all matters relating to ESG. What has become very clear in recent years is that ESG is increasingly central to the effective functioning of the business.

The revised Board charter, now even more explicitly ESG-centric, underscores our commitment to governance and integrity. The SES Committee has long been instrumental in

steering and overseeing our ESG initiatives and performance in the broadest sense, including core operational aspects like health, safety and security, while also overseeing diversity, equity and inclusion progress, risks related to our tailings storage facilities (TSFs) and our social investments performance across our operating jurisdictions.

The key governance challenge for the Board is how to straddle the various jurisdictional legal and social norms by keeping our corporate purpose in focus, all while keeping a balance between shareholder value and stakeholder interests.

Fostering active engagement by the Board on ESG matters is key for the SES Committee, which included a detailed work plan and transparent engagement with members of the senior management team on a diverse range of topics that affect all aspects of sustainability, governance and the Company's legal and social licence to operate (SLO). The close interplay with the Audit and Risk Committee, which oversees assurance – including some ESG topics – is an invaluable aspect of the overall governance matrix.

### Double materiality

This report has been structured to focus on the most significant ESG matters affecting the business today, which were identified through a 'double materiality' process. The Company sought to identify those issues that have or may have an impact on the cash flows and financial viability of the business in the short, medium and long term, as well as the impacts that we as a company have on our environment and society in the short, medium and long term. As would be expected, these issues are often inter-dependent and cannot always be precisely categorised.

Our long-standing track record in linking corporate citizenship to maintaining our social licence to operate is the guiding principle for the SES Committee in executing its fiduciary responsibility in this context.

### Artisanal mining: a continued focus

In 2023, the SES committee deliberated extensively on illegal and small-scale mining activities and their impact on our operations and the communities that surround them. As ever, this remains a delicate and complex issue for gold mining

companies across most developing countries, requiring initiatives not only to secure our own assets and people from illegal mining activities, but also to support the formalisation of legitimate artisanal and small-scale mining (ASM), often a centuries old economic pursuit, to improve the health and safety of those engaged in it and to mitigate its often-devastating impact on the environment.

Nowhere is this difficult balancing act more evident than in West Africa, where the precipitous increase in the cost of living, alongside endemic unemployment and macroeconomic strain, make artisanal gold mining an attractive way for a growing number of people to keep food on the table.

Our approach has been to help create or support multi-stakeholder initiatives to formalise ASM, which aims not only to improve safety, working conditions and environmental outcomes, but also to end exploitation of the most vulnerable members of the ASM value chain. We are working simultaneously to create alternative livelihoods in order to divert as many people as possible into less hazardous endeavours, like small business and agricultural projects, all the while we are working to ensure our people, sites and assets are properly secured, in line with our VPSHR commitments, to create a safe environment for the development of our ore bodies.

Our work in this area is underpinned by our commitment to fostering stability and positive socio-economic contributions in the regions where we operate.

## Message from the Chairperson of the Social, Ethics and Sustainability Committee

*As we navigate the change that inevitably comes with a new organisational structure and corporate domicile, ESG considerations remain intrinsic to our operations. The story of AngloGold Ashanti's progress in 2023 is one of resilience, adaptation, and an unwavering commitment to our values.*

### Climate change, decarbonisation and the pathway to net zero Scope 1 and 2 GHG emissions

The world continues to feel the impacts of climate change, both in terms of physical impacts as well as in the tremendous social and regulatory pressure to decarbonise value chains, and transition to net zero Scope 1 and 2 GHG emissions. It is known that Africa, where we currently have most of our mining operations, stands to bear a disproportionate level of impact from changing weather, not only because of climatic factors but because the continent is in many cases ill-equipped to deal with them. This matters to us, climate is just as much, if not more, about people than the environment. Physical risks, therefore, will continue to require our focused attention in our climate change strategy.

Our investment in a range of projects to reduce GHG emissions from our operations is a strategic priority enshrined in our target announced in 2022 to achieve a 30% reduction in GHG emissions by 2030, from a 2021 baseline.

Our milestone renewable energy project at Tropicana, in a partnership with Pacific Energy, involves the construction and operation of a 62MW wind and solar generation facility, combined with battery storage system. This project, well underway at the end of 2023, will supplement natural gas power generation, reducing natural gas consumption by half. GHG emissions from Tropicana are expected to drop by an average of 65,000t per annum over the 10-year life of the agreement with Pacific Energy. At Geita, the switch is underway from predominantly diesel-generated power to the national grid which has a higher proportion of hydro-electric power.

These projects will assist us in meeting our 2030, medium-term emission reduction commitments and are important milestones on our journey to net zero Scope 1 and 2 GHG emissions by 2050.

We recognise that accounting for and reducing Scope 3 GHG emissions – those emissions that occur upstream and downstream of our operations – are critically important, notwithstanding the fact that gold's emissions from the value chain are significantly fewer than for many other commodities. In partnership with value chain partners, we expect to continue to work on Scope 3 GHG emissions accounting and to explore opportunities, where feasible, to address Scope 3 GHG emissions consistent with our commitment, as an ICMM member, to set Scope 3 emissions reduction targets.

### Significant step forward in tailings management and disclosure

The year also heralded a milestone in the vitally important area of tailings management and disclosure. We are proud of our long tailings management track record and, in August 2023, published our commitment to full implementation of the Global Industry Standard on Tailings Management (GISTM) at all our TSFs by August 2025. The GISTM is an important step for the industry in improving governance, transparency and ultimately, safety.

This disclosure is available here:

<https://www.anglogoldashanti.com/wp-content/uploads/2023/08/aga-gistm-conformance-statement-aug2023.pdf>.

The progress achieved to date has been significant, especially given the scale of auditing, governance and administrative processes required by the standard, and the continuing global skills shortages in this area. We currently expect to achieve full conformance at all of our TSFs by August 2025.

### A new era of nature and biodiversity reporting

As an industry, our activities and processes both depend on and impact nature. We are on a journey to continually improve the understanding of environmental impacts and the initiatives needed to mitigate them, while seeking the best ways to leverage our own knowledge, resources and connections within and outside our industry, to create nature positive outcomes.

While the Taskforce on Nature-related Financial Disclosures (TNFD) ushers in a new regime of nature-related disclosures, understanding and mitigating biodiversity impacts, and planning for rehabilitation and closure have long been part of how we operate.

The standards replicate many aspects of the widely adopted Taskforce on Climate-related Financial Disclosures and we are committed to the process of integrating nature related considerations into our decision-making processes as we develop a roadmap to becoming nature net positive.

Along with other ICMM members we have committed – where practical – to ensuring no net loss in biodiversity as a result of our operations versus a 2020 baseline. This collective commitment, from some of the industry's largest companies, will help promote the health, diversity and resilience of species, ecosystems and natural processes.

### Inclusion, diversity and equity

The persistent challenge of discrimination and sexual harassment within the mining industry underscores the importance of our inclusion, diversity and equity (ID&E) efforts. At AngloGold Ashanti, our zero-tolerance policy towards discrimination, and our progress in gender parity initiatives are testament to our commitment. However, we acknowledge the evolving nature of these challenges, recognising the need for continual vigilance and improvement – our work in this regard is an ongoing journey.

### A restructured organisation and ongoing commitments

As we navigate the change that inevitably comes with a new organisational structure and corporate domicile, ESG considerations remain intrinsic to our operations. The story of AngloGold Ashanti's progress in 2023 is one of resilience, adaptation, and an unwavering commitment to our values.

As we grapple with new and ongoing challenges, our commitment to sustainability, transparency, and responsible governance remains steadfast. We express our gratitude to our shareholders, partners, and stakeholders for their continued support and engagement on this transformative journey.

*Kojo Busia*

**Dr Kojo Busia**  
Chair of the Social, Ethics and Sustainability Committee  
10 April 2024

## CEO's review and outlook

*We recognise the important accountability we have to a broad range of stakeholders interested in the social and environmental impacts of our business, and how we respond to them.*



**Alberto Calderon**  
Chief Executive Officer

AngloGold Ashanti has for more than two decades produced a separate sustainability report, aligned with the primary environmental, social and governance (ESG) standards and voluntary compacts to which we subscribe. This is an important report that highlights the very different circumstances and challenges of the various jurisdictions in which we operate, and the important projects and interventions we invest in to ensure there are tangible benefits that accrue to our host communities, so that we can help deal with some of the more difficult challenges they face, and that our business remains sustainable over the long term.

We see sustainability and the ESG metrics that guide our strategy and targets, and what we monitor, manage and disclose, as an integral and critical pillar of our business. Just as our annual report is primarily aimed at financial stakeholders, we recognise the accountability we have to a broad range of stakeholders interested in the social and environmental impacts of our business on society, and how we respond to them. This, we seek to address through this report through a qualitative and quantitative accounting of our performance across a number of areas that we see as most significant to our business and those it affects.

### New purpose and values

The year in review was a seminal one for the Company. Alongside the move of our headquarters to the US and primary listing to the NYSE, we took time for introspection, to consider 'why' AngloGold Ashanti exists. This was the next, important step in the engaging and participative culture journey that we started in 2022, to review, refresh and recommit to our values.

The outcomes of this process have been both profound and reassuring; profound in that they have clarified a common purpose for the company as a whole; and reassuring in that they are fully aligned to the direction of the journey we have been pursuing.

Our purpose statement: **Mining to Empower People and Advance Societies** places people at the heart of what we do, both within and outside of the organisation. This simple statement demonstrates the power that this company has to leverage the development of a scarce natural resource to

give skilled and purposeful individuals the tools to develop themselves and advance, this business and their communities. The statement captures the importance of the enormous direct and indirect contributions – whether financial or otherwise – that this business and its partners can make to infrastructure, business and rural development, healthcare and education, among others. This report and its case studies are rich in examples of how this purpose is brought to life time and again.

Our refreshed values: **Safety, Respect, Integrity, Sustainability, Excellence, and Collaboration** are the north star that guide all we do. Placing sustainability as a core value highlights our long-standing commitment to building a business that brings economic, social and environmental benefits to our stakeholders.

This report is structured to demonstrate our performance on the most significant sustainability matters facing the business. It is concise and focused to ensure it is accessible and useful to a broad range of stakeholders. It should be read in conjunction with our Annual Report and our [ESG Transparency Hub](#), which contains a wealth of detailed information and performance data.

### Record safety performance

Our continued focus on safety has continued to bear results. Our TRIFR, at 1.09 per million hours worked as of 31 December 2023, is a record performance for the company, and remains well below the average of that of our mining peers.

Our strategy has involved a determined approach to reduce and mitigate risk and, what is sometimes not fully appreciated, are the very real trade-offs that need to be faced.

By way of example, we were confronted with a challenge toward the end of the year at Obuasi mine in Ghana, where difficult ground conditions in high grade areas were causing significant challenges. Access to high grade stopes was either impossible or significantly slower than planned due to difficult ground conditions, making the safety risk of proceeding as usual, unacceptably high.

The decision for us was simple – immediately change the approach in order to reduce the safety risk. That meant

rebasement production for our most important growth asset, an infinitely preferable outcome compared with knowingly placing people in harm's way.

### Climate change, decarbonisation and nature

Climate change remains the dominant issue of our time. Our goal is to achieve net zero Scope 1 and Scope 2 GHG emissions by 2050, with an interim target of a 30% reduction by 2030 (as compared to a 2021 baseline) through a combination of renewable energy projects and initiatives which improve efficiency or use lower-emission power sources.

Our agreement with Pacific Energy to construct 62MW of wind and solar generation capacity at the Tropicana mine in Australia is an important step in our decarbonisation journey, as is our move at the Geita mine in Tanzania to transition from predominantly diesel-generated power to the national grid which has a high proportion of hydroelectric power.

In line with our membership of the ICMM, we have committed to setting Scope 3 emissions reduction targets. We continued working in-house and with targeted suppliers to explore the feasibility of addressing the most significant sources of Scope 3 GHG emissions.

Developing a realistic, achievable climate response plan has been one of my priorities since joining AngloGold Ashanti. We have conducted intensive work within our operating and environmental teams to design a robust, practical programme that adds value. Importantly, our current GHG emission reduction pipeline of projects is in its entirety net present value positive, which reinforces my mantra, that you can 'do well, by doing good'.

We are strengthening our governance of climate change by improving knowledge sharing, both internally and externally, and have further embedded considerations of climate risks into key decision-making and reporting processes.

We know that climate and nature are two sides of the same coin. As a responsible mining company, AngloGold Ashanti has always placed a strong emphasis on recognising, and minimising our impact on biodiversity, during both project

## CEO's review and outlook

development and operational phases, prioritising avoidance of any impacts wherever possible.

In 2023, we collaborated with the ICMM in developing its new Nature Position Statement which was launched in January 2024. It is a collective commitment for a nature positive future. It outlines five points for action to guide members' contributions to stopping and reversing nature loss, including a commitment not to mine or explore in World Heritage Sites, to respect all legally designated protected areas; and to ensure no net loss of biodiversity at all mine sites by closure, wherever possible, against a 2020 baseline.

### Tailings management and disclosure

In August 2020, we along with other ICMM members committed to full conformance with the GISTM at all of our TSFs, and to achieve and report conformance for tailings facilities with the highest potential consequences in the event of a failure by August 2023.

The Standard was developed through an independent process convened by the ICMM, the United Nations Environment Programme (UNEP) and guided by Principles for Responsible Investment (PRI), and contains 77 requirements integrating social, environmental, local economic and technical considerations which strive to achieve the goal of zero harm to people and the environment.

We are very proud of our track record in constructing, managing and maintaining our TSFs to highest levels of integrity and safety, ensuring that we were able to disclose the status of conformance for each facility within the two highest consequence categories, and establish a summary of time bound measures to address any gaps.

As was intended through the implementation of the standard, we can most assuredly say that it has resulted in transformative improvements in tailings governance, accountability and transparency. It has further promoted extensive and meaningful collaboration with the broadest range of potentially affected stakeholders.

In addition to this report, further disclosures on tailings management, and our conformance to the GISTM may be found in our [ESG hub](#)

### Artisanal and small-scale mining

Another area of progress during the year has been in our engagements in respect of ASM. For many reasons, ranging from cost of living and climate impacts, to displacement as a result of conflict and difficult economic conditions, we have seen a significant increase in ASM activity as well as illegal mining in some of the countries in which we operate.

This remains an incredibly complex challenge that does not lend itself to ready solutions, but rather there is a need for careful and deliberate action across a number of different fronts with many partners and also some trial and error. Our key measures to address this include the development of alternative livelihoods, educating and sensitizing stakeholders to the dangers of ASM and also building capacity to ensure and advocating for a comprehensive, multi-stakeholder approach to formalisation of this important economic activity.

In 2024 we intend to complete the review of our ASM standard, to increase our collaborative efforts through inclusive stakeholder engagement, progress our formalisation programmes and to improve our ASM safety awareness training programme.

### Securing and maintaining our social license to operate

Mining and economic growth enables us to make the most of our resources, skills, and knowledge and to strengthen and support the resilience of our local and host communities.

Our approach is guided by the principles outlined in our Sustainability Policy and directed by our Social Performance Management Framework. It revolves around inclusive stakeholder engagement, proactive risk and impact management, and the implementation of programmes that foster mutual value creation.

Respect for human rights is vitally important, ensuring our employees, contractors and supply chain understand how to respect these in all cases, and to remedy violations wherever possible. The ongoing process of embedding our human rights due diligence process at each of our sites is essential to secure our right to operate.

Securing and maintaining our SLO underpins our business. This SLO is effectively the tacit approval from our stakeholders to continue doing business. It is earned not acquired or bestowed. There are a number of diverse factors that contribute to this approval being granted or withdrawn:

- Safety is of course paramount. People are reluctant to work in or be associated with an unsafe environment.

- Being a responsible custodian of the natural environment is a clear priority. This means not only being responsible today but caring for tomorrow. Reducing our footprint, whether it comes to GHG emissions, water use or disturbance of nature, is becoming a bigger and bigger issue.
- Governments and communities want to see benefits from the development of their natural resources. So, procuring locally where possible is important, creating high-quality jobs in our host communities is vital, and ensuring we have a profitable business that can reliably pay tax to our host governments is essential.

In closing, we ensure that we have the right people in place at all levels of the business, we are governed by the right values, we are guided by our overarching strategy, and we are focused on strengthening our license to operate. It is important that we remain humble in that process, seeking areas for improvement and correcting course when we have not done as well as we should.

*Alberto Calderon*

**Alberto Calderon**

**CEO**

10 April 2024