

## Finland Employee Tax Guide

### MyShare: Purchase and Matching Shares

#### Introduction

The following is a summary of the tax treatment of an award made to you by Anglo American plc under the MyShare: Purchase and Matching Shares (the "Plan"). This summary assumes that you have been resident in Finland during the lifecycle of the award.

The tax treatment as explained herein is intended as a guide only. It is limited to a general description of the national tax laws, and is not intended to address city, regional, or other local tax laws that may be applicable to you. It may not apply to your particular tax or financial situation, and we are not in a position to assure you of any particular tax result. Therefore, we recommend that you consult with your own independent tax advisor regularly to determine the consequences of taking or not taking any action concerning your shares, and to determine how the tax or other laws in Finland apply to your specific situation. This information was last reviewed in January, 2026.

#### Overview

##### Award of Matching Shares

- An award is a promise to receive Anglo American plc shares in the future.
- You must accept your award of Matching Shares at your broker.
- You are **not subject to taxation on equity** at this point.

##### Vesting of Matching Shares

- You will **be subject to tax** at this point.
- Taxable income is calculated based on the fair market value (FMV) of the shares.
- The FMV is the closing stock price of the last trading day before the vesting date.
- **Anglo American plc is responsible for reporting the income.**

##### Sale of shares

- This event may generate additional income known as Capital Gain (CG), or a loss.
- If there is a **Capital Gain** on the sale of shares, tax is due in the tax year of sale.
- You are responsible for calculating the tax and reporting this capital gain.

#### Will I pay tax when I am granted an award under the Plan?

You will not have to pay any tax at the time you are granted an award under the Plan.

#### Will I pay tax when I receive my Matching Shares?

When your award vests, income tax will be triggered on the market value of the Matching Shares at the time of vesting at rates of up to 50.65%.

Note: the income tax rate is composed of national and municipal income tax and church tax (as applicable). Consequently, the effective marginal income tax rate varies depending on the municipality.

#### What about any social taxes?

You will also be required to pay the following taxes:

- **Earnings-related Pension:** When you receive your Matching Shares, you will be required to pay Earnings-related Pension on the market value of the Matching Shares at a rate of 7.3%.

- **Unemployment Insurance:** When you receive your Matching Shares, you will be required to pay Unemployment Insurance on the market value of the Matching Shares at a rate of 0.89%.
- **Daily Allowance:** For earnings above EUR 17,255 per year, you will be subject to an uncapped payment of 0.88% Daily Allowance on any benefits and income under the Plan.
- **Healthcare Contribution:** When you receive your Matching Shares, you will be required to pay Healthcare Contribution on the market value of the Matching Shares at a rate of 1.1%.

### **Will the company withhold any taxes from awards?**

Anglo American plc will deduct and withhold tax on your behalf.

Any variance between the amount of tax withheld and your actual tax liability will be your responsibility.

### **How will any benefits under the Plan be reported?**

You will need to report:

- Any capital gains tax due on the sale of shares to the tax authorities in the annual tax return, due by April 15.

### **Will I have to pay any tax on any dividends paid on the shares?**

A dividend is a right to participate in the company's profits, at the discretion of the board of directors.

Any dividends you receive will be taxed at rates up to 34%.

Subject to certain conditions, dividends paid by listed companies located in EU/EEA or in a tax treaty state are taxed similarly to dividends paid by a Finnish listed company. In such case, 85% of the dividend received by an individual from a listed company is taxed as capital income at the rate of 30% (to the extent the annual capital income is EUR 30,000 or less) and at a rate of 34% (for the amount of capital income exceeding EUR 30,000). Dividends received from a non-listed company are divided to be taxed as capital income and earned income depending on the net wealth of the company and the amount of dividends distributed. Dividends received from non-qualifying companies such as from a non-treaty state outside the EU are fully taxable as earned income with progressive income tax rates. If tax is withheld from the dividends at source, the withheld tax may be credited in Finnish taxation in accordance with the domestic Finnish taxation or the applicable tax treaty.

### **Will I pay any tax when I sell my shares?**

#### Purchased Shares:

As the calculation of capital gains can be complex and may be subject to certain exemptions, we recommend that you consult your personal financial/tax advisor.

If you sell your shares you will have to pay tax on any gain at a rate up to 34%.

#### Capital Gains

When you sell your shares, the local company will not withhold any taxes on the gains. You should report any gain or loss arising in your tax return for the tax year in which the sale took place.

#### Matching Shares:

As the calculation of capital gains can be complex and may be subject to certain exemptions, we recommend that you consult your personal financial/tax advisor.

If the sale price of your shares is higher than their cost basis (broadly, the cost basis is equal to the fair market value of the shares at the time of vesting), the difference will be taxable as a capital gain, at a rate up to 34%. If the sale price is lower than the cost basis of the shares, you may realize a capital loss.

#### Capital Gains

When you sell your shares, the local company will not withhold any taxes on the gains. You should report any gain or loss arising in your tax return for the tax year in which the sale took place.

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## **Additional Information**

## Income tax rates

In 2026, the maximum aggregate income tax rate for the employee (including the highest state income tax and the highest combination of municipal tax and potential church tax, but not including the increased healthcare contribution or other social security charges) is approximately 50.40% (Pomarkku) on the amount of the received benefit (where the taxpayer is an Orthodox Church member).

For example, in Helsinki the maximum income tax rate is 43.80% (assuming Ev. Lutheran Church tax), composed of:

- 37.5% (maximum national income tax rate which is applicable to earned income amounts of EUR 52,1000 or more)
- 5.30% (municipal tax in Helsinki)
- 1% (church tax if Ev. Lutheran Church member in Helsinki)

Although there is no wealth tax, individuals still have an obligation to report assets and liabilities, including any shareholdings abroad, via the tax return.

## Municipal tax rates

Municipal tax is levied at flat rates on taxable income. In mainland Finland, municipal tax rates vary from 4.70% to 10.90% depending on the residence of the employee. In the autonomous region of Åland, municipal tax rates are higher due to differences in funding the health and social services. The tax rates in Åland vary between 17% (Maarianhamina) and 19.70% (Kökar), whereas the amount of income tax payable to the state is 12.64% lower than elsewhere in Finland resulting in similar levels of total income tax rates.

## Church tax rates

The church tax varies in different municipalities. For Ev. Lutherans the church tax varies up to 2%; for Orthodoxes, up to 2.25%; in other cases, no church tax is applicable.

## Broadcasting Tax

You may also be subject to the public broadcasting tax at a rate of 2.5% on annual income exceeding EUR 15,150 up to a maximum amount payable of EUR 160. Individuals are not liable to pay the tax if their annual income is EUR 15,150 or less, if the individual is under 18 years old or if the individual lives in the Province of Åland. The tax may be due, up to the EUR 160 ceiling, on net employment income and net capital gains. If due on capital gains realised by the individual, the public broadcasting tax due on capital gains is payable via the annual tax return.

## Transfer Tax

No Finnish transfer tax is payable upon subscription of newly issued shares or, as a general rule, in connection with awards settled with or where the shares are issued by a non-Finnish company.

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## Sample tax calculation

The following is an example of the tax implications upon vesting of shares and subsequent sale of shares under the Plan. This example assumes:

- You were in Finland the whole time from grant to vest of the MyShare: Purchase and Matching Shares award.
- Even though the maximum income tax rate applicable is 50.65%, an income tax withholding rate of 50.4% is applied in the following example.
- Social taxes of 10.17%.
- Capital Gains Tax of 34%.
- This example does not take into account any annual Capital Gains Tax (CGT) exemptions which may be available.
- This illustration does not take into account any capped social tax amount.
- Tax calculation is based on the currency in which the shares are traded and any subsequent currency conversion has not been applied.

## Tax implications

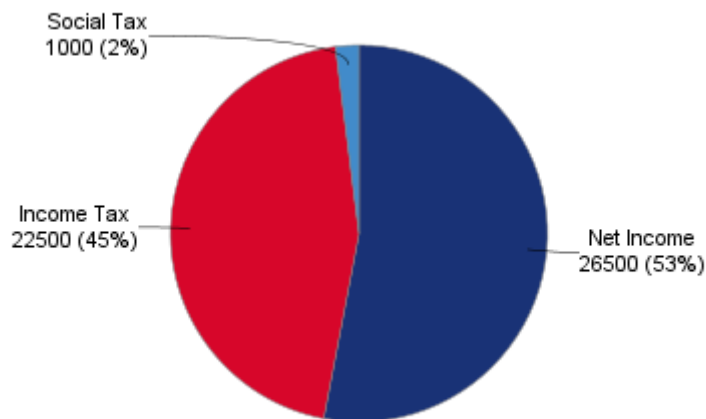
## Award

No taxes due.

## Vesting

Number of Matching Shares Vested	5000
Fair Market Value (FMV) of the Matching Shares on Vesting	GBP 10
Taxable Income (5000 x GBP 10)	<b>GBP 50,000</b>
Social Tax Withheld (GBP 50,000 x 10.17%)	GBP 5,085
Income Tax Withheld (GBP 50,000 x 50.4%)	GBP 25,200
<b><u>Total Tax Withheld (GBP 25,200 + GBP 5,085)</u></b>	<b><u>GBP 30,285</u></b>
Net Income (GBP 50,000 - GBP 30,285)	<b>GBP 19,715</b>

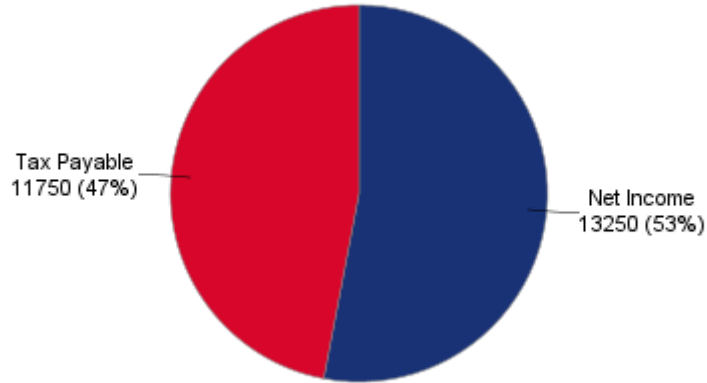
### Vesting



## Sale

Number of shares sold	5000
Fair Market Value (FMV) of the shares on sale	GBP 15
Sale Proceeds (5000 x GBP 15)	GBP 75,000
<b>Less: Acquisition Costs</b>	
Amount previously taxed	<b>GBP 50,000</b>
Capital Gain	GBP 25,000
<b><u>Tax Payable (GBP 25,000 x 34%)</u></b>	<b><u>GBP 8,500</u></b>
Net Income (GBP 25,000 - GBP 8,500)	<b>GBP 16,500</b>

## Sale



*\* Please note the above is for information purposes only. Transaction fees may also apply and are not included.*

The share price used in this example is for illustration purposes only and does not necessarily reflect Anglo American's current share price.

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