United States of America 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 the United States of America 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 the United States of America 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.** • You are also **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 37%.

Please note: Federal income tax withholding will apply at a rate of 22% on supplemental income up to USD 1,000,000 per year, and at a rate of 37% on earnings above that threshold.

In addition to Federal tax, state taxes may apply. In California, for example, you will be required to pay income tax at a rate up to 13.3%.

What about any social taxes?

You will also be required to pay the following taxes:

- **FICA:** For earnings up to USD 184,500 per year, you will be required to pay FICA on the market value of the Matching Shares when you receive these shares at a rate of 6.2%.
- **Medicare:** When you receive your Matching Shares, you will be required to pay Medicare on the market value of the Matching Shares at a rate of 1.45%.
- **Additional Medicare:** For earnings above USD 200,000 per year, you will be subject to an uncapped payment of 0.9% Additional Medicare on any benefits and income under the Plan.

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?

Purchased Shares:

You will need to report:

- Any capital gains tax due on the sale of shares in Form 1040 to the tax authorities in the annual tax return, due by April 15. Schedule D/Form 8949 are used to calculate specific types of capital gain/loss, which is then transferred onto the 1040. You would not need a Schedule D/Form 8949 if you did not have any capital asset changes.

Matching Shares:

You will need to report:

- Any income tax and social security due on vesting of the shares in Form 1040 to the tax authorities in the annual tax return, due by April 15.
  Please note that a state tax return is also required. If your final rate of federal income tax is higher than the rate of withholding you may be required to make estimated tax payments to the IRS quarterly.
  The return can be filed online and downloaded from this website: https://www.irs.gov/forms-pubs/about-form-1040.
- Any capital gains tax due on the sale of shares in Form 1040 to the tax authorities in the annual tax return, due by April 15. Schedule D/Form 8949 are used to calculate specific types of capital gain/loss, which is then transferred onto the 1040. You would not need a Schedule D/Form 8949 if you did not have any capital asset changes.

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 37%.

Tax treatment for dividends paid on the shares received under the Plan depends on whether or not they constitute "qualified dividends". Qualified dividends are taxed similarly as long-term capital gain, and are taxed at rates of 0%, 15% or 20%, depending on the individual’s total income for the year. Non-qualified dividends are taxed at ordinary income tax rates up to 37%. In addition, a Net Investment Income Tax of 3.8% (NIIT) is applicable to dividend amounts over USD 200,000 (for single filer taxpayers.) The NIIT is usually not applicable to non-resident aliens working outside the U.S. Please note that additional State and local taxes may apply.

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 37%.

Federal and State level capital gains treatment may not follow the same approach, and both should be reviewed with an independent tax advisor.

The federal treatment of capital gains depends on the holding period of the shares. A capital gain can be considered:

- long term - if the shares are held for more than one year from the date of acquisition; or
- short term - if the shares are held for one year or less from the date of acquisition.

Federal long-term capital gains are taxed at different rates to ordinary income. The federal long-term capital gains tax rate will depend on your annual income) as follows:

- for annual income less than or equal to USD 49,450, the rate applied is 0%
- for annual income between USD 49,450 and USD 545,500, the rate applied is 15%
- for annual income equal or exceeding USD 545,500, the rate applied is 20%

Note that the annual income thresholds set out above apply to single filers and different thresholds will apply for taxpayers who are not single filers.

Federal short-term capital gains (i.e., shares held for 1 year or less prior to sale) are treated as ordinary income and taxed at progressive rates of up to 37%.

There is an additional Net Investment Income Tax of 3.8% ("NIIT"), applicable to amounts over USD 200,000 (for single filer taxpayers). The NIIT is usually not applicable to non-resident aliens working outside the U.S.

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 37%. If the sale price is lower than the cost basis of the shares, you may realize a capital loss.

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Additional Information

Wealth tax

No federal wealth tax is levied on an individual's net worth. However, some states and municipalities impose a tax on an individual's net worth.

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 the United States of America the whole time from grant to vest of the MyShare: Purchase and Matching Shares award.
- Even though the maximum income tax rate applicable is 37%, an income tax withholding rate of 22% is applied in the following example.
- Federal social taxes of 2.35%.
- Capital Gains Tax of 37%.
- 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.

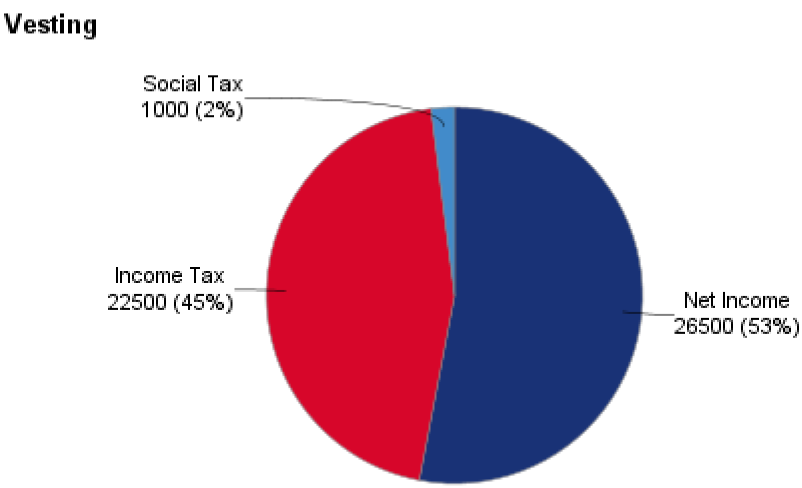
Tax implications

Award

No taxes due.

Vesting

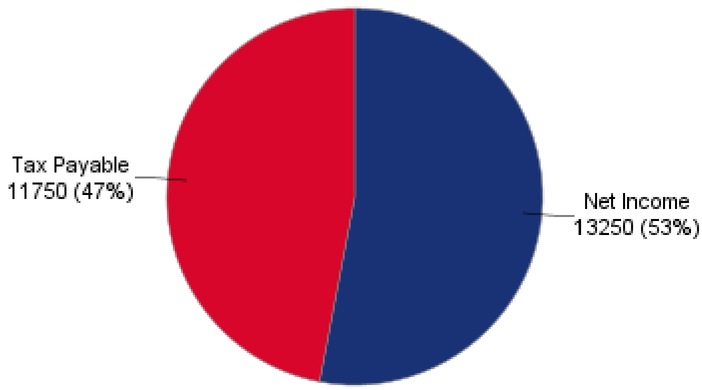
Number of Matching Shares Vested	5000
Fair Market Value (FMV) of the Matching Shares on Vesting	GBP 10
Taxable Income (5000 x GBP 10)	**GBP 50,000**
Federal Social Tax Withheld (GBP 50,000 x 2.35%)	GBP 1,175
Federal Income Tax Withheld (GBP 50,000 x 22%)	GBP 11,000
Total Tax Withheld (GBP 11,000 + GBP 1,175)	**GBP 12,175**
Net Income (GBP 50,000 - GBP 12,175)	**GBP 37,825**



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
Less: Acquisition Costs	
Amount previously taxed	**GBP 50,000**
Capital Gain	GBP 25,000
Tax Payable (GBP 25,000 x 37%)	**GBP 9,250**
Net Income (GBP 25,000 - GBP 9,250)	**GBP 15,750**

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.
