

Australian Privacy Policy

This document is the Australian privacy policy of AngloGold Ashanti Australia Limited (ABN 42 008 737 424) (**we, us or our**). We respect your rights to privacy under the *Privacy Act 1988* (Cth) (**Privacy Act**). Our privacy policy sets out how we collect and manage your personal information in Australia.

This privacy policy forms Annexure A to the Australian Privacy Standard.

What is personal information?

As defined in the Privacy Act, **personal information** means information or an opinion about an identified individual, or an individual who is reasonably identifiable (whether the information or opinion is true or not and whether the information or opinion is recorded in a material form or not). Generally speaking, personal information is any information that can be used to identify you. This may include your name, address, telephone number and email address, amongst other things.

What personal information do we collect and hold?

The types of personal information that we collect and hold about you depends on the nature of your relationship with us.

Employees, individual contractors and job applicants

If you are an employee of ours, if you have an individual contracting relationship with us or if you apply for a job with us, we collect a range of personal information about you to administer your employment or contracting engagement and to consider your application (as applicable). The personal information we collect may include:

- your name, address and contact details;
- date of birth and any identification document details, such a driver's licence, passport and Medicare card number;
- details of your qualifications and employment history (including references from any referees you provide);
- details of your citizenship status, residency or visa status (including your right to work in Australia); and
- details of any background checks that we may require (including the results of any national police checks).

We may collect this information from you or from third parties such as recruiters, previous employers or contracting organisations and other third parties.

If you are offered employment or engagement as a contractor, we may also collect additional types of personal information about you as part of our employment or contracting relationship with you, including:

- your tax file number, bank account number, superannuation fund and union membership details (if applicable);
- information about your emergency contact person (including their name, contact details and relationship to you); and

- outcomes of performance reviews and other details necessary to manage and administer our employment or contracting relationship with you.

Under the Privacy Act, our use or disclosure of personal information about our employees that is held in an 'employee record' for a purpose directly related to the current or former employment relationship is exempt from the requirements of the Privacy Act. An employee record means any records relating to the employment of our employees, including:

- the engagement, training, performance, disciplining or resignation of employees;
- the terms and conditions of employment of employees; and
- personal contact details, hours of employment, salary or wages and leave entitlements of employees.

Where applicable, we rely on the employee records exemption under the Privacy Act when using or disclosing the personal information of our employees for a purpose directly connected to our current or former employment relationship with them.

Suppliers and other businesses that we deal with

If you, or your employer, have any business dealings with us, we may collect information about you as part of those business arrangements, such as your name, work location, position or role description, contact details (including telephone number and email address) and any other information that you (or your employer) provide to us.

Members of the public

If you make an enquiry about our operations or business in Australia, we may collect the following types of personal information about you:

- your name, postal or street address, telephone number and email address;
- details of your enquiry and other information necessary to respond to your enquiry; and
- any additional information about you that you provide to us or when you deal with one of our personnel or representatives (including by email, telephone or in person).

Collecting sensitive information

As defined in the Privacy Act, "**sensitive information**" includes health information, racial or ethnic background, sexual orientation or practices, criminal record, biometric and genetic information, religious, political or philosophical beliefs and membership of a union or political or professional association.

We do not typically collect sensitive information about you, unless we are required by law to collect this information or if there is another reason that we need to collect this information in particular circumstances. For example, we may collect health information about you if you are injured at any of our sites or premises. If you apply for a job or contracting role with us, we may collect information about your criminal record (if you have one) as part of conducting a background check or information about any health condition or disability that you might have that would be relevant to your employment or contracting role.

We will typically seek your consent before collecting any sensitive information (unless applicable laws do not require us to do this).

How we collect your personal information

We generally collect your personal information directly from you where possible. In some circumstances, we may collect personal information about you from third parties (including in the circumstances set out in this privacy policy or where it is otherwise unreasonable or impracticable for us to collect personal information directly from you).

We may collect personal information from you when you:

- access or use our website (including when you submit an enquiry);
- communicate with us or our representatives or personnel, including by telephone, email or via social media or in person;
- register to attend an event that we are organising or sponsoring; or
- when you otherwise deal with us or our representatives or personnel (including as part of a business relationship that you or the third party that employs or engages you has with us).

If you are an employee or contractor of ours (or if you apply for a role with us), we collect personal information about you when you apply for a position with us or send a résumé or curriculum vitae to us or when you complete a new starter form or other employment-related form. In some cases, this information may be collected from a third party, such as a recruitment agency, a provider of background checking services, a referee that you nominate or the operator of an employment website.

In some cases, we may also collect personal information from third parties including:

- your employer or the party that is engaging you as a contractor; or
- from law enforcement agencies and other government entities.

Why we collect, hold, use and disclose your personal information

We generally collect personal information about you so that we can perform our business functions and activities. The purposes for which we collect, hold, use and disclose your personal information include:

- to answer your enquiries and to provide information about our business or operations;
- to communicate with you in connection with our relationship with you;
- to send other communications requested by you;
- to evaluate, analyse and improve the functionality of our website and our services;
- for administrative, planning, research and general record-keeping purposes;
- to consider and respond to any complaint that you may make; and
- to comply with any law, rule, regulation, lawful and binding determination, decision or direction of a regulator, or in co-operation with any governmental authority.

If you apply for a role with us, we collect, hold, use and disclose your personal information in order to consider your application for employment or a contract role with us and to manage the application process. If you are or become an employee or contractor of ours, we will collect, hold, use and disclose your personal information to manage and administer your employment or contracting relationship with us (including to pay you any salary, fees or benefits and manage your roster and working hours), to arrange and provide any training or education that you may require for your role and to assess your performance and provide performance feedback, including to undertake disciplinary action if necessary.

Who we disclose your information to

We may disclose your personal information to:

- our related bodies corporate and our and their employees, contractors and service providers and other third parties for the purposes of operation of our business, fulfilling requests by you and to manage our business or other relationship with you;
- our suppliers and other third parties in connection with any of the purposes listed in this privacy policy. These third parties may include IT service providers (including cloud computing providers), hosting service providers, website management providers and our professional advisers such as accountants, lawyers, business advisers and consultants;
- any third party in connection with the sale or potential sale of any of our businesses or assets, or in connection with the issuing, sale or purchase of any of the shares in any of the companies in our corporate group;
- external dispute resolution bodies (in connection with any complaint that you might make);
- law enforcement agencies, regulators and other government entities (where required or authorised by law); and
- any other third party for any other purpose that you request or consent to.

Our website

Cookies and IP addresses

When you access or use our website, we may create and store a “cookie” (which is a small text file containing a unique ID number and other non-identifying information) on your computer or other device. This enables us to recognise your computer or device. We also use cookies to measure traffic patterns on our website and to determine which areas of our website have been visited (including how frequently). Our cookies do not collect personal information. If you do not wish to receive cookies, you can set your internet browser so that your computer or other device does not allow cookies to be created or stored. We may also log IP addresses (which is the electronic addresses of computers and other devices connected to the internet) to analyse trends, administer and tailor our website, track users’ movements and gather broad user information (such as the countries that users of our website are located in).

Security

We do not guarantee the security of transmission of any information that you send to us via our website or by email. We also cannot guarantee that the information you provide to us electronically (including over the internet) will not be intercepted while being transmitted.

Links

Our website may include links to third-party websites. We do not make any representations or warranties regarding the privacy practices of these third-party websites. It is the responsibility of third-party websites to inform users about their own privacy practices, including how the operators of those third-party websites collect, hold, use or disclose any personal information or other information that you provide them or which they collect.

Direct marketing

We do not undertake direct marketing or provide your personal information to third parties for the purposes of those third parties undertaking marketing of their own products or services

Automated decision making

We do not currently use automated decision making systems or similar computer programs to make substantially automated decisions which have a legal or similarly significant effect on your rights.

Offshore storage and disclosure

We may disclose personal information to our related bodies corporate and to third party suppliers and service providers located outside Australia for some of the purposes listed in this privacy policy. Some overseas-based entities may also be able to access your personal information, even if it is stored in Australia. When we do this, we take reasonable steps that are designed to ensure that the overseas recipients of your personal information do not breach applicable privacy obligations relating to your personal information.

Your personal information may be disclosed to, accessible by or stored on our behalf by:

- our related companies outside Australia, which are located in South Africa, the United Kingdom, the United States of America and other countries in which we have operations from time to time, including as listed on our group website at www.anglogoldashanti.com;
- our IT service providers (including cloud computing providers, website managers and other data hosting providers), who are located in South Africa, the United Kingdom and the United States of America; and
- our suppliers and professional advisors from time to time. Due to the number of countries in which we operate and the suppliers that we deal with, it is not reasonably practicable to list all of the overseas countries in which these third parties may be located, but they will include South Africa, the United Kingdom, the United States of America and other African or South American countries in which our corporate group has offices or operations from time to time, including as listed on our group website at www.anglogoldashanti.com.

Security and quality of personal information

We take reasonable steps to ensure that the personal information about you that we collect, use and disclose is accurate, complete, up to date and relevant.

We take reasonable steps to protect the personal information that we hold about you from misuse and loss and from any unauthorised access, unauthorised modification or unauthorised disclosure.

We may hold your information in either electronic or paper form. We take reasonable steps to destroy or de-identify your personal information when we no longer need it or when we are no longer required by law to retain it (whichever is the later).

Accessing and correcting your personal information

Access to your personal information

You have a right under the Privacy Act to request access to any personal information that we hold about you. You can make an access request at any time by contacting us using the contact details in the 'Contacting us' section below. We may require you to verify your identity before we respond to your request. We will respond to your request within a reasonable time (typically within 30 days).

Where we hold personal information about you that you are entitled to access, we will provide you with access to your personal information. We may do this by posting or emailing a copy of your personal information to you. We will endeavour to accommodate any other method of providing access that you request.

There may be some circumstances where we cannot provide you with access to or a copy of some (or all) of the personal information that we hold about you. The Privacy Act sets out the basis on which we can do this. For example, we are permitted under the Privacy Act to refuse to provide you with access to your personal information if providing access would interfere with the privacy of others or if it would result in a breach of applicable laws. If you are an employee of ours, the employee records exemption may also apply.

If we refuse to provide you with access to any of the personal information about you that you have sought access to, we will provide a written explanation of the basis for our refusal and set out any options that are available to you to complain about our refusal of your request.

Correcting your personal information

If you consider that any of personal information that we hold about you is inaccurate, out-of-date, incomplete, irrelevant or misleading, then you may request that we correct it. We may require you to verify your identity before we respond to your request. We will consider if the information requires correction or updating and respond to your request within a reasonable time (typically within 30 days). If we refuse to correct you any personal information about you, we will provide a written explanation of the basis for our refusal and set out any options available to you to complain about our refusal of your request.

We will not charge you for making a request that your personal information be corrected or for correcting your personal information.

Privacy complaints

If you consider that we have breached the Privacy Act when handling your personal information, you can make a complaint to us using the contact information below. We may ask that you provide details of your complaint so that we can investigate it. We will treat your complaint confidentially, investigate your complaint and aim to ensure that we respond to your complaint within a reasonable time (typically within 30 days and in any event within the time required by the Privacy Act, if applicable).

If you are not satisfied with our response to your complaint, you have the right to make a complaint to the Office of the Australian Information Commissioner. You can find contact details for the Office of the Australian Information Commissioner at www.oaic.gov.au/contact-us.

Contacting us

If you have any questions about this privacy policy or any concerns or a complaint regarding our handling of your personal information, you can contact us using the details set out below. If you are an employee or contractor of ours, you may also contact your People and Capability representative with any privacy queries that you may have.

Post: Attn: Vice President, People and Capability

AngloGold Ashanti Australia

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Australia

Tel: +61 8 9425 4780

Email: NThomson@aga.gold

We will treat your requests or complaints confidentially. Our representative will contact you within a reasonable time after receipt of your query or complaint (and in any event within any time required by any applicable law).

Changes to our privacy policy

We may make changes to this privacy policy from time to time, including to reflect any new or different collections, uses or disclosures of personal information.

This privacy policy was last updated on 30 January 2026.