

DE BEERS

Building Forever

MAKE LIFE BRILLIANT



What is Building Forever?

At De Beers, we believe natural diamonds can do more than sparkle. They can help societies thrive. They can make life brilliant.

Building Forever is how we translate rarity into responsibility – aiming to help create sustainable, lasting impact that endures beyond diamonds for the countries, communities and ecosystems that make our business possible.

The framework is built on critical foundations that cover our wide range of environmental, social and governance activities across the business. As a Group, we have elevated three interconnected goals for 2030 across Livelihoods, Nature and Climate, underpinned by our ongoing commitment to Provenance.

The 2030 goals are grounded in science, and aligned with partner-country priorities, global standards and the UN Sustainable Development Goals.

This is not new. Our diamonds have been an engine for economic growth for over a century; we have managed nature reserves since the 1890s and have held one of the longest and most successful public private partnerships in the world with the Government of the Republic of Botswana since the 1960s.

Building Forever sits at the heart of everything we do. From our mining operations in Botswana, Namibia, South Africa and Canada, through to our jewellery stores, Building Forever – along with our Purpose and Values – guides our work, our decisions and our behaviours.

We recognise the journey is never complete, and we will continue to listen and evolve Building Forever for greater, enduring impact. To make life brilliant.

More information on Building Forever can be found at: www.debeersgroup.com/sustainability

Livelihoods



Nature



Climate



Provenance



Livelihoods

Natural diamonds have an inherently human story to tell - through jobs they create, communities they build, and societies they support.

De Beers is proud to support thousands of jobs, families, and communities — helping to generate opportunities and resilience in the heart of our communities.

For over a century, natural diamonds have acted as an engine for economic growth. Today, the diamond industry continues to play a role in supporting thriving modern economies.



CASE STUDY

EntreprenHER

Launched in 2017, EntreprenHER - a De Beers, UN Women and local government partnership - supports female micro-entrepreneurs in Southern Africa to grow their businesses.

The programme provides business and digital literacy training, mentorship, networking and small loans. This helps supports new jobs, regular wages and economic diversification so local communities can thrive.

One of over 3,400 women supported to date, Grace Machete, a farmer from Botswana says *"EntreprenHER turned my vision into a successful, growing business. I moved from struggling with managing cash flow and record-keeping to confidently running every part of my farm. Today, my farm earns a steady income and is respected—my employees are committed to their work, and I have the skills to produce and supply schools and supermarkets. More than skills, EntreprenHER gave me the confidence to believe that with the right tools and determination, women can build businesses that truly transform lives."*



OUR 2030 GOAL

We aim to support 4 jobs in our communities for every 1 job in our operations by 2030.

Our focus is that these jobs will help advance context-specific outcomes, including poverty reduction, economic growth and diversification

HOW WILL WE ACHIEVE THIS GOAL?

We are creating **safe, well-respected jobs** in our operations, many of which are located in remote communities with limited alternative economic opportunities.

We continue to focus on **local supplier development programmes** to help support small, citizen-owned businesses to grow and enter our supply chain.

We are supporting long-term economic diversification beyond mining through a range of **community livelihood development programmes**, which support entrepreneurs and business owners in our communities.

We are working **with inspiring external partners**, including Stanford Seed, Tokafala and UN Women, to help deliver expert-led programmes that help foster future skills and preserve traditional knowledge.

We continue to work on **empowering women and increasing representation** recognising both are key contributors for socio-economic development.

Nature

Diamonds are one of nature's greatest and most beautiful treasures, formed up to 3 billion years ago, and found in some of the world's most remote, beautiful and wild environments.

Working in these ecosystems requires extreme care for nature. De Beers has managed nature reserves in Southern Africa for more than 130 years, and our sites have biodiversity management programmes to avoid, reduce or restore our impact on nature.

Today, De Beers' conservation efforts are helping to protect vast swathes of land and keystone species across Southern Africa.



CASE STUDY

Okavango Eternal

Launched in 2021 with National Geographic, Okavango Eternal is a groundbreaking partnership to help protect the headwaters of the Okavango Delta. Climate change, deforestation, and commercial agriculture are threatening these waters – which start in Angola, travel through Namibia and into Botswana – putting the unparalleled biodiversity of the Delta at risk.

The programme works with communities to protect 13 million acres around the headwaters and support sustainable livelihoods. Through action and awareness, Okavango Eternal is helping address the urgent need to protect this natural wonder, so it can continue to flourish for generations to come.

"The people of the Okavango Basin rely on its life-giving waters and we must unite our efforts and do everything in our power to ensure that they continue to flow for the future of the people and the wildlife that call this place home." Koki Mookodi, National Geographic Explorer, and Okavango Eternal Country Director Botswana



OUR 2030 GOAL

We aim to give back more to nature than we take – securing 3 times more land for future generations than we impact, and funding partnerships that aim to protect a further 13 million acres by 2030.

This is underpinned by our Net Positive Impact Pathways and science-based commitment that we aim to be on a validated path to sustainable nature positive outcomes by 2030.

HOW WILL WE ACHIEVE THIS GOAL?

We are developing detailed, context-specific and independently monitored **biodiversity management programmes** at all our sites.

We are stewarding our nature **reserves** across Southern Africa, helping restore degraded landscapes into flourishing ecosystems, and protecting keystone species.

We are working towards securing **long-term protection for 240,000 acres** of these nature reserves by 2030, supported by sustainable financing.

We continue to invest in conservation **partnerships** to scale our impact, including with National Geographic to **advocate for the safeguarding of 13 million acres within the Okavango system** by 2030.

We continue to support **local conservation projects** that respond to community-led rewilding or ecological challenges.

Climate

As a global business, De Beers recognises the urgency for tangible collaborative action to tackle the climate crisis.

By aiming to reduce the climate impact of our operations and developing partnerships to accelerate the energy transition, De Beers is working towards a lower carbon future that benefits everyone.

In 2023, De Beers became the first diamond mining company to have emissions reduction targets validated by the Science Based Targets Initiative. We are proud of this milestone and committed to achieving our targets.



CASE STUDY

Envusa

In South Africa, we are working with Envusa Energy - a joint venture between Anglo American and EDF Renewables to provide renewable electricity to our operations. Set up to develop and supply wind and solar energy solutions at scale, Envusa aims to generate 520MW of installed wind and solar capacity in its first phase.

With help from this network, we're aiming for Venetia mine in South Africa to be our first mine to use 100% renewable electricity in 2026. The network will also strengthen the resilience of local electricity supply systems catalysing South Africa's renewable energy sector as part of the country's broader energy transition.

"We believe this energy transition offers a unique opportunity to generate substantial new economic opportunities as part of South Africa's journey towards an inclusive, sustainable, and low-carbon economy." Nolitha Fakude, Chair of Envusa Energy



OUR 2030 GOAL

We aim to reduce our carbon footprint by a third by 2030.

This means reducing our Scope 1 (direct) & 2 (indirect) emissions by 42% and our Scope 3 emissions (from our value chain) by 25%, in line with our validated science-based targets.

HOW WILL WE ACHIEVE THIS GOAL?

We are reducing our emissions by implementing **efficiency programmes**, including larger mine truck buckets to increase fuel efficiency and transitioning vehicles to electrification to help reduce our direct emissions.

We are investing in efforts to **advance of renewable energy infrastructure in sub-Saharan Africa**, supporting the energy transition for our partner countries, not just our own operations.

We are looking to innovate with **alternative fuels** and continuing research into waste-to-energy circularity opportunities.

We are working with our value chain to help reduce our Scope 3 emissions through **strategic supplier programmes**.

We continue to support high quality **nature-based solutions**, for example, our investment in Kelp Blue, an award-winning start up that is pioneering carbon sequestration (capture and storage) through kelp cultivation off the coast of Namibia.

Provenance

Every natural diamond goes on a unique journey, from deep in the earth to its polished form, touching countless lives along the way.

De Beers has been part of this story for over a century – shaping how the world understands diamonds true nature.

Through deep expertise, global partnerships, and enduring commitment, we continue to bring these rare, remarkable stones and their stories to light with care, integrity and craft.



CASE STUDY

Tracr

Tracr is the world's leading digital platform for tracing natural diamonds from source at scale. It gives customers the ability to explore the provenance, authenticity and unique journey a diamond has taken along the diamond value chain.

It uses technologies including AI, the Internet of Things, advanced scanners, as well as blockchain, to create a digital ID for each diamond that follows it on its journey.

Since 2018, Tracr has grown into the world's leading digital diamond traceability platform, with a promising future beyond De Beers, to continue driving the industry.

"The integration of Tracr technology is a game-changer, bringing enhanced transparency and storytelling to the forefront." Al Cook, Chief Executive Officer, De Beers Group



OUR ONGOING COMMITMENT

We continue to pioneer on ethical sourcing and innovate on traceability – setting the global standard for diamond provenance.

HOW WILL WE ACHIEVE THIS COMMITMENT?

We continue to rigorously assess our operations as well as our suppliers and customers through the **Best Practice Principles programme**, a set of mandatory environmental, social and ethical standards.

We continue to maintain segregation and end-to-end traceability of all diamonds in our provenance programmes through our **Pipeline Integrity programme**.

We are expanding **Tracr**, our cutting-edge traceability platform, opening it up to the whole diamond industry.

We continue to support **GemFair**, our initiative to help formalise artisanal and small-scale diamond mining by providing a secure, transparent route-to-market and promoting responsible practices.

As a founding member, we continue to align with the **Responsible Jewellery Council's Code of Practices** for responsible sourcing, ethics, human rights and sustainability across the supply chain.

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Follow our Building Forever journey at
www.debeersgroup.com/buildingforever