

**GRI content index
30 June 2025**



We do it better

GRI content index 2025

ARM's environmental, social and governance (ESG) report was prepared and is presented in accordance with the GRI Standards 2021 for the period 1 July 2024 to 30 June 2025 (F2025).

GRI 14: Mining 2024 comes into effect in 2026. ARM will report against GRI 14 in the F2026 reporting cycle. This content index includes disclosures from the GRI's Mining and Metals Sector Disclosures as required by the ICM.

This GRI content index references the GRI Standards' general disclosures, material topic disclosures and topic-specific disclosures for the relevant material topics reported in ARM's F2025 reporting suite, which includes the integrated annual report and climate change and

water report (available on our website at www.arm.co.za). All page references refer to the F2025 ESG report, unless otherwise indicated.



The 2025 ESG report applies the GRI Reporting Principles, which are accuracy, balance, clarity, comparability completeness, sustainability context, timeliness and verifiability. We believe that this report covers all matters material to ARM during F2025 in appropriate detail.

ARM's management approach for environmental and social sustainability matters is described in our sustainable development model (page 25) and our governance framework and approach are discussed in the governance overview (page 29) and corporate governance (from page 93). Refer to these sections for information regarding our management approach and to the introduction of the relevant sections for additional information.

GRI2: General disclosures

Disclosure	Description	Reference
2-1 Organisational details	a. Legal name b. Nature of ownership and legal form c. Location of our headquarters d. Countries of operation	- Our 2025 suite of reports (inside front cover) - About our ESG report (page 3) - Contact details (inside back cover) - Where we operate (page 10)
2-2 Entities included in ARM's sustainability reporting	a. Entities included in our sustainability reporting b. Differences between the list of entities included in our financial reporting and in our sustainability reporting c. Approach used for consolidating the information	- About our ESG report (page 3) - Note 1 to the annual financial statements
2-3 Reporting period, frequency and contact point	a. Reporting period and frequency of sustainability reporting b. Reporting period for our financial reporting c. Publication date of this report d. Contact point for questions about the report or reported information	- Annual 1 July 2024 to 30 June 2025 17 October 2025 - Contact details (inside back cover)
2-4 Restatements of information	a. Restatements of information made from previous reporting periods	About our ESG report (pages 3 and 4)

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Disclosure	Description	Reference
2-5 External assurance	a. Policy and practice for seeking external assurance, including whether and how the board and senior executives are involved b. External assurance of sustainability reporting	About our ESG report (page 3) Risk management (page 126) Independent limited assurance report (page 170)
2-6 Activities, value chain and other business relationships	a. Sectors b. Value chain c. Other business relationships d. Significant changes compared to the previous year	Our 2025 suite of reports (inside front cover) About our ESG report (page 3) Where we operate (page 10)
2-7 Employees	a. Total number of employees and a breakdown by gender and region b. Breakdown by contract categories c. Methodologies and assumptions used to compile the data d. Contextual information e. Significant fluctuations during the year and between years	Sustainability performance in F2025 (page 28) Where we operate (page 11) Sustainability data tables (ESG supplementary datasheet 2025 on our website www.arm.co.za) There is no significant seasonal variation in employment numbers. Workforce data is compiled through the operational HR processes and systems and discloses the total workforce as at 30 June 2025. Note that occupational health and safety statistics use average annual employees and contractors as discussed on page 3.
2-8 Workers who are not employees	a. Total number of workers who are not employees and whose work is controlled by ARM b. Methodologies and assumptions used to compile the data c. Significant fluctuations during the year and between years	Refer response to indicator 2-7
2-9 Governance structure and composition	a. Governance structure, including committees of the board b. Committees of the board responsible for decision making on and overseeing the management of ARM's impacts on the economy, environment and people c. Composition of the board and its committees	Governance overview (page 29) Corporate governance (from page 93) Social and ethics committee chairman's report (page 18) Our sustainable development model (page 25) None of the directors of ARM or committee members are representatives of specific stakeholder groups.
2-10 Nomination and selection of the highest governance body	a. Nomination and selection processes for the board and its committees b. Criteria used for nominating and selecting board members	Corporate governance (from page 93)
2-11 Chair of the highest governance body	a. Whether the chair of the board is also a senior executive b. If the chair is also a senior executive, explain their function within management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated	Corporate governance (from page 93)

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Disclosure	Description	Reference
2-12 Role of the highest governance body in overseeing the management of impacts	a. Role of the board and senior executives in developing, approving and updating ARM's purpose, value or mission statements, strategies, policies and goals related to sustainable development b. Role of the board in overseeing ARM's due diligence and other processes to identify and manage ARM's impacts on the economy, environment and people c. Role of the board in reviewing the effectiveness of these processes and frequency of this review	Social and ethics committee chairman's report (page 18) Corporate governance (from page 93) Our sustainable development model (page 25)
2-13 Delegation of responsibility for managing impacts	a. How the board delegates responsibility for managing impacts on the economy, environment and people b. Process and frequency for senior executives or other employees to report back to the board on the management of impacts on the economy, environment and people	Social and ethics committee chairman's report (page 18) Our sustainable development model (page 25)
2-14 Role of the highest governance body in sustainability reporting	a. Whether the board is responsible for reviewing and approving the reported information, including the material topics, and the process for reviewing and approving the information	The ARM board has overall responsibility overseeing the reporting process is delegated to the ARM social and ethics committee (page 18)
2-15 Conflicts of interest	a. Processes for the board to ensure that conflicts of interest are prevented and mitigated b. Whether conflicts of interest are disclosed to stakeholders	Ethics (page 29) Corporate governance (page 93) Directors disclose their interests at board and committee meetings
2-16 Communication of critical concerns	a. How critical concerns are communicated to the board b. Total number and nature of critical concerns communicated to the board during the year	Social and ethics committee chairman's report (page 18) Our sustainable development model (page 25) Stakeholder engagement (page 36) Community impacts (from page 84) Risk management (page 120) In F2025, there were 77 incidents reported through the whistleblower facility. Most allegations related to recruitment irregularities, grievance-related matters, unethical conduct and safety-related issues. The majority of the cases received were found to be unsubstantiated, though recommendations were made to management following the investigations that helped improve processes and the overall control environment.
2-17 Collective knowledge of the highest governance body	a. Measures taken to advance the collective knowledge, skills and experience of the board on sustainable development	Corporate governance (page 93)

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Disclosure	Description	Reference
2-18 Evaluation of the performance of the highest governance body	a. Evaluating the performance of the board in overseeing the management of ARM's impacts on the economy, environment and people b. Independence and frequency of evaluations c. Actions taken in response to the evaluations, including changes to the composition of the board and organisational practices	Corporate governance (page 93)
2-19 Remuneration policies	a. Remuneration policies for members of the board and senior executives b. How the remuneration policies relate to their objectives and performance in relation to the management of ARM's impacts on the economy, environment and people	Remuneration report (from page 134)
2-20 Process to determine remuneration	a. Process for designing remuneration policies and for determining remuneration b. Results of votes of stakeholders (including shareholders) on remuneration policies and proposals	Remuneration report (from page 134)
2-21 Annual total compensation ratio	a. Ratio of the annual total compensation for ARM's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) b. Ratio of the percentage increase in annual total compensation for ARM's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) c. Contextual information necessary to understand the data and how the data has been compiled	ARM considers and monitors the pay gap between executives and the lowest-paid employees as part of our approach to fair and responsible remuneration. In anticipation of the promulgation of the Companies Act amendments, we have set out our approach to pay-gap disclosures in part III implementation report.
2-22 Statement on sustainable development strategy	a. Statement from the board or most senior executive about the relevance of sustainable development and our strategy for contributing to sustainable development	Executive chairman's review (IAR) (page 24) Social and ethics committee chairman's report (page 18) Chief executive officer's statement (page 22)



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Disclosure	Description	Reference
2-23 Policy commitments	a. Policy commitments for responsible business conduct b. Specific policy commitment to respect human rights c. Public availability of these policy commitments d. Level of approval of policy commitments e. Extent to which the policy commitments apply to our activities and business relationships f. How the policy commitments are communicated to workers, business partners, and other relevant parties	Reporting in terms of the ICMM performance expectations and mining principles (page 8) Context, frameworks and reporting (page 6) Social and ethics committee chairman's report (page 18) Our sustainable development model (page 25) Human rights (page 90)
2-24 Embedding policy commitments	a. How we embed policy commitments for responsible business conduct throughout our activities and business relationships	About our ESG report (page 3) Reporting in terms of the ICMM performance expectations and mining principles (page 8) Social and ethics committee chairman's report (page 18) Human rights (page 90)
2-25 Processes to remediate negative impacts	a. Commitments to provide for or cooperate in the remediation of negative impacts that ARM identifies it has caused or contributed to b. Approach to identify and address grievances, including the grievance mechanisms established or participated in c. Other processes by which we provide for or cooperate in the remediation of negative impacts identified or contributed to d. How stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation and improvement of these mechanisms e. How we track the effectiveness of the grievance mechanisms and other remediation processes, and examples of their effectiveness, including stakeholder feedback	Reporting in terms of the ICMM performance expectations and mining principles (page 8) Social and ethics committee chairman's report (page 18) Our sustainable development model (page 25) Stakeholder engagement (page 36) How we manage natural resources (page 44) Community impacts (from page 84) Corporate governance (from page 93) Whistleblower facility (page 127) While stakeholders are not directly involved in the design, review, operation and improvement of grievance mechanisms, their feedback informs our approach to business in many respects, including the effectiveness of grievance mechanisms and required improvements, if any.
2-26 Mechanisms for seeking advice and raising concerns	a. Mechanisms for individuals to: i. Seek advice on implementing ARM's policies and practices for responsible business conduct ii. Raise concerns about ARM's business conduct	Responsible business practices are embedded in ARM's sustainability policies, management standards, procedures, the code of conduct, human rights policy, legal compliance policy and business protocols and practices. Social and ethics committee chairman's report (page 18) Our sustainable development model (page 25) Community impacts (from page 84) Corporate governance (from page 93)

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Disclosure	Description	Reference
2-27 Compliance with laws and regulations	a. Total number of significant instances of non-compliance with laws and regulations during the year b. Total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the year c. Description of significant instances of non-compliance d. Description of how significant instances of non-compliance are determined	No material non-compliance incidents were reported in F2025. Refer to the Section 54 and 55 Notices discussed on page 62 of the safety section. Apart from the section 54 and 55 Notices, there were no fines or non-monetary sanctions for non-compliance with laws and regulations in F2025.
	G4 MMSD: Report a summary of judgments made against the organisation in the areas related to health and safety and labour laws	There were two judgments made against ARM operations in areas related to labour laws in F2025. One employee was reinstated and one received monetary compensation as a settlement agreement. There were no judgments made related to health and safety laws.
2-28 Membership associations	a. Industry associations, other membership associations and national or international advocacy organisations in which we participate in a significant role	Executive chairman's review (IAR) (page 24) Social and ethics committee chairman's report (page 18) Context, frameworks and reporting (page 6) Our sustainable development model (page 25) Environment (page 42) Stakeholder engagement (page 36)
2-29 Approach to stakeholder engagement	a. Approach to engaging with stakeholders, including: i. Categories of stakeholders engaged and how they are identified ii. Purpose of the stakeholder engagement iii. How we seek to ensure meaningful engagement with stakeholders	Stakeholder engagement (page 36)
2-30 Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements b. For employees not covered by collective bargaining agreements, report whether ARM determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organisations	Labour relations (page 83)



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GRI 3: Material topics

Disclosure	Description	Reference
3-1 Process to determine material topics	a. Process followed to determine material topics, including: i. How it has identified actual and potential, negative and positive impacts on the economy, environment and people, including impacts on their human rights, across activities and business relationships ii. How we prioritised the impacts for reporting based on their significance b. Specify the stakeholders and experts whose views have informed the process of determining material topics	- About our ESG report (page 3) - Our strategy (page 12) - Our sustainable development model (page 36)
3-2 List of material topics	a. List of material topics b. Changes to the list of material topics compared to the previous year	- Our strategy (page 12) - The material matters were reviewed and refined in F2025. Changes related mainly to refining the descriptions of the material matters and breaking out last year's broader categories into more granular descriptions.

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Economic and governance

Disclosure	Description	Reference
3-3 Management of material topics	For each material topic: - Actual and potential, negative and positive impacts on the economy, environment and people, including impacts on their human rights - Whether ARM is involved with the negative impacts through our activities or as a result of business relationships and the nature of these activities or business relationships - Policies or commitments regarding the material topic - Actions taken to manage the topic and related impacts, including: - Actions to prevent or mitigate potential negative impacts - Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation - Actions to manage actual and potential positive impacts - Tracking the effectiveness of the actions taken: - Processes used to track the effectiveness of the actions - Goals, targets and indicators used to evaluate progress - The effectiveness of the actions, including progress toward the goals and targets - Lessons learned and how these have been incorporated into ARM's operational policies and procedures - How engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	Our strategy (page 12) Our sustainable development model (page 25) Governance overview (page 29) Enterprise risk management (page 31) Corporate governance (from page 93) Risk management (from page 120) 2025 climate change and water report available on our website www.arm.co.za.



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Disclosure	Description	Reference	
GRI 201: Economic performance			
201-1 Direct economic value generated and distributed	a. Direct economic value generated and distributed (EVG&D) on an accruals basis b. Separate disclosure by country, region, or market where significant	Value created (IAR) (page 15)	IAR 
201-2 Financial implications and other risks and opportunities due to climate change	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure	Our value contribution (page 16) 2025 climate change and water report available on our website www.arm.co.za .	CCW 
201-4 Financial assistance received from government	a. Total monetary value of financial assistance received from any government during the year b. Breakdown by country c. Whether, and the extent to which, any government is present in the shareholding structure	ARM did not receive financial assistance from government during F2025 in any of its countries of operation.	
	G4 MMSD: Report countries of operation that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI)	South Africa and Malaysia are not candidate to or compliant with the EITI.	
	G4 MMSD: Land use payments	Modikwa Mine and Two Rivers Mine each have one lease agreement with local communities on which they make annual payments. Bokoni Mine has three lease agreements with national government, in terms of which surface rentals are paid to local communities.	
GRI 203: Indirect economic impacts			
203-1 Infrastructure investments and services supported	a. Extent of development of significant infrastructure investments and services supported b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant c. Whether these investments and services are commercial, in-kind, or pro bono engagements	Community impacts (from page 84) Corporate social responsibility initiatives are delivered through corporate social investment (CSI) projects and local economic development (LED) projects. ARM tracks progress against plans, capital invested, the number of jobs created through the projects and a range of other relevant indicators.	
203-2 Significant indirect economic impacts	a. Examples of significant identified indirect economic impacts of ARM, including positive and negative impacts b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas	Social and ethics committee chairman's report (page 18) Community impacts (from page 84) Occupational health and wellness (from page 65) 2025 climate change and water report and UN Global Compact and SDG report available on our website www.arm.co.za .	CCW 

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Disclosure	Description	Reference
GRI 204: Procurement practices		
204-1 Proportion of spending on local suppliers	a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally) b. The definition of 'local' c. The definition of 'significant locations of operation'	ARM's preferential procurement and enterprise and supplier development programmes provide opportunities for qualifying black-owned, black women-owned and youth-owned small, medium, and micro enterprises (SMMEs), many of which are from communities close to our operations. We do not currently disclose the percentage of the procurement budget allocated to local suppliers (page 87).
GRI 205: Anti-corruption		
205-1 Operations assessed for risks related to corruption	a. Total number and percentage of operations assessed for risks related to corruption b. Significant risks related to corruption identified through the risk assessment	Analysing for risk of corruption is inherent to the enterprise risk management process which is applied to all our managed operations and at a corporate level. This was included in the risk-based control self-assessment (CSA) process that was used to comply with paragraph 3.84k of the JSE Listings Requirements. Implementation of identified improvement initiatives is monitored by the risk department.
205-2 Communication and training about anti-corruption policies and procedures	a. Total number and percentage of governance body members that anti-corruption policies and procedures have been communicated to, broken down by region b. Total number and percentage of employees that anti-corruption policies and procedures have been communicated to, broken down by employee category and region c. Total number and percentage of business partners that anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if ARM's anti-corruption policies and procedures have been communicated to any other persons or organisations d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region	Anti-corruption policies and procedures are included in the code of conduct (code) which is available to employees on the intranet and on the company website www.arm.co.za . Directors can access the code on the website. All new employees receive training on the code and online annual refresher training is provided to all employees. It applies to suppliers and contractors, requiring that they behave ethically and with respect for human rights.



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Disclosure	Description	Reference
205-3 Confirmed incidents of corruption and actions taken	a. Total number and nature of confirmed incidents of corruption b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption d. Public legal cases regarding corruption brought against ARM or its employees during the year and the outcomes of such cases	In F2025, 22 cases of dishonesty were reported, which resulted in 18 employee dismissals, only one receiving a final warning and three found not guilty.
GRI 206: Anti-competitive behaviour		
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	a. Number of legal actions pending or completed during the year regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which ARM has been identified as a participant b. Main outcomes of completed legal actions, including any decisions or judgments	There were no legal actions during the year regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which ARM was identified as a participant in F2025.
GRI 207: Tax		
207-1 Approach to tax	a. Approach to tax, including: i. Whether ARM has a tax strategy and, if so, a link to this strategy if publicly available ii. The governance body or executive-level position within ARM that formally reviews and approves the tax strategy, and the frequency of this review iii. The approach to regulatory compliance iv. How the approach to tax is linked to the business and sustainable development strategies of ARM	Tax contribution (page 88) The tax strategy is not publicly available.
207-2 Tax governance, control, and risk management	a. Tax governance and control framework, including: i. The governance body or executive-level position within ARM accountable for compliance with the tax strategy ii. How the approach to tax is embedded within ARM iii. The approach to tax risks, including how risks are identified, managed, and monitored iv. How compliance with the tax governance and control framework is evaluated b. Mechanisms to raise concerns about ARM's business conduct and ARM's integrity in relation to tax c. The assurance process for disclosures on tax including, if applicable, a link or reference to the external assurance report(s) or assurance statement(s)	Tax contribution (page 88) Corporate governance (page 119) Tax disclosures included in the annual financial statements are subjected to external assurance and the assurance provider report is included in that document.

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Disclosure	Description	Reference
207-3 Stakeholder engagement and management of concerns related to tax	a. Approach to stakeholder engagement and management of stakeholder concerns related to tax, including: i. The approach to engagement with tax authorities ii. The approach to public policy advocacy on tax iii. The processes for collecting and considering the views and concerns of stakeholders, including external stakeholders	The group aims to foster good relationships with tax authorities, governments and related third parties and to undertake all such dealings in a professional, courteous and timely manner. The finance function will participate in formal consultation processes, discussions/lobbying and proposals where these could materially impact the company.
207-4 Country-by-country reporting	a. All tax jurisdictions where the entities included in ARM's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes b. For each tax jurisdiction reported in Disclosure 207-4-a: i. Names of the resident entities ii. Primary activities of the organisation iii. Number of employees, and the basis of calculation of this number iv. Revenues from third-party sales v. Revenues from intra-group transactions with other tax jurisdictions vi. Profit/loss before tax vii. Tangible assets other than cash and cash equivalents viii. Corporate income tax paid on a cash basis ix. Corporate income tax accrued on profit/loss x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax c. The time period covered by the information reported	South Africa and Malaysia African Rainbow Minerals Limited (South Africa), Sakura Ferroalloys Sdn Bhd (Malaysia) ARM's tax liability arises entirely from its South African operations. The relevant information regarding the South African operations is available in the 2025 ESG report, 2025 IAR and 2025 annual financial statements.

Environmental Impacts

Disclosure	Description	Reference
3-3 Management of material topics	For each material topic: - Actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights - Whether ARM is involved with the negative impacts through its activities or as a result of business relationships and the nature of these activities or business relationships - Policies or commitments regarding the material topic - Actions taken to manage the topic and related impacts, including: - Actions to prevent or mitigate potential negative impacts - Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation - Actions to manage actual and potential positive impacts - Tracking the effectiveness of the actions taken: - Processes used to track the effectiveness of the actions - Goals, targets and indicators used to evaluate progress - The effectiveness of the actions, including progress toward the goals and targets - Lessons learned and how these have been incorporated into ARM's operational policies and procedures - How engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	Our strategy (page 12) Our sustainable development model (page 25) Governance overview (page 29) Enterprise risk management (page 31) Corporate governance (from page 93) Risk management (from page 120) Environment (from page 42) 2025 climate change and water report available on our website www.arm.co.za.



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Disclosure	Description	Reference
GRI 302: Energy		
302-1 Energy consumption within ARM	a. Total fuel consumption within ARM from non-renewable sources, in joules or multiples, and including fuel types used b. Total fuel consumption within ARM from renewable sources, in joules or multiples, and including fuel types used c. In joules, watt-hours or multiples, the total: i. Electricity consumption ii. Heating consumption iii. Cooling consumption iv. Steam consumption d. In joules, watt-hours or multiples, the total: i. Electricity sold ii. Heating sold iii. Cooling sold iv. Steam sold e. Total energy consumption within ARM, in joules or multiples f. Standards, methodologies, assumptions, and/or calculation tools used g. Source of the conversion factors used	Fuels consumed in our operations include diesel, petrol, aviation fuel, paraffin, acetylene, natural gas and LPG. Diesel use in F2025 totalled 72.7 million litres, which equates to 2.6 million gigajoules (F2024: 2.6 million GJ). ARM's corporate offices and Khumani's guesthouse have solar PV solutions that generated an average of 8 496Wh per month in F2025. Total electricity consumption in F2025 of 1 314 gigawatt hours equates to 4.8 million GJ (F2024: 4.7 million GJ). No electricity or other forms of energy were sold during F2025. Total energy consumed (including electricity and diesel) in F2025 was 7.3 million GJ (F2024: 7.4 million GJ). Fuel and electricity consumption is collected directly from supplier notes and by monitoring electricity meters and metering on fuel tanks. Diesel is converted to GJ using the factor supplied in the National Environmental Management: Air Quality Act (NEMAQA) Methodological Guidelines for Quantification of Greenhouse Gas Emissions.
302-3 Energy intensity	a. Energy intensity ratio for ARM b. Organisation-specific metric (the denominator) chosen to calculate the ratio c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam or all d. Whether the ratio uses energy consumption within ARM, outside of it, or both	Iron ore – 0.19GJ/tonne produced. Manganese ore – 0.20GJ/tonne produced. Manganese alloy – 8.83GJ/tonne FeMn (HC, MC and recovered metal) produced. PGMs – 0.42GJ/tonne milled. This calculation includes diesel, electricity, petrol, LPG, paraffin and acetylene consumed within the organisation.

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Disclosure	Description	Reference
GRI 303: Water and effluents		
303-1 Interactions with water as a shared resource	a. How we interact with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or that are directly linked to our operations, products, or services by our business relationships (eg impacts caused by runoff) b. Approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used c. How water-related impacts are addressed, including how we work with stakeholders to steward water as a shared resource, and how we engage with suppliers or customers with significant water-related impacts d. An explanation of the process for setting any water-related goals and targets that are part our approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress	Environment (page 49) More information is available in the 2025 climate change and water report available on our website www.arm.co.za.
303-2 Management of water discharge-related impacts	a. Minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: i. How standards for facilities operating in locations with no local discharge requirements were determined ii. Any internally developed water quality standards or guidelines iii. Any sector-specific standards considered iv. Whether the profile of the receiving waterbody was considered	Environment (page 49) More information is available in the 2025 climate change and water report available on our website www.arm.co.za. Discharges are regulated by the conditions set in the water use licences at each operation. Water catchment areas also set water resource quality objectives that must be met.



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Disclosure	Description	Reference
303-3 Water withdrawal	a. Total water withdrawal from all areas in megalitres, and a breakdown of this total by the following sources, if applicable i. Surface water ii. Groundwater iii. Seawater iv. Produced water v. Third-party water	Environment (page 50) More information is available in the 2025 climate change and water report available on our website www.arm.co.za.
	b. Total water withdrawal from all areas with water stress in megalitres, and a breakdown of this total by the following sources, if applicable: i. Surface water ii. Groundwater iii. Seawater iv. Produced water iv. Third-party water, and a breakdown of this total by the withdrawal sources c. A breakdown of total water withdrawal from each of the sources listed in megalitres by the following categories: i. Freshwater ($\leq 1\,000\text{mg/L}$ Total Dissolved Solids) ii. Other water ($>1\,000\text{mg/L}$ Total Dissolved Solids) d. Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies and assumptions used	Operational water withdrawal is measured directly in litres through flow meters installed in the water system. We continue to improve our measurement and understanding of water impacts and water reporting by implementing global good practice guidelines, including the ICMM water accounting framework (WAF) and water reporting guide.



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Disclosure	Description	Reference
303-4 Water discharge	a. Total water discharge to all areas in megalitres, and a breakdown of this total by the following types of destination, if applicable: i. Surface water ii. Groundwater iii. Seawater iv. Third-party water, and the volume of this total sent for use to other organisations, if applicable. b. Breakdown of total water discharge to all areas in megalitres by the following categories: i. Freshwater ($\leq 1\,000\text{mg/L}$ Total Dissolved Solids) ii. Other water ($> 1\,000\text{mg/L}$ Total Dissolved Solids) c. Total water discharge to all areas with water stress in megalitres, and a breakdown of this total by the following categories: i. Freshwater ($\leq 1\,000\text{mg/L}$ Total Dissolved Solids) ii. Other water ($> 1\,000\text{mg/L}$ Total Dissolved Solids) d. Priority substances of concern for which discharges are treated, including: i. How priority substances of concern were defined and any international standard, authoritative list or criteria used ii. The approach for setting discharge limits for priority substances of concern iii. Number of incidents of non-compliance with discharge limits e. Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies and assumptions used	Environment (page 50) More information is available in the 2025 climate change and water report available on our website www.arm.co.za. Discharges are regulated by the conditions set in the water use licences at each operation. These do not define priority substances of concern. We continue to improve our measurement and understanding of water impacts and water reporting by implementing global good practice guidelines, including the ICMM water accounting framework (WAF) and water reporting guide.
303-5 Water consumption	a. Total water consumption from all areas in megalitres b. Total water consumption from all areas with water stress in megalitres c. Change in water storage in megalitres, if water storage has been identified as having a significant water-related impact d. Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies and assumptions used, including whether the information is calculated, estimated, modelled or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors	Environment (page 50) More information is available in the 2025 climate change and water report available on our website www.arm.co.za.



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Disclosure	Description	Reference
GRI 304: Biodiversity		
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location ii. Subsurface and underground land that may be owned, leased, or managed by ARM iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas iv. Type of operation (office, manufacturing or production, or extractive) v. Size of operational site in km² (or another unit, if appropriate) vi. Biodiversity value characterised by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater or maritime ecosystem) vii. Biodiversity value characterised by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation)	Environment (page 56) Sustainability data tables (ESG supplementary datasheets 2025 on our website www.arm.co.za)
304-2 Significant impacts of activities, products and services on biodiversity	a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: i. Construction or use of manufacturing plants, mines and transport infrastructure ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources) iii. Introduction of invasive species, pests and pathogens iv. Reduction of species v. Habitat conversion vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level) b. Significant direct and indirect positive and negative impacts with reference to the following: i. Species affected ii. Extent of areas impacted iii. Duration of impacts iv. Reversibility or irreversibility of the impacts	Environment (page 56) Sustainability data tables (ESG supplementary datasheets 2025 on our website www.arm.co.za)



GRI content index 2025 continued

Disclosure	Description	Reference
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of ARM, by level of extinction risk: i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern	Sustainability data tables (ESG supplementary datasheets 2025 on our website www.arm.co.za)
	G4 MMSD: Include impacts identified as a consequence of any resettlement and closure activities reported under indicators MM9 and MM10 respectively	There were no resettlements in F2025.
GRI 305: Emissions		
305-1 Direct (Scope 1) GHG emissions	a. Gross direct (scope 1) GHG emissions in metric tonnes of CO ₂ equivalent b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all c. Biogenic CO ₂ emissions in metric tonnes of CO ₂ equivalent d. Base year for the calculation, if applicable, including: i. The rationale for choosing it ii. Emissions in the base year iii. The context for any significant changes in emissions that triggered recalculations of base year emissions e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source f. Consolidation approach for emissions; whether equity share, financial control, or operational control g. Standards, methodologies, assumptions and/or calculation tools used	Environment (from page 46) More information is available in the 2025 climate change and water report available on our website www.arm.co.za .

GRI content index 2025 continued

Disclosure	Description	Reference
305-2 Energy indirect (Scope 2) GHG emissions	a. Gross location-based energy indirect (scope 2) GHG emissions in metric tonnes of CO₂ equivalent b. If applicable, gross market-based energy indirect (scope 2) GHG emissions in metric tonnes of CO₂ equivalent c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all d. Base year for the calculation, if applicable, including: i. The rationale for choosing it ii. Emissions in the base year iii. The context for any significant changes in emissions that triggered recalculations of base year emissions e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source f. Consolidation approach for emissions; whether equity share, financial control, or operational control g. Standards, methodologies, assumptions, and/or calculation tools used	Environment (from page 46) More information is available in the 2025 climate change and water report available on our website www.arm.co.za.
305-3 Other indirect (scope 3) GHG emissions	a. Gross other indirect (scope 3) GHG emissions in metric tonnes of CO₂ equivalent b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all c. Biogenic CO₂ emissions in metric tonnes of CO₂ equivalent. d. Other indirect (scope 3) GHG emissions categories and activities included in the calculation e. Base year for the calculation, if applicable, including: i. The rationale for choosing it ii. Emissions in the base year iii. The context for any significant changes in emissions that triggered recalculations of base year emissions f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source g. Standards, methodologies, assumptions, and/or calculation tools used	This information is available in the 2025 climate change and water report available on our website www.arm.co.za.
305-4 GHG emissions intensity	a. GHG emissions intensity ratio for ARM b. Organisation-specific metric (the denominator) chosen to calculate the ratio c. Types of GHG emissions included in the intensity ratio; whether direct (scope 1), energy indirect (scope 2), and/or other indirect (scope 3) d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all	Available in the 2025 climate change and water report available on our website www.arm.co.za.



GRI content index 2025 continued

Disclosure	Description	Reference
305-5 Reduction of GHG emissions	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tonnes of CO₂ equivalent b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all c. Base year or baseline, including the rationale for choosing it d. Scopes in which reductions took place; whether direct (scope 1), energy indirect (scope 2), and/or other indirect (scope 3) e. Standards, methodologies, assumptions, and/or calculation tools used	Available in the 2025 climate change and water report available on our website www.arm.co.za . 
305-6 Emissions of ozone-depleting substances (ODS)	a. Production, imports, and exports of ODS in metric tonnes of CFC-11 (trichlorofluoromethane) equivalent b. Substances included in the calculation c. Source of the emission factors used d. Standards, methodologies, assumptions, and/or calculation tools used	We do not have ozone-depleting substances at our operations and no persistent organic pollutants (POPs).
305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	a. Significant air emissions, in kilograms or multiples, for each of the following: i. NO_x ii. SO_x iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used c. Standards, methodologies, assumptions, and/or calculation tools used G4 MMSD: Includes emissions from both major mobile sources and on-site stationary sources	Sustainability performance in F2025 (page 28) We do not have ozone-depleting substances at our operations and no POPs. Scope 1 emissions include emissions resulting from trackless mobile machinery used for production and loading and hauling activities on-site as well as emissions from stationary combustion of fuel by power generators used in the event of power failure. Cato Ridge Works is a stationary source of emissions through combustion of reductants for smelting processes. Sustainability performance in F2025 (page 28) Environment (from page 46) More information is available in the 2025 climate change and water report available on our website www.arm.co.za. 

GRI content index 2025 continued

Disclosure	Description	Reference
GRI 306: Waste		
306-1 Waste generation and significant waste-related impacts	a. For significant actual and potential waste-related impacts: i. The inputs, activities and outputs that lead or could lead to these impacts ii. Whether these impacts relate to waste generated in our own activities or to waste generated upstream or downstream in our value chain	Environment (page 52) ARM's most material waste-related impacts arise from its own activities.
306-2 Management of significant waste-related impacts	a. Actions, including circularity measures, taken to prevent waste generation in our activities and upstream and downstream in our value chain, and to manage significant impacts from waste generated b. If the waste generated in our own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations c. The processes used to collect and monitor waste-related data	Environment (from page 52)
306-3 Waste generated	a. Total weight of waste generated in metric tonnes, and a breakdown of this total by composition of the waste b. Contextual information necessary to understand the data and how the data has been compiled	Environment (page 52)

GRI content index 2025 continued

Disclosure	Description	Reference
306-4 Waste diverted from disposal	a. Total weight of waste diverted from disposal in metric tonnes, and a breakdown of this total by composition of the waste b. Total weight of hazardous waste diverted from disposal in metric tonnes, and a breakdown of this total by the following recovery operations: i. Preparation for reuse ii. Recycling iii. Other recovery operations c. Total weight of non-hazardous waste diverted from disposal in metric tonnes, and a breakdown of this total by the following recovery operations: i. Preparation for reuse ii. Recycling iii. Other recovery operations d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tonnes of hazardous waste and of non-hazardous waste diverted from disposal: i. On-site ii. Off-site e. Contextual information necessary to understand the data and how the data has been compiled	Environment (page 53) The only hazardous waste stream diverted from disposal is used oil. 959 306 litres of used oil was recycled off-site in F2025.
	G4 MMSD: Includes spillage of tailings, slimes or other significant process materials	There were no spillages of tailings, slimes or other significant process materials in F2025.

Social impacts

Disclosure	Description	Reference
3-3 Management of material topics	For each material topic: a. Actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights b. Whether ARM is involved with the negative impacts through its activities or as a result of business relationships, and the nature of these activities or business relationships c. Policies or commitments regarding the material topic d. Actions taken to manage the topic and related impacts, including: i. Actions to prevent or mitigate potential negative impacts ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation iii. Actions to manage actual and potential positive impacts e. Tracking the effectiveness of the actions taken: i. Processes used to track the effectiveness of the actions ii. Goals, targets, and indicators used to evaluate progress iii. The effectiveness of the actions, including progress toward the goals and targets iv. Lessons learned and how these have been incorporated into ARM's operational policies and procedures f. How engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	Our strategy (page 12) Our sustainable development model (page 25) Governance overview (page 29) Enterprise risk management (page 31) Corporate governance (from page 93) Risk management (page 120) Safety (from page 59) Community impacts (from page 84) Human rights (page 90)

GRI content index 2025 continued

Disclosure	Description	Reference
GRI 401: Employment		
401-1 New employee hires and employee turnover	a. Total number and rate of new employee hires during the year, by age group, gender and region b. Total number and rate of employee turnover during the year, by age group, gender and region	Sustainability data tables (ESG supplementary datasheets 2025 on our website www.arm.co.za)
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	a. Benefits which are standard for full-time employees but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. Life insurance ii. Healthcare iii. Disability and invalidity coverage iv. Parental leave v. Retirement provision vi. Stock ownership vii. Others b. The definition used for “significant locations of operation”	Benefits we offer to full-time employees include standard benefits such as pension fund, medical aid and group life insurance. In addition, the company offers study assistance and bursaries for employees and their children. The company sponsors year-end events, team building interventions, community sports and fun days and wellness days. Employees also have access to comprehensive employee assistance programmes. “Significant locations of operation” are the mines, Cato Ridge Works and the head office.
401-3 Parental leave	a. Total number of employees that were entitled to parental leave, by gender b. Total number of employees that took parental leave, by gender c. Total number of employees that returned to work in the year after parental leave ended, by gender d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender e. Return to work and retention rates of employees that took parental leave, by gender	All female full-time employees are entitled to four months of maternity leave and all full-time employees (9 699 men and 3 325 women) are entitled to 10 days parental leave on the birth of a child in terms of the amended Basic Conditions of Employment Act. 502 female employees took maternity leave during the year, 488 (97%) of these had returned to work in the reporting period after maternity leave ended and 98% who returned from maternity leave were still employed at year end. 638 male employees took parental leave and 99% returned to work during the reporting period.
GRI 402: Labour/management relations		
402-1 Minimum notice periods regarding operational changes	a. Minimum number of weeks’ notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them b. For organisations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements	The minimum notice period regarding operational changes is specified in collective agreements and varies between one month and three months, on average.

GRI content index 2025 continued

Disclosure	Description	Reference
GRI 403: Occupational health and safety		
403-1 Occupational health and safety management system	For employees and for workers who are not employees but whose work and/or workplace is controlled by ARM: - Whether an occupational health and safety management system has been implemented, including whether: - The system has been implemented because of legal requirements and, if so, a list of the requirements - The system has been implemented based on recognised risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines - The scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered	Safety (from page 59) Occupational health and wellness (from page 65) Occupational health and safety management systems are in place at all operations that cover all employees and contractors. These systems align with all legal requirements and with international and national management systems including ISO 45001 and SANS 16001. Most of the operations are certified in terms of these standards. Sustainability data tables (ESG supplementary datasheets 2025 on our website www.arm.co.za)
403-2 Hazard identification, risk assessment, and incident investigation	For employees and for workers who are not employees but whose work and/or workplace is controlled by ARM: - The processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimise risks, including: - How ARM ensures the quality of these processes, including the competency of persons who carry them out - How the results of these processes are used to evaluate and continually improve the occupational health and safety management system - The processes for workers to report work-related hazards and hazardous situations and an explanation of how workers are protected against reprisals - The policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health and an explanation of how workers are protected against reprisals - The processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system	Enterprise risk management (page 31) Safety (from page 59) Occupational health and wellness (from page 65) Workers can report hazards and hazardous situations to supervisors or health and safety representatives. The ARM code of conduct requires workers to report actual or potential health or safety risks and workers are informed of their legal right to leave dangerous working areas, which is entrenched in sections 22 and 23 of the MHSA and sections 14(a)(b)(c) and (d) of the OHSA. The ARM whistleblower policy protects workers from retaliation or occupational detriment for submitting a complaint.



GRI content index 2025 continued

Disclosure	Description	Reference
403-3 Occupational health services	For employees and for workers who are not employees but whose work and/or workplace is controlled by ARM: a. The occupational health services' functions that contribute to the identification and elimination of hazards and minimisation of risks, and an explanation of how ARM ensures the quality of these services and facilitates workers' access to them	Safety (from page 59) Occupational health and wellness (from page 65)
403-5 Worker training on occupational health and safety	For employees and for workers who are not employees but whose work and/or workplace is controlled by ARM: a. Any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations	Safety (from page 59)
403-6 Promotion of worker health	For employees and for workers who are not employees but whose work and/or workplace is controlled by ARM: a. An explanation of how ARM facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided b. Voluntary health promotion services and programmes offered to workers to address major non-work-related health risks including the specific health risks addressed, and how ARM facilitates workers' access to these services and programmes	Occupational health and wellness (from page 65)
403-8 Workers covered by an occupational health and safety management system	a. If ARM has implemented an occupational health and safety management system based on legal requirements and/or recognised standards/guidelines: i. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by ARM, who are covered by such a system ii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by ARM, who are covered by such a system that has been internally audited iii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by ARM, who are covered by such a system that has been audited or certified by an external party b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded c. Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies, and assumptions used	Occupational health and wellness (from page 65) ARM's integrated wellness management programme covers all operations, employees and contractors. It aligns with all legal requirements and with international and national management systems including ISO 45001 and SANS 16001. Most of the operations are externally certified in terms of these standards. The operational clinics are audited annually by a certified external auditor against legal requirements. The programme includes annual internal audits of operating procedures and practices by an independent occupational health medical practitioner to monitor compliance and identify areas for improvement.

GRI content index 2025 continued

Disclosure	Description	Reference
403-9 Work-related injuries	a. and b. For all employees and all workers who are not employees but whose work and/or workplace is controlled by ARM: i. The number and rate of fatalities as a result of work-related injury ii. The number and rate of high-consequence work-related injuries (excluding fatalities) iii. The number and rate of recordable work-related injuries iv. The main types of work-related injury v. The number of hours worked c. The work-related hazards that pose a risk of high-consequence injury, including: i. How these hazards have been determined ii. Which of these hazards have caused or contributed to high-consequence injuries during the year iii. Actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls d. Any actions taken or underway to eliminate other work-related hazards and minimise risks using the hierarchy of controls e. Whether the rates have been calculated based on 200 000 or 1 000 000 hours worked f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded g. Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies, and assumptions used	Safety (from page 59) Occupational health and wellness (from page 65) Sustainability data tables (ESG supplementary datasheets 2025 on our website www.arm.co.za) ARM tracks fatalities, lost-time injuries, reportable injuries and various occupational and other disease rates that are material to our operations.
	G4 MMSD: Provides a description of each accident resulting in a fatality and actions taken following the accident	Social and ethics committee chairman's report (page 18) Chief executive officer's statement (page 22) Safety (from page 59)



GRI content index 2025 continued

Disclosure	Description	Reference
403-10 Work-related ill health	a. For all employees: i. The number of fatalities as a result of work-related ill health ii. The number of cases of recordable work-related ill health iii. The main types of work-related ill health b. For all workers who are not employees but whose work and/or workplace is controlled by ARM: i. The number of fatalities as a result of work-related ill health ii. The number of cases of recordable work-related ill health iii. The main types of work-related ill health c. The work-related hazards that pose a risk of ill health, including: i. How these hazards have been determined ii. Which of these hazards have caused or contributed to cases of ill health during the year iii. Actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded e. Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies, and assumptions used	Occupational health and wellness (from page 65) There were no fatalities as a result of work-related ill health in F2025. However, as noted on page 70, one employee passed away during the year while on TB treatment, which is recorded as a TB death in terms of the requirements of the Department of Health definition. A total of 31 occupational diseases were identified and submitted for compensation in F2025, 26 of which related to noise-induced hearing loss, two for occupational skin disease and one each for silicosis, carpal tunnel syndrome and rotator cuff syndrome.
GRI 404: Training and education		
404-1 Average hours of training per year per employee	a. Average hours of training that employees have undertaken during the year, by: i. Gender ii. Employee category	We measure the effectiveness and investment in learning, retraining and development activities by monitoring measures such as training spend as a percentage of total payroll, rather than hours of training. Our training is linked to the MQA for national recognition of learning, which prescribes the minimum hours required per specific training intervention. Average training hours per employee was 57 in F2025. Sustainability data tables (ESG supplementary datasheets 2025 on our website www.arm.co.za)
404-2 Programmes for upgrading employee skills and transition assistance programmes	a. Type and scope of programmes implemented and assistance provided to upgrade employee skills b. Transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment	Human capital management (pages 81 and 82)



GRI content index 2025 continued

Disclosure	Description	Reference
404-3 Percentage of employees receiving regular performance and career development reviews	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the year	All full-time employees receive various levels of regular performance and career development reviews as part of the ARM remuneration and incentive system.
GRI 405: Diversity and equal opportunity		
405-1 Diversity of governance bodies and employees	a. Percentage of individuals within the governance bodies in each of the following diversity categories: - Gender - Age group: under 30 years old, 30 to 50 years old, over 50 years old - Other indicators of diversity where relevant (such as minority or vulnerable groups) b. Percentage of employees per employee category in each of the following diversity categories: - Gender - Age group: under 30 years old, 30 to 50 years old, over 50 years old - Other indicators of diversity where relevant (such as minority or vulnerable groups)	Human capital management (page 79) Social and ethics committee chairman's report (page 18) Corporate governance (page 97) Sustainability data tables (ESG supplementary datasheets 2025 on our website www.arm.co.za)
GRI 406: Non-discrimination		
406-1 Incidents of discrimination and corrective actions taken	a. Total number of incidents of discrimination during the year b. Status of the incidents and actions taken with reference to the following: - Incident reviewed by ARM - Remediation plans being implemented - Remediation plans that have been implemented, with results reviewed through routine internal management review processes - Incident no longer subject to action	Five cases of sexual harassment were reported in F2025. Following grievance and disciplinary hearings, two of the implicated employees were dismissed. One employee received a final warning, one was found not guilty and one resigned before they could be charged.
GRI 407: Freedom of association and collective bargaining		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: - Type of operation (such as manufacturing plant) and supplier - Countries or geographic areas with operations and suppliers considered at risk b. Measures taken by ARM in the year intended to support rights to exercise freedom of association and collective bargaining	No operations or suppliers have been identified in which employee rights to exercise freedom of association or collective bargaining may be violated or at significant risk. We respect our employees' rights to collective bargaining.



GRI content index 2025 continued

Disclosure	Description	Reference
GRI 408: Child labour		
408-1 Operations and suppliers at significant risk for incidents of child labour	a. Operations and suppliers considered to have significant risk for incidents of: i. Child labour ii. Young workers exposed to hazardous work b. Operations and suppliers considered to have significant risk for incidents of child labour either in terms of: i. Type of operation (such as manufacturing plant) and supplier ii. Countries or geographic areas with operations and suppliers considered at risk c. Measures taken by ARM in the year intended to contribute to the effective abolition of child labour	We do not use child labour and all operations monitor the ages of employees and contractors. We conduct risk assessments/ screening in terms of human rights practices in respect of prospective transactions, contracting parties and business partners and have not detected such significant risk.
GRI 409: Forced or compulsory labour		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour either in terms of: i. Type of operation (such as manufacturing plant) and supplier ii. Countries or geographic areas with operations and suppliers considered at risk b. Measures taken by ARM in the year intended to contribute to the elimination of all forms of forced or compulsory labour	ARM's operations do not pose such risk. Our policies are compatible with international human rights standards and with the South African Constitution. Through the implementation of our supplier engagement plan we review the practices of suppliers and contractors and have not detected significant risk.
GRI 410: Security practices		
410-1 Security personnel trained in human rights policies or procedures	a. Percentage of security personnel who have received formal training in ARM's human rights policies or specific procedures and their application to security b. Whether training requirements also apply to third-party organisations providing security personnel	Human rights training is provided to all security personnel, including contractors, and includes regular refresher training.
GRI 411: Rights of indigenous peoples		
411-1 Incidents of violations involving rights of indigenous peoples	a. Total number of identified incidents of violations involving the rights of indigenous peoples during the year b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by ARM ii. Remediation plans being implemented iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes iv. Incident no longer subject to action	There were no recorded incidents of human rights violations of indigenous peoples.

GRI content index 2025 continued

Disclosure	Description	Reference
GRI 413: Local communities		
413-1 Operations with local community engagement, impact assessments, and development programmes	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes, including the use of: i. Social impact assessments, including gender impact assessments, based on participatory processes ii. Environmental impact assessments and ongoing monitoring iii. Public disclosure of results of environmental and social impact assessments iv. Local community development programmes based on local communities' needs v. Stakeholder engagement plans based on stakeholder mapping vi. Broad-based local community consultation committees and processes that include vulnerable groups vii. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts viii. Formal local community grievance processes	Community impacts (from page 84) Environment (pages 44 and 45) All operations have local community engagement, LED and CSI programmes. Operating licences require environmental and social impact assessments before operations commence.
413-2 Operations with significant actual and potential negative impacts on local communities	a. Operations with significant actual and potential negative impacts on local communities, including: i. The location of the operations ii. The significant actual and potential negative impacts of operations	ARM's operations comply with the environmental and social legal requirements and thereby manage and minimise as far as practically possible significant actual or potential negative impacts on local communities.
GRI 415: Public policy		
415-1 Political contributions	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by country and recipient/beneficiary b. If applicable, how the monetary value of in-kind contributions was estimated	Governance overview (page 29) ARM did not make any donations to political parties in F2025.

GRI content index 2025 continued

GRI G4 Sector supplement: Metals and mining		
G4 MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	69 hectares of land were disturbed and 5 hectares rehabilitated during F2025. Sustainability data tables (ESG supplementary datasheets 2025 on our website www.arm.co.za)
G4 MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	Environment (page 56) Sustainability data tables (ESG supplementary datasheets 2025 on our website www.arm.co.za)
G4 MM3	Total amounts of overburden, rock, tailings, and sludges presenting potential hazards.	Material waste streams, while not necessarily presenting hazards, are discussed on page 52. Overburden forms part of the renewal reserves record of each operation and is recorded and reported at operational level as appropriate. Information regarding ARM's tailings facility management is available in the 2025 Report on Conformance to the Global Industry Standards on Tailings Management on our website www.arm.co.za .
G4 MM4	Number of strikes and lockouts exceeding one week's duration, by country.	There were no strikes or lockouts in F2025.
G4 MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities.	No ARM operations take place in or adjacent to indigenous peoples' territories as defined in the GRI Standards.
G4 MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples.	No disputes have been raised relating to land use or customary rights specifically.
G4 MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and their outcomes.	No grievances have been raised regarding land use, customary rights of local communities and indigenous peoples.
G4 MM8	Number (and percentage) of company-operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	No ASM takes place on or adjacent to ARM mine sites.
G4 MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	No resettlements took place in F2025.
G4 MM10	Number and percentage of operations with closure plans.	Environment (pages 56 and 57) All operations have closure plans in accordance with environmental management programme reports (EMPRs) (in the case of the mines) and as part of environmental impact assessments (EIAs), as well as water use licences (all operations). All operations have estimated closure costs and made provision towards closure and rehabilitation. Closure cost assessments are reviewed annually.



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