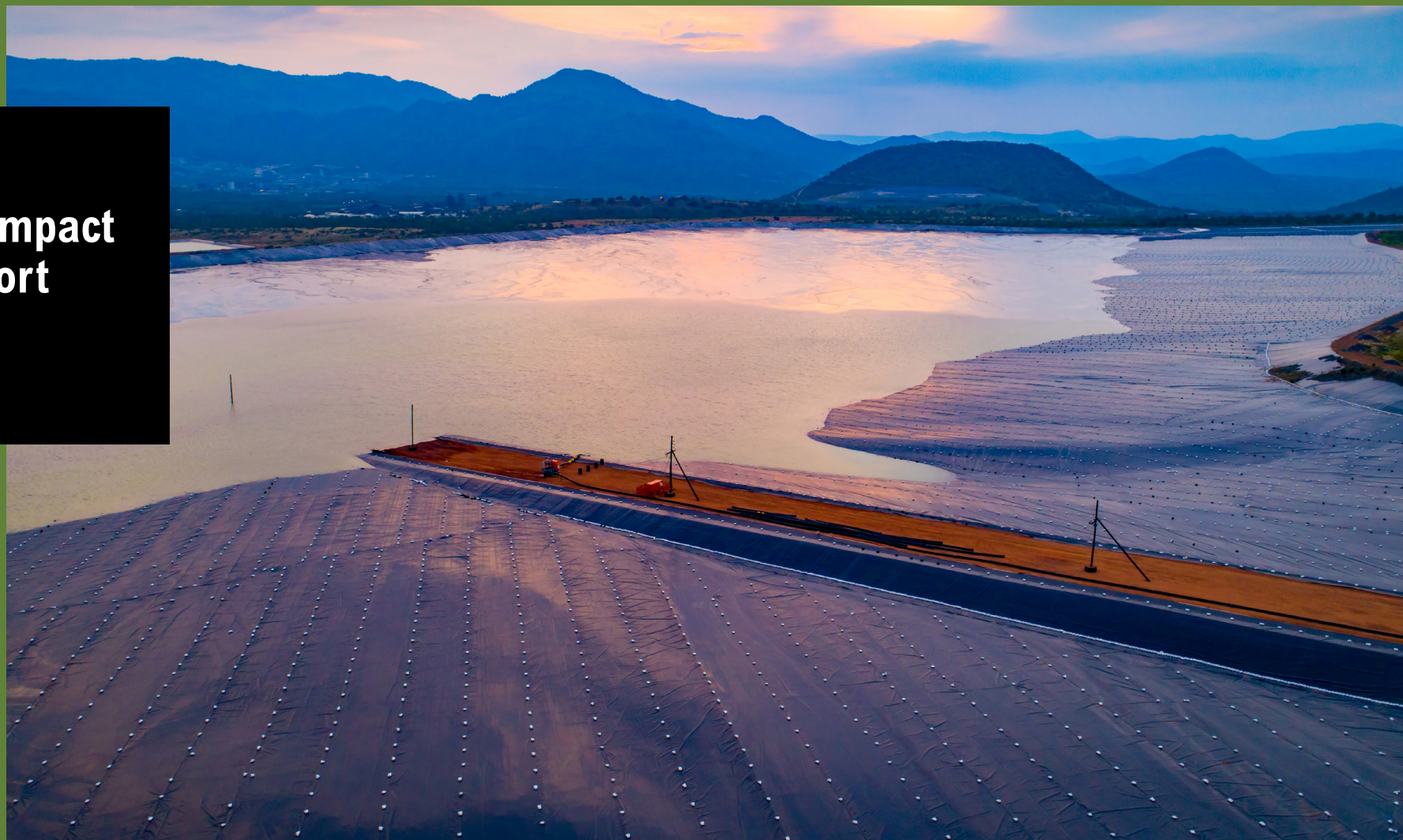


**UN Global Compact
and SDG Report
30 June 2025**



We do it better

ARM's reporting in terms of the UN Global Compact and SDGs

The Ten Principles of the United Nations Global Compact (UNGC) provide a values-based approach to doing business by establishing standards in the areas of human rights, labour, the environment and anti-corruption. The principles are derived from leading global guidelines including the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

ARM is committed to the Ten Principles, which are embedded in our strategy, business practices and approach to sustainable value creation to promote a sustainable and inclusive future. In doing so, ARM contributes towards achieving the UN Sustainable Development Goals.

The social and ethics committee monitors the company's activities in the context of these principles.

ESG



Page references in the tables in this report refer to the **F2025 ARM ESG report** available on our website, unless otherwise specified.

UNGC Principles

Human rights

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.
5. Businesses should uphold the effective abolition of child labour.
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges.
8. Businesses should undertake initiatives to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.



United Nations
Global Compact

- Social and ethics committee chairman's report (from page 18)
- Our sustainable development model (from page 25)
- Human rights (from page 90)

- Human capital management (from page 75)
- Human rights (from page 90)
- Social and ethics committee chairman's report (from page 18)

- Environment (from page 42)
- Biodiversity tables in the ESG supplementary datasheets on our website www.arm.co.za
- The 2025 climate change and water report is available on our website www.arm.co.za

- Our sustainable development model (from page 25)
- Governance overview (page 29)
- Corporate governance (from page 93)



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ARM's reporting in terms of the UN Global Compact and SDGs continued

The United Nations Sustainable Development Goals (SDGs)

The SDGs create a universal blueprint for addressing the world's most pressing challenges, ranging from poverty and inequality to climate change and environmental degradation, to ensure all people enjoy peace and prosperity. Launched in 2015, the 17 SDGs provide a framework for governments, businesses and civil society to work collaboratively towards creating a more sustainable and equitable future by 2030. As a responsible mining company, ARM contributes to the implementation of most SDGs in many ways.

We categorise the SDGs into those that closely align with our core activities (main focus), those where we make a direct contribution and those to which we indirectly contribute.



Page references in the tables in this report refer to the **F2025 ARM ESG report** available on our website, unless otherwise specified.

MAIN FOCUS SDGs

SDG	How ARM contributes
 Ensure healthy lives and promote wellbeing for all at all ages.	
ARM's material matters	
• Safety performance • Employee and community health and wellness	
Key performance indicators	
• Pulmonary tuberculosis (TB) • HIV prevalence • Employees and contractors receiving antiretroviral therapy (ART) • Number of fatalities • LTIFR	ARM's integrated wellness programme addresses safety, occupational hygiene and health, TB, HIV and Aids, and chronic disease management. The programme supports national priorities in these areas and includes support for awareness, testing campaigns and outreach initiatives to address TB, HIV and Aids among employees and in communities. The operations also support wellness centres, home-based care groups and local Aids councils, and ARM's mines partner with provincial health departments to build the capacity of local clinic staff. Memorandums of Understanding (MoUs) with the provincial Departments of Health (DoH) at Beeshoek, Black Rock, Khumani, Modikwa and Two Rivers mines strengthen the implementation of provincial TB, HIV and Aids, STIs and chronic disease management strategies, and extend primary healthcare services to contractors and communities. Corporate social investment (CSI) and local economic development (LED) projects at the operations focus on building capacity in local communities and prioritise women, HIV and Aids projects, advancing people living with disabilities, youth and the socially destitute.
More information	
• Occupational health and wellness (from page 65) • Community impacts (from page 84)	

ARM's reporting in terms of the UN Global Compact and SDGs continued

MAIN FOCUS SDGs continued

SDG	How ARM contributes
Ensure availability and sustainable management of water and sanitation for all.	Water is a material matter at all operations and water stewardship is integral to ARM's business strategy. Water issues are shared, and we take a collaborative approach to address them.
ARM's material matters	We consider water availability and quality when planning projects, operations and closure, and consult with regulators and communities to ensure this essential resource is responsibly managed and shared. We continue to improve water reporting and promote water-use efficiency. All operations operate closed-loop systems where feasible to maximise recycling and minimise discharge.
• Water security and stewardship	Context-based water targets have been set at all operations. The operations have water-related key performance indicators (KPIs) and invest in technology to reduce their water requirements.
Key performance indicators	Our LED and CSI programmes and the ARM Trust have a focus on promoting water access and improving water infrastructure and sanitation for schools and communities. In F2025, this included boreholes, storage tanks, pumps, chlorination units and reticulation networks.
• Water recycling and reuse • Water use efficiency • Water stress • Water reuse efficiency (%) • Water supplied to neighbouring communities, farms and other users (m³)	
More information	
• Environment (from page 42) • Community impacts (from page 84) • The 2025 climate change and water report is available on our website www.arm.co.za	



ARM's reporting in terms of the UN Global Compact and SDGs continued

MAIN FOCUS SDGs continued

SDG	How ARM contributes
Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.	The metals and alloys ARM produces play a key role in the infrastructure that promotes economic growth. As a company, we provide direct and indirect employment, promote entrepreneurship and grow SMMEs through enterprise and supplier development programmes. Giving preference to local procurement creates large economic multipliers.
ARM's material matters	
• Safety performance • Employee engagement and labour relations • Diversity, equity and inclusion • Upskilling the workforce • Talent management and skills retention • Human rights	We provide skills development initiatives, including opportunities for unemployed youth and graduates, as well as adult education and training (AET) and portable skills training to improve employability. Regular internal benchmarking ensures equal pay for work for equal value.
Key performance indicators	
• Value-added, net value-added • Fatality frequency rate (FFR); lost-time injury frequency rate (LTIFR); total recordable injury frequency rate (TRIFR) • Percentage of workforce belonging to an organised labour group • Number of employees and contractors • Procurement of goods and services from host communities (R billion) • Social Labour Plan (SLP) implementation	ARM's safety initiatives promote safe and secure work environments. We have a human rights policy in place to ensure that labour rights are protected and that we do not use forced or child labour. Diversity and inclusion programmes are in place that includes a focus on raising awareness regarding people with disability (PWD) and increasing PWD representation wherever practical.
More information	
• Our value contribution (page 16) • Value created (IAR) (page 15) • Human capital management (from page 75) • Community impacts (from page 84) • Human rights (page 90)	



ARM's reporting in terms of the UN Global Compact and SDGs continued

MAIN FOCUS SDGs continued	
SDG  Make cities and human settlements inclusive, safe, resilient and sustainable. ARM's material matters • Making a lasting contribution to communities Key performance indicators • SLP investments More information • Our value contribution (page 16) • Employee housing (page 83) • Community impacts (from page 84)	How ARM contributes ARM's housing strategy promotes access to decent accommodation by helping employees access affordable housing. The metals and alloys our operations produce are essential components in constructing cities and the infrastructure required to support them. LED infrastructure projects support community resilience and provide basic services including access to water, schools and roads.

ARM's reporting in terms of the UN Global Compact and SDGs continued

MAIN FOCUS SDGs continued

SDG



Ensure sustainable consumption and production patterns.

ARM's material matters

- Responsible tailings management
- Water security and stewardship
- Air quality
- Waste management

Key performance indicators

- Hazardous waste
- Recycled waste
- Biodiversity plans

More information

- Our value contribution (page 16)
- Environment (from page 42)
- The 2025 climate change and water report is available on our website www.arm.co.za
- More information regarding ARM's management of tailings storage facilities is available on our website www.arm.co.za
- The 2025 Report on Conformance to the Global Industry Standards on Tailings Management is available on our website www.arm.co.za

How ARM contributes

ARM's carbon emissions are publicly reported in the 2025 ESG report and the climate change and water report. We have set a net-zero GHG emissions from mining (scope 1 and 2) by 2050 target supported by operation-specific decarbonisation pathways and short and medium-term emission-reduction targets.

Carbon emission reduction targets (scope 1 and 2) are included in executive incentives. We address climate change by reducing our carbon footprint and by engaging in dialogue with stakeholders to enhance adaptive capacities and integrate climate change measures into policies and strategies.

ARM's reporting in terms of the UN Global Compact and SDGs continued

MAIN FOCUS SDGs continued

SDG



Take urgent action to combat climate change and its impacts.

ARM's material matters

- Climate change

Key performance indicators

- Scopes 1 and 2 GHG emissions
- Reduction in GHG emissions from specific initiatives

More information

- Environment (from page 42)
- The 2025 climate change and water report is available on our website www.arm.co.za
- Remuneration report (from page 134 of the ESG report)

How ARM contributes

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ARM's reporting in terms of the UN Global Compact and SDGs continued

DIRECT CONTRIBUTION SDGs	
SDG  Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. ARM's material matters • Making a lasting contribution to communities • Upskilling the workforce Key performance indicators • Training spend per employee • Training days per employee • Training spend as a % of payroll • Adult education and training (AET) • Bursaries awarded • Bursars employed by ARM • Bursaries to children of ARM employees • Studies funded for ARM employees More information • Human capital management (from page 75) • Community impacts (from page 84) • Value created (IAR) (page 15)	How ARM contributes ARM provides technical, vocational and educational training programmes that build the skills and capacity of the current and future workforce. Learnership programmes and our graduate development programme provide opportunities for unemployed youth. Adult education and training (AET) and portable skills training is provided at ARM operations to employees and community members to improve literacy, numeracy and employability. CSI and LED projects and the ARM BBEE Trust include investments in infrastructure to build/upgrade or furnish schools. Contributions from the operations during the year included donating school uniforms, study support, career days, community skills training, and constructing and refurbishing school infrastructure.

ARM's reporting in terms of the UN Global Compact and SDGs continued

DIRECT CONTRIBUTION SDGS continued

SDG	How ARM contributes
 Achieve gender equality and empower all women and girls.	ARM's gender unit advances women's interests and oversees gender mainstreaming in the company. Gender diversity is promoted through gender units and gender mainstreaming programmes, as well as women in mining committees at operations, a female leader profile and a women development training programme. We participate in provincial DMPR women-in-mining structures and in related events hosted by the Minerals Council South Africa. Intakes into training programmes include an emphasis on increasing the number of female candidates. Awareness about the company policy on sexual harassment and bullying is raised through an ongoing training programme and communication plan that provides education on respectful and appropriate behaviours in the workplace. We actively recognise women's rights to property and resources, include women as stakeholders in consultation processes and create inclusive access to jobs and economic opportunities. ARM's CSI and LED projects focus on building capacity in local communities and prioritise women.
ARM's material matters	
• Diversity, equity and inclusion • Making a lasting contribution to communities	
Key performance indicators	
• Female representation in the workforce (%) • Female representation in management (%) • Female representation on the board (%)	
More information	
• Human capital management (from page 75) • Community impacts (from page 84)	

ARM's reporting in terms of the UN Global Compact and SDGs continued

DIRECT CONTRIBUTION SDGs continued

SDG



Ensure access to affordable, reliable, sustainable and modern energy for all.

ARM's material matters

- Energy management

Key performance indicators

- Energy consumption intensity per unit of output per commodity
- Investment in renewable energy and energy optimisation
- Energy-related community investment

More information

- Environment (from page 42)
- Our value contribution (page 16)
- The 2025 climate change and water report is available on our website www.arm.co.za

How ARM contributes

The metals ARM produces are used in clean energy solutions. We are committed to participating in the global response to reduce carbon emissions and mitigating the physical impacts caused by climate change. We are working to identify contextually appropriate and just mitigation options for each operation. ARM Platinum has made significant progress in its journey to wheel renewable energy, especially notable in the construction of the 100MW solar facility, which remains on schedule for commissioning in the first half of F2026. Once operational, this will supply around 30% of ARM Platinum's energy requirements.

ARM Ferrous is exploring opportunities for cross-operational investments in renewable energy to enhance energy security and reduce emissions. The Northern Cape mining operations completed a renewable energy definitive feasibility study in December 2024.



ARM's reporting in terms of the UN Global Compact and SDGs continued

DIRECT CONTRIBUTION SDGs continued	
SDG	How ARM contributes
 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.	The ARM human rights policy promotes the respect and protection of human rights throughout its business operations and stakeholder engagements. It aims to foster a culture of human rights awareness and responsibility within the company and among all its stakeholders. We respect human rights, provide access to information, support representative decision making, work to avoid company-community conflict and carefully manage our security approaches to ensure they decrease rather than increase the likelihood of conflict. ARM has a zero-tolerance approach to unethical and improper conduct, including bribery, corruption and money laundering. We commit to transparency across the scope of our activities that impact society, from transparency of mineral revenues and payments to transparency in commitments made to local communities.
ARM's material matters	
• Human rights • Standards of corporate governance • Business ethics and transparency	
Key performance indicators	
• Average number of hours of training in anti-corruption issues per employee per year	
More information	
• Stakeholder engagement (from page 36) • Social and ethics committee chairman's report (from page 18) • Our sustainable development model (from page 25) • Governance overview (page 29) • Human rights (from page 90) • Corporate governance (from page 93) • Fraud and ethics (page 126)	

ARM's reporting in terms of the UN Global Compact and SDGs continued

INDIRECT CONTRIBUTION SDGs	
SDG  Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development. ARM's material matters • Employee and community health and wellness • Community relations • Making a lasting contribution to communities Key performance indicators • Taxes and other payments to the government • Community investment – LED and CSI More information • Stakeholder engagement (from page 36) • Our sustainable development model (from page 25) • Environment (from page 42) • The 2025 climate change and water report is available on our website www.arm.co.za • Community impacts (from page 84)	How ARM contributes We partner on SDG-related challenges at local, national and global levels and in collaborative approaches to sustainable development with all our stakeholders. We participate in public-private partnerships to promote community health (see Goal 3) and collaborate with public and private-sector stakeholders to promote water security and coordinate community development.

ARM's reporting in terms of the UN Global Compact and SDGs continued

INDIRECT CONTRIBUTION SDGs continued

SDG



End poverty in all its forms everywhere.

More information

- Our value contribution (page 16)
- Value created (IAR) (page 15)
- Human capital management (from page 75)
- Tax contribution (page 88)
- Community impacts (from page 84)

How ARM contributes

ARM's LED programmes invest in infrastructure projects that support local government priorities and community resilience, including essential services such as water infrastructure in the water-scarce Northern Cape.

CSI programmes provide support for the poor, sick and vulnerable in local communities. Our contribution to the national and local economies includes the jobs we provide, local sourcing of goods and services where possible, a material contribution to the fiscus through taxes and royalties paid, capacity building in local communities, and educational support for community schools. Enterprise and supplier development programmes at the operations help to create jobs, promote entrepreneurship and stimulate economic activity.

SDG



**End hunger, achieve food security
and improved nutrition and promote sustainable agriculture.**

More information

- Environment (from page 42)
- Community impacts (from page 84)
- The 2025 climate change and water report is available on our website www.arm.co.za

How ARM contributes

Mining and processing have impacts on water, land and biodiversity resources in traditionally agricultural areas, which could affect farmers and local communities and potentially become a source of social conflict. We take a precautionary approach to environmental stewardship that aims to manage our impacts on natural resources and includes engagements about water at the catchment level as well as consultative land management, which includes biodiversity conservation, and rehabilitation and closure planning.

Projects funded through our CSI programmes include support for the poor and vulnerable, including infants.

ARM's reporting in terms of the UN Global Compact and SDGs continued

INDIRECT CONTRIBUTION SDGs continued

SDG	How ARM contributes
Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation. More information • Our value contribution (page 16) • Community impacts (from page 84) • IT governance (page 128)	The metals and alloys our operations produce are essential components of the infrastructure that supports industrialisation. Our operations have made a significant investment in infrastructure, particularly in remote areas, when developing and operating our mines and processing facilities. The projects supported through the operations' LED programmes include significant investments in community infrastructure that supports economic development and human wellbeing. ARM's enterprise and supplier development programmes support entrepreneurs and SMMEs, and helps to include sustainable businesses into the mining value chain. These initiatives prioritise support for historically disadvantaged people and thereby promote inclusive growth. ARM conducts research and development, and supports tertiary institutions, to identify innovative and sustainable applications in mining technology.
SDG	How ARM contributes
Reduce inequality within and among countries. More information • Human capital management (from page 75) • Stakeholder engagement (from page 36) • Community impacts (from page 84)	The ARM human rights policy, code of conduct, employment equity policy and our human resources management policies promote equality and prohibit unfair discrimination on the basis of race, religion, gender, age, sexual orientation, nationality or disability. We promote equality and the inclusion of previously disadvantaged groups, including women and people with disabilities. We embrace an inclusive approach to community consultation and participation in decision-making.

ARM's reporting in terms of the UN Global Compact and SDGs continued

INDIRECT CONTRIBUTION SDGs continued

SDG



Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

More information

- Environment (from page 42)
- 2025 climate change and water report available is on our website www.arm.co.za

How ARM contributes

ARM works closely with our partners to ensure safe and responsible shipping with minimal risk to marine ecology. The operations are all inland and do not have a direct impact on marine resources. Our approach to water management aims to maximise recycling and minimise discharge into the environment, including freshwater ecosystems such as rivers and streams.

SDG



Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

More information

- Environment (from page 42)
- Biodiversity tables in the ESG supplementary datasheet 2025 on our website www.arm.co.za

How ARM contributes

Our approach to biodiversity conservation aligns with the ICMM Nature Position Statement. We acknowledge our responsibility to conserve biodiversity around our operations, particularly in the context of the declining estate of global biodiversity. We are committed to net positive biodiversity impact, or to compensation for negative impact, as appropriate.



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