African Rainbow Minerals

2026 UN Global Compact and SDG report



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 **F2026 ARM ESG report** available on our website, unless otherwise specified.

UNGC Principles	United Nations Global Compact
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.	➤ Report of the social and ethics committee chairman (from page 18) ➤ Our sustainable development model (from page 28) ➤ Human rights (from page 105)
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.	➤ Human capital management (from page 86) ➤ Human rights (from page 105) ➤ Report of the social and ethics committee chairman (from page 18)
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.	➤ Environment (from page 50) ➤ Biodiversity tables in the ESG supplementary datasheets on our website **www.arm.co.za** ➤ The 2026 climate change and water report is available on our website **www.arm.co.za**
ANTI-CORRUPTION	
10. Businesses should work against corruption in all its forms, including extortion and bribery.	➤ Report of the social and ethics committee chairman (from page 18) ➤ Our sustainable development model (from page 28) ➤ Governance overview (page 32) ➤ Corporate governance (from page 109)

CCW

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. Our F2026 performance against the KPIs linked to each main focus SDG is set out in the ESG report (page 14).

ESG Page references in the tables in this report refer to the **F2026 ARM ESG report** available on our website, unless otherwise specified.

MAIN FOCUS SDGs

SDG



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

- New cases of pulmonary tuberculosis (PTB)
- HIV prevalence
- Employees and contractors receiving antiretroviral therapy (ART)
- Number of fatalities
- Lost-time injury frequency rate (LTIFR)

More information

- Safety (from page 67)
- Occupational health and wellness (from page 73)
- Community impacts (from page 98)

How ARM contributes

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.

In F2026, Khumani Mine funded the placement of 12 healthcare practitioners at the Katrina Koi Koi clinic and Olifantshoek community health centre in its labour-sending areas, and Two Rivers Mine provided monthly food parcels to families affected by HIV and Aids in the Ngwaabe area.

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.

ARM'S REPORTING IN TERMS OF THE UN GLOBAL COMPACT AND SDGS CONTINUED

MAIN FOCUS SDGs continued

SDG



Ensure availability and sustainable management of water and sanitation for all.

ARM's material matters

- Water security and stewardship

Key performance indicators

- Water stress
- Water reuse efficiency
- Water supplied to neighbouring communities, farms and other users

More information

- Environment (from page 50)
- Community impacts (from page 98)
- The 2026 climate change and water report is available on our website **www.arm.co.za**

CCW

How ARM contributes

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.

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.

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. At the end of F2026, 96% of these targets were met or on track to be met (F2025: 81%) and water reuse efficiency improved to 82% (F2025: 76%). Nkomati Mine's water treatment plant was fully commissioned by the end of June 2026, enabling authorised discharge and reuse of excess mine water.

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 F2026, Khumani Mine refurbished 18 non-functioning boreholes in the Ga-Segonyana local municipality, improving access to reliable water supply for about 6 000 households.

ARM'S REPORTING IN TERMS OF THE UN GLOBAL COMPACT AND SDGS CONTINUED

MAIN FOCUS SDGs continued

SDG



Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

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

Key performance indicators

- Value-added, net value-added
- Fatality-frequency rate (FFR)
- LTIFR
- Total recordable injury frequency rate (TRIFR)
- Percentage of workers belonging to an organised labour group
- Number of employees and contractors
- Procurement of goods and services from host communities
- Social and labour plan (SLP) implementation

More information

- Why our products matter (from page 16)
- IAR Value created (IAR) (page 19)
- Human capital management (from page 86)
- Safety (from page 67)
- Community impacts (from page 98)
- Human rights (page 105)

How ARM contributes

ARM mines metals and beneficiates minerals that play a key role in developing infrastructure that promotes economic growth and enables global energy-transition technologies. 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. In F2026, operations invested R126.2 million in enterprise and supplier development, supporting 317 SMMEs.

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 of equal value.

ARM's safety initiatives promote safe and secure work environments and ARM recorded zero fatalities in F2026 (F2025: three). Our human rights policy ensures that labour rights are protected and that we do not use forced or child labour. Diversity and inclusion programmes are in place that include a focus on raising awareness regarding people with disability (PWD) and increasing PWD representation wherever practical.

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

- CSI and SLP investments
- Enterprise and supplier development (ESD) investments

More information

- Employee housing (page 96)
- Community impacts (from page 98)

How ARM contributes

ARM's housing strategy promotes access to decent accommodation by helping employees access affordable housing. The metals 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.

In F2026, ARM invested R54 million in LED infrastructure, including road upgrades at Modikwa, Black Rock and Bokoni mines. Two Rivers Mine and neighbouring mines jointly funded the R127 million upgrade of the R555 steel bridge, which was handed over in May 2026.

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

- Why our products matter (page 16)
- Environment (from page 50)
- The 2026 climate change and water report is available on our website **www.arm.co.za** CCW
- More information regarding ARM's management of tailings storage facilities is available on our website **www.arm.co.za**
- The 2026 Report on Conformance to the Global Industry Standards on Tailings Management is available on our website **www.arm.co.za**

How ARM contributes

ARM manages waste through a hierarchy that prioritises reduction, reuse and recycling, with disposal as a last resort. Mineral waste (waste rock and tailings) is the most material stream and its volume is linked to production. In F2026, operations recycled 5 337 tonnes of non-mineral waste and 1.2 million litres of used oil.

All 13 tailings storage facilities are managed in line with the Global Industry Standard on Tailings Management (GISTM), with annual reviews by an Independent Tailings Review Board. Water reuse efficiency improved to 82% in F2026 (F2025: 76%) and all operations submitted dust management plans under the National Dust Control Regulations, 2026.

Biodiversity plans, which safeguard the biomes around our operations, are in place at all eight operations (F2025: nine of nine), and in F2026 we began applying the Taskforce on Nature-related Financial Disclosures' (TNFD) locate, evaluate, assess and prepare (LEAP) approach to build a more strategic view of our nature-related impacts and dependencies.

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

- Climate change and energy (from page 54)
- The 2026 climate change and water report is available on our website **www.arm.co.za**
- Remuneration report (from page 153 of the ESG report)

CCW

How ARM contributes

ARM's carbon emissions are publicly reported in the 2026 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. With the short-term target met, the medium-term target is a 30% absolute reduction by F2030 against the adjusted baseline.

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.

Scope 1 and 2 emissions fell 33% to 1.06MtCO_2e in F2026 (F2025: 1.57MtCO_2e), mainly due to the closure of Cato Ridge Works, lower activity at Beeshoek and Bokoni mines, and renewable electricity at the ARM Platinum operations.

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 % 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 86)
- Community impacts (from page 98)
- IAR Value created (IAR) (page 19)

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 are provided at ARM operations to employees and community members to improve literacy, numeracy and employability. In F2026, ARM launched three ARM-branded laboratories and a training-and-testing facility at historically disadvantaged universities.

CSI and LED projects and the ARM Broad-based Economic Empowerment Trust include investments in infrastructure to build/upgrade or furnish schools. Contributions from the operations during the year included constructing and furnishing an administration block at Marole High School, a matric exam camp that helped lift Hotazel Combined School's pass rate from 63.5% to 93.9%, and school shoes for learners at host primary schools.

ARM'S REPORTING IN TERMS OF THE UN GLOBAL COMPACT AND SDGS CONTINUED

DIRECT CONTRIBUTION SDGs continued

SDG



Achieve gender equality and empower all women and girls.

ARM's material matters

- Diversity, equity and inclusion
- Making a lasting contribution to communities

Key performance indicators

- Female representation in workforce
- Female representation in management
- Female representation on board

More information

- Human capital management (from page 86)
- Community impacts (from page 98)

How ARM contributes

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.

ARM's gender mainstreaming policy and action plan, developed in consultation with the Commission for Gender Equality, were reviewed in F2026. Operations provide gender-responsive facilities, including access-controlled change houses and personal protective equipment designed for women. Women held 29% of management positions in F2026 (F2025: 27%).

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. The group harassment policy aligns with the national strategic plan on gender-based violence and femicide. 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 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

- Climate change and energy (from page 54)
- Why our products matter (from page 16)
- The 2026 climate change and water report is available on our website **www.arm.co.za**

CCW

How ARM contributes

The metals ARM produces enable global energy-transition technologies. 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. Construction of the 100MW solar PV facility was completed in F2026 and ARM Platinum began receiving renewable power in December 2025, supplying Two Rivers, Bokoni and Modikwa mines. ARM Platinum consumed 84.5GWh of solar electricity in F2026, about 8% of group electricity consumption. Full export capacity is expected once grid upgrades are completed in F2027.

ARM Ferrous is exploring opportunities for cross-operational investments in renewable energy to enhance energy security and reduce emissions. During F2026, ARM Ferrous completed the adjudication process for a potential power purchase agreement with an independent power producer, with a long-term decision expected by the end of December 2026. Environmental authorisations are in place for solar PV systems with integrated battery storage at Khumani and Black Rock mines.

ARM'S REPORTING IN TERMS OF THE UN GLOBAL COMPACT AND SDGS CONTINUED

DIRECT CONTRIBUTION SDGs continued

SDG



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.

ARM's material matters

- Human rights
- Standards of corporate governance
- Business ethics and transparency

Key performance indicators

- Average hours of training in anti-corruption issues per employee per year

More information

- Stakeholder engagement (from page 38)
- Report of the social and ethics committee chairman (from page 18)
- Our sustainable development model (from page 28)
- Governance overview (page 32)
- Human rights (from page 105)
- Corporate governance (from page 109)
- Risk management – ethics management and fraud (page 142)

How ARM contributes

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 participated in the 2025–2026 Extractive Industries Transparency Initiative (EITI) company assessment process.

ARM'S REPORTING IN TERMS OF THE UN GLOBAL COMPACT AND SDGS CONTINUED

DIRECT CONTRIBUTION SDGs continued

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 government
- Community investment – CSI and LED

More information

- Stakeholder engagement (from page 38)
- Our sustainable development model (from page 28)
- Water management (from page 57)
- The 2026 climate change and water report is available on our website **www.arm.co.za**
- Community impacts (from page 98)

CCW

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.

In F2026, these partnerships included engagement on the Vaal Gamagara Water Supply Scheme and the rehabilitation of the Sefateng road at Bokoni Mine with the Department of Public Works.

ARM'S REPORTING IN TERMS OF THE UN GLOBAL COMPACT AND SDGS CONTINUED

INDIRECT CONTRIBUTION SDGs

SDG



End poverty in all its forms everywhere.

More information

IAR

- Value created (IAR) (page 19)
- Human capital management (from page 86)
- Tax contribution (from page 102)
- Community impacts (from page 98)

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 entrepreneurism and stimulate economic activity. In F2026, ARM distributed R12.5 billion of the value it created (F2025: R11.6 billion).

SDG



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

More information

- Environment (from page 50)
- Community impacts (from page 98)
- The 2026 climate change and water report is available on our website **www.arm.co.za**

CCW

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. Khumani Mine's borehole refurbishment project in the Ga-Segonyana local municipality also supports local irrigation and farming.

Projects funded through our CSI programmes include support for the poor and vulnerable, including food parcels for vulnerable households and families affected by HIV and Aids.

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** ➤ Why our products matter (from page 16) ➤ Community impacts (from page 98) ➤ Data, information and technology governance (from page 144)	The metals our operations produce are essential components of the infrastructure that supports sustainable 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 support economic development and human wellbeing. ARM's enterprise and supplier development programmes support entrepreneurs and SMMEs and help 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, including through the ARM GeoMetallurgy research chair at Stellenbosch University, to identify innovative and sustainable applications in mining technology. In F2026, ARM launched three ARM-branded laboratories and a training-and-testing facility at historically disadvantaged universities.
 **Reduce inequality within and among countries.** **More information** ➤ Human capital management (from page 86) ➤ Stakeholder engagement (from page 38) ➤ Community impacts (from page 98)	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, who made up 1.5% of the workforce in F2026. 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

- Water management (from page 57)
- The 2026 climate change and water report is available on our website **www.arm.co.za**

CCW

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

- Land-use management and biodiversity (page 64)
- Biodiversity tables in the ESG supplementary datasheet 2026 on our website **www.arm.co.za**

How ARM contributes

Our approach to biodiversity conservation aligns with the ICMM Position Statement: Nature. We acknowledge our responsibility to conserve biodiversity around our operations, particularly in the context of the declining state of global biodiversity. We are working toward a nature-positive future to halt and reverse biodiversity loss across our operations and value chain in line with the Kunming-Montreal Global Biodiversity Framework. We apply the mitigation hierarchy, with offsets for significant residual impacts as a last resort.

In F2026, ARM began applying the TNFD LEAP approach to assess nature-related impacts, dependencies, risks and opportunities, covering seven of its nine operational sites.

THE OAK TREE GROUP



www.arm.co.za

Find us on LinkedIn **African Rainbow Minerals Limited**