Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2008	14066	10645	24711
2009	0	0	16777
2010	0	0	40712
2011	0	0	28704
2012	0	0	26587
2013	0	0	24716
2014	0	0	24711
2015	13727	11729	25456
2016	13809	9319	23128
2017	13235	10871	24106
2018	12420	9442	21862
2019	0	0	21417
2020	20998	0	20998
2021	12335	8593	20928
2022	21610	0	21610
2023	22931	0	22931
2024	13670	9699	23369

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	Yes	No	0
Congo, Democratic Republic	No	No	ARM's assets in the rest of Africa are held in a 50:50 joint venture with Vale, which agreement was concluded in March 2009, and consist of development projects and exploration areas, including a copper development in Zambia and a copper/ cobalt project in the Democratic Republic of Congo (DRC). 2013: Since the year-end ARM exited the Kalumines Project in the Democratic Republic of Congo
Zambia	No	No	ARM's assets in the rest of Africa are held in a 50:50 joint venture with Vale, which agreement was concluded in March 2009, and consist of development projects and exploration areas, including a copper development in Zambia and a copper/ cobalt project in the Democratic Republic of Congo (DRC).
Malaysia	No	No	0

Total Employee Count:

Country:	Year End:	No. Operations	No. Employees:	No. Contractors:	Total Workforce:	Union(s):	Degree of Unionisation:	Min Wage (Local) Per Month:	Min Wage USD (Per Annum):	Min Wage USD (Per Annum):
South Africa	2014	0	0	0	0	NUM AMCU NUMSA Solidarity UASA	0	0	0	No
Congo, Democratic Republic	2014	0	0	0	0	0	0	0	0	No
Malaysia	2013	0	0	0	0	0	0	0	0	No
Zambia	2014	2	0	0	0	0	0	0	0	No