Company Information Report

Contact Details

Home Country:	Postal Address:	Postal Address:	City:	Area code:	Head Office Telephone:	Email:	Website:	Company Registration Date::	Latest Annual Report:	Recording Currency:
South Africa	PO Box 786136	Sandton	Johannesburg	2146	+27 11 779 1300	ir.admin@arm.co.za	http://www.arm.co.za	1933/01/01	2023/06/30	ZAR

GUF Information

GUF in this sector:	Signed an IFA:	IFA signing Date:
IndustriALL	No	0

Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Mining	Johannesburg Stock Exchange (JSE)	0

Five Major Shareholders

39% African Rainbow Minerals &Exploration Investments (Pty) Ltd
8% Government Employees Pension Fund
7% ARM Broad - Based Economic Empowerment Trust
5% Opilac (Pty) Ltd
0%

N/A

Company Performance Report

Company Performance in US Dollars - USD

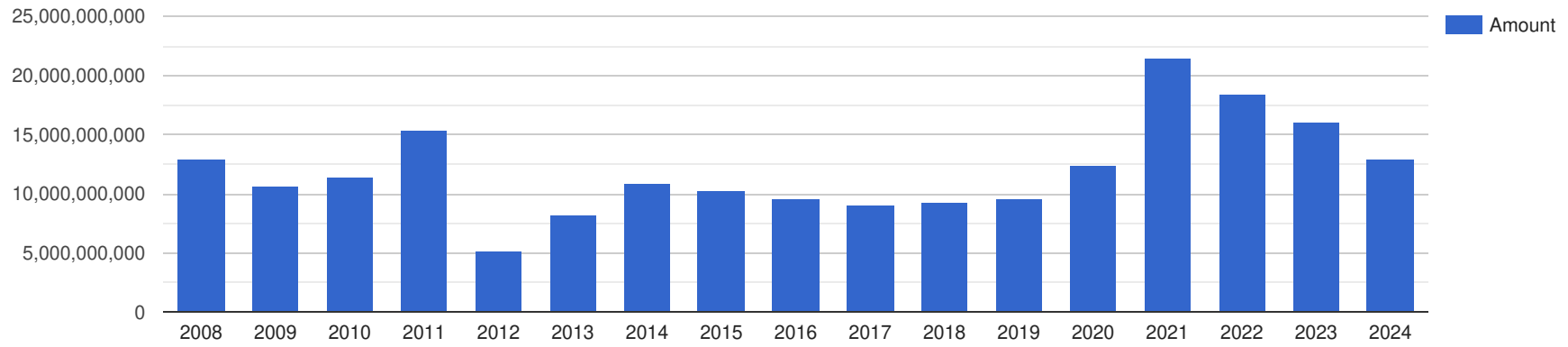
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	1,562,152,357	850,181,378	3,008,222,490	1,112,696,493
2009	1,264,691,943	520,971,564	3,021,208,531	1,036,492,891
2010	1,589,675,804	415,054,960	3,928,342,841	1,350,215,667
2011	2,200,143,266	752,578,797	4,639,828,080	1,460,458,453
2012	671,483,871	671,483,871	4,556,903,226	1,407,870,968
2013	932,840,909	192,954,545	3,845,340,909	951,818,182
2014	1,047,540,984	394,406,943	3,515,718,419	796,432,015
2015	893,968,531	37,237,762	3,084,178,322	732,342,657
2016	650,847,458	-51,864,407	2,381,491,525	714,983,051
2017	690,053,558	88,217,292	2,467,176,741	627,850,038
2018	650,491,573	394,241,573	2,409,058,989	486,446,629
2019	656,945,300	280,413,500	2,547,819,539	514,342,439
2020	721,887,421	454,778,585	2,479,805,103	491,904,557
2021	1,542,925,353	1,352,225,905	3,817,512,422	669,677,206
2022	1,165,334,988	1,082,648,500	3,746,280,374	557,658,947
2023	857,025,726	593,800,579	3,414,153,676	531,508,220
2024	702,724,751	119,649,753	3,844,672,867	685,538,696

Company Performance in South African Rand - ZAR

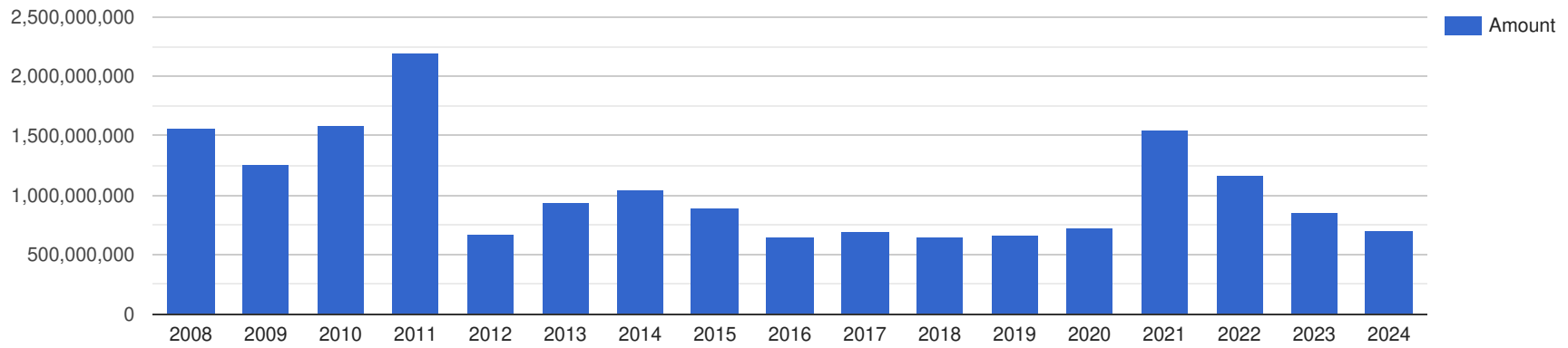
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	12,919,000,000	7,031,000,000	24,878,000,000	9,202,000,000
2009	10,674,000,000	4,397,000,000	25,499,000,000	8,748,000,000
2010	11,425,000,000	2,983,000,000	28,233,000,000	9,704,000,000
2011	15,357,000,000	5,253,000,000	32,386,000,000	10,194,000,000
2012	5,204,000,000	5,204,000,000	35,316,000,000	10,911,000,000
2013	8,209,000,000	1,698,000,000	33,839,000,000	8,376,000,000
2014	10,863,000,000	4,090,000,000	36,458,000,000	8,259,000,000
2015	10,227,000,000	426,000,000	35,283,000,000	8,378,000,000
2016	9,600,000,000	-765,000,000	35,127,000,000	10,546,000,000
2017	9,019,000,000	1,153,000,000	32,246,000,000	8,206,000,000
2018	9,263,000,000	5,614,000,000	34,305,000,000	6,927,000,000
2019	9,596,000,000	4,096,000,000	37,216,000,000	7,513,000,000
2020	12,386,000,000	7,803,000,000	42,548,000,000	8,440,000,000
2021	21,457,000,000	18,805,000,000	53,089,000,000	9,313,000,000
2022	18,406,000,000	17,100,000,000	59,171,000,000	8,808,000,000
2023	16,097,000,000	11,153,000,000	64,126,000,000	9,983,000,000
2024	12,921,000,000	2,200,000,000	70,692,000,000	12,605,000,000

Company Performance Changes Report

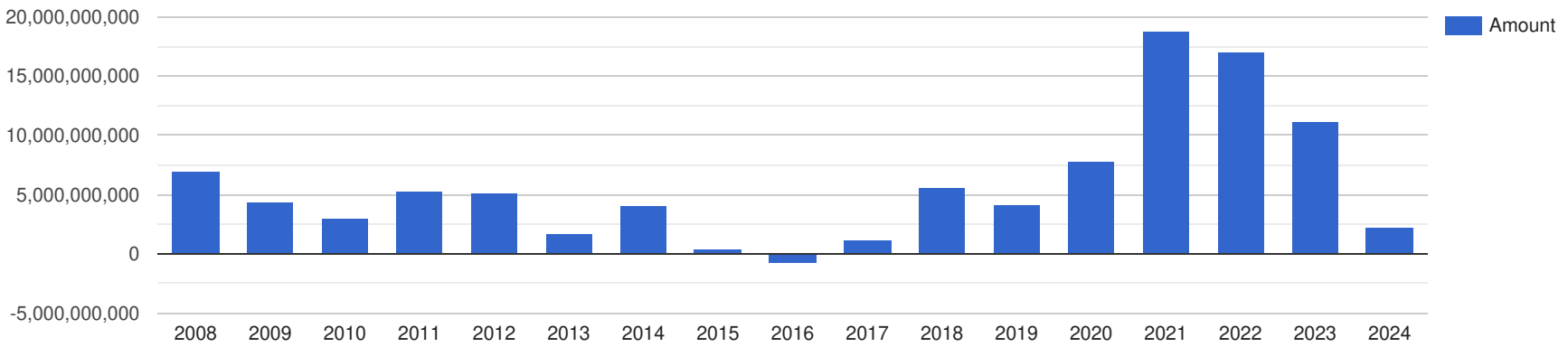
Company Revenue - ZAR



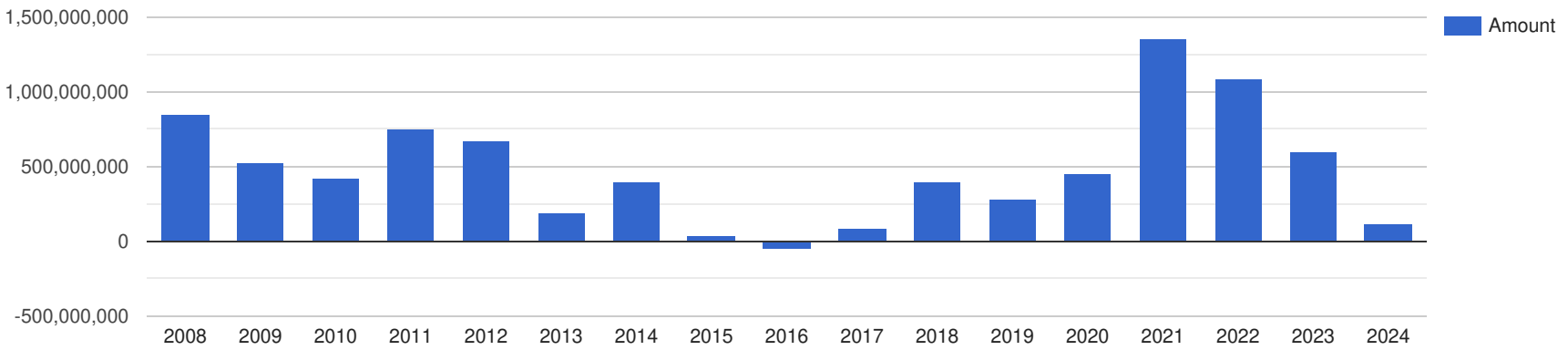
Company Revenue - USD



Company Profit Before Tax - ZAR



Company Profit Before Tax - USD



Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Wilkens	Andre T	Male	Yes	Yes
2009	Wilkens	Andre T	Male	Yes	Yes
2010	Wilkens	Andre T	Male	Yes	Yes
2011	Wilkens	Andre T	Male	Yes	Yes
2012	Schmidt	Mike	Male	No	No
2013	Schmidt	Mike	Male	Yes	Yes
2014	Schmidt	Mike	Male	Yes	Yes
2015	Schmidt	Mike	Male	Yes	Yes
2016	Schmidt	Mike	Male	Yes	Yes
2017	Schmidt	Mike	Male	Yes	Yes
2018	Schmidt	Mike	Male	Yes	Yes
2019	Schmidt	Mike	Male	Yes	Yes
2020	Schmidt	Mike	Male	Yes	Yes
2021	Schmidt	Mike	Male	Yes	Yes
2022	Schmidt	Mike	Male	No	No
2023	Tobias	VP	Male	No	No
2024	Tobias	VP	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	230,472	144,256	438,936	0	813,664	4,759,664	5,573,327
2009	540,317	133,652	139,012	0	812,981	0	812,981
2010	676,499	179,630	947,266	0	1,803,395	0	1,803,395
2011	778,080	200,287	477,364	0	1,455,731	0	1,455,731
2012	531,355	83,226	200,387	0	814,968	0	814,968
2013	610,455	97,614	364,545	0	1,072,614	0	1,072,614
2014	549,084	69,142	379,171	0	997,396	228,049	1,225,445
2015	527,185	66,783	0	0	593,969	0	593,969
2016	432,407	46,712	261,085	0	740,203	0	740,203
2017	515,761	34,889	460,750	11,706	1,023,106	0	1,023,106
2018	497,612	44,312	568,258	0	1,110,183	541,152	1,651,334
2019	514,479	34,983	560,348	10,543	1,120,353	1,661,874	2,782,228
2020	466,022	516,902	31,297	8,043	1,022,264	0	1,022,264
2021	592,292	39,908	698,281	9,995	1,340,476	0	1,340,476
2022	549,035	37,037	0	8,800	594,872	0	594,872
2023	69,961	5,803	71,079	1,491	148,334	0	148,334
2024	511,340	0	241,856	0	753,195	0	753,195

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	8	1,331,318	4,120,556	166,415	515,070
2009	6	2,117,688	2,981,123	352,948	496,854
2010	7	3,016,140	7,482,120	430,877	1,068,874
2011	7	3,619,054	6,881,375	517,008	983,054
2012	8	3,916,903	6,893,290	489,613	861,661
2013	5	2,884,659	4,865,568	576,932	973,114
2014	5	2,591,996	3,886,982	518,399	777,396
2015	6	2,324,199	2,490,370	387,366	415,062
2016	5	2,010,237	3,472,136	402,047	694,427
2017	5	2,398,546	4,111,324	479,709	822,265
2018	6	2,381,110	4,263,834	396,852	710,639
2019	6	2,139,591	4,886,904	356,598	814,484
2020	6	1,701,888	4,209,582	283,648	701,597
2021	6	2,063,493	5,317,754	343,916	886,292
2022	5	1,946,692	3,463,564	389,338	692,713
2023	6	1,709,296	3,589,660	284,883	598,277
2024	3	1,390,892	1,876,729	463,631	625,576

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	8	366,195	45,774
2009	10	579,944	57,994
2010	8	616,530	77,066
2011	11	947,385	86,126
2012	9	903,613	100,401
2013	9	869,318	96,591
2014	10	791,418	79,142
2015	9	753,584	83,732
2016	9	580,949	64,550
2017	10	668,630	66,863
2018	13	1,061,236	81,634
2019	13	1,123,845	86,450
2020	12	808,836	67,403
2021	12	1,264,831	105,403
2022	11	893,447	81,222
2023	13	942,818	72,524
2024	13	1,113,613	85,663

CEO Remuneration - ZAR:

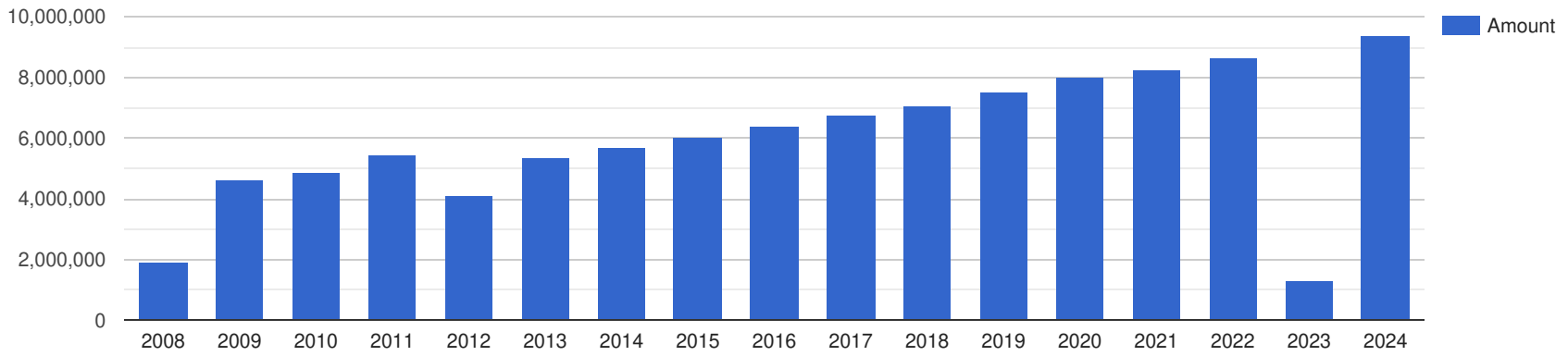
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	1,906,000	1,193,000	3,630,000	0	6,729,000	39,362,418	46,091,418
2009	4,637,000	1,147,000	1,193,000	0	6,977,000	0	6,977,000
2010	4,862,000	1,291,000	6,808,000	0	12,961,000	0	12,961,000
2011	5,431,000	1,398,000	3,332,000	0	10,161,000	0	10,161,000
2012	4,118,000	645,000	1,553,000	0	6,316,000	0	6,316,000
2013	5,372,000	859,000	3,208,000	0	9,439,000	0	9,439,000
2014	5,694,000	717,000	3,932,000	0	10,343,000	2,364,863	12,707,863
2015	6,031,000	764,000	0	0	6,795,000	0	6,795,000
2016	6,378,000	689,000	3,851,000	0	10,918,000	0	10,918,000
2017	6,741,000	456,000	6,022,000	153,000	13,372,000	0	13,372,000
2018	7,086,000	631,000	8,092,000	0	15,809,000	7,706,000	23,515,000
2019	7,515,000	511,000	8,185,000	154,000	16,365,000	24,275,000	40,640,000
2020	7,996,000	8,869,000	537,000	138,000	17,540,000	0	17,540,000
2021	8,237,000	555,000	9,711,000	139,000	18,642,000	0	18,642,000
2022	8,672,000	585,000	0	139,000	9,396,000	0	9,396,000
2023	1,314,000	109,000	1,335,000	28,000	2,786,000	0	2,786,000
2024	9,402,000	0	4,447,000	0	13,849,000	0	13,849,000

Executive Director Remuneration - ZAR:

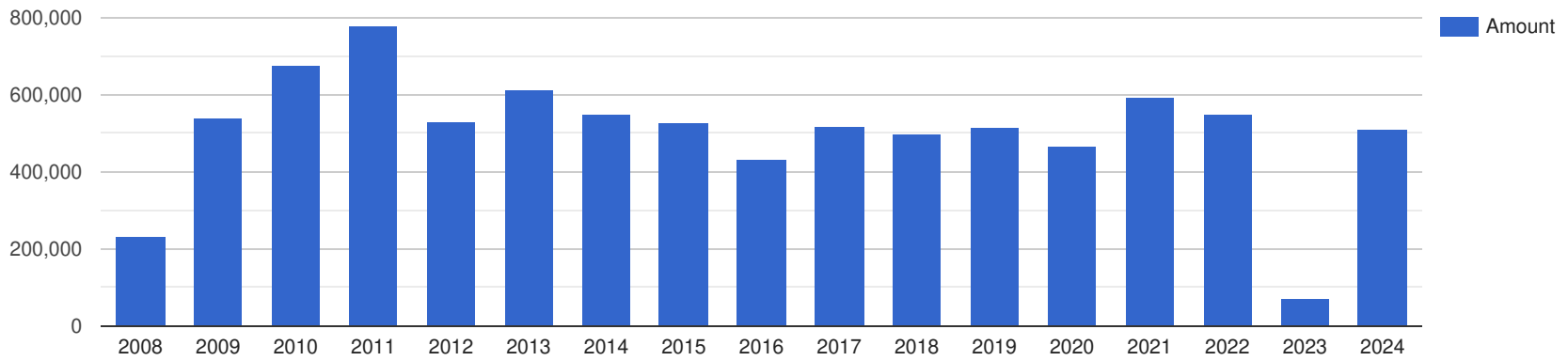
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	8	11,010,000	34,077,000	1,376,250	4,259,625
2009	6	18,174,000	25,584,000	3,029,000	4,264,000
2010	7	21,677,000	53,774,000	3,096,714	7,682,000
2011	7	25,261,000	48,032,000	3,608,714	6,861,714
2012	8	30,356,000	53,423,000	3,794,500	6,677,875
2013	5	25,385,000	42,817,000	5,077,000	8,563,400
2014	5	26,879,000	40,308,000	5,375,800	8,061,600
2015	6	26,588,832	28,489,832	4,431,472	4,748,305
2016	5	29,651,000	51,214,000	5,930,200	10,242,800
2017	5	31,349,000	53,735,000	6,269,800	10,747,000
2018	6	33,907,000	60,717,000	5,651,167	10,119,500
2019	6	31,253,000	71,383,000	5,208,833	11,897,167
2020	6	29,201,000	72,228,000	4,866,833	12,038,000
2021	6	28,697,000	73,954,000	4,782,833	12,325,667
2022	5	30,748,000	54,707,000	6,149,600	10,941,400
2023	6	32,104,000	67,421,000	5,350,667	11,236,833
2024	3	25,574,000	34,507,000	8,524,667	11,502,333

Company Directors Fee Changes

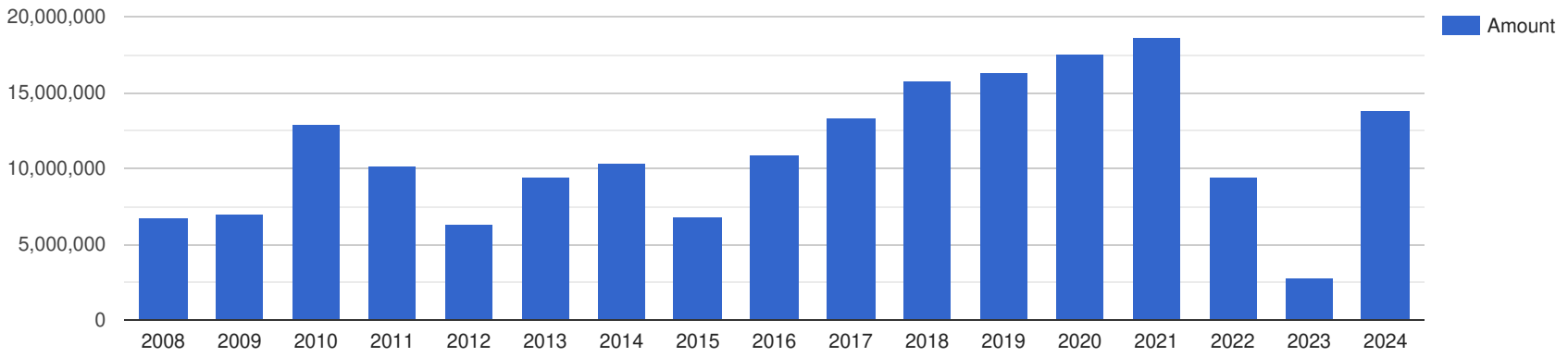
CEO Salary - ZAR



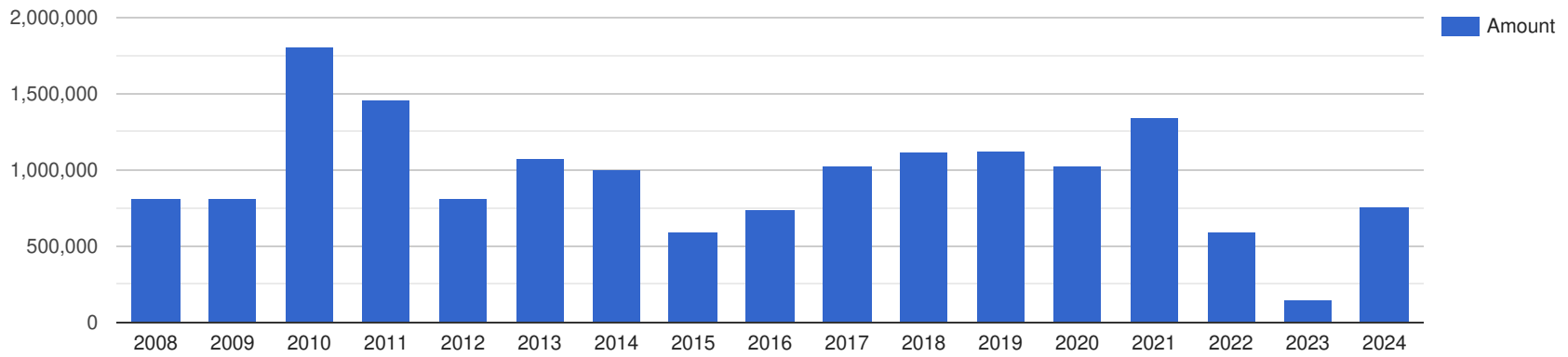
CEO Salary - USD



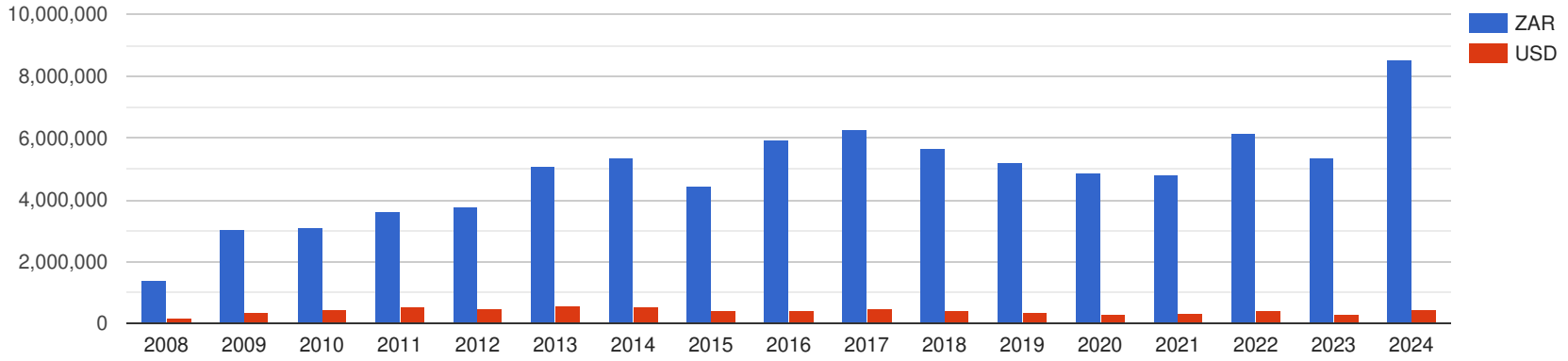
CEO Remuneration - ZAR



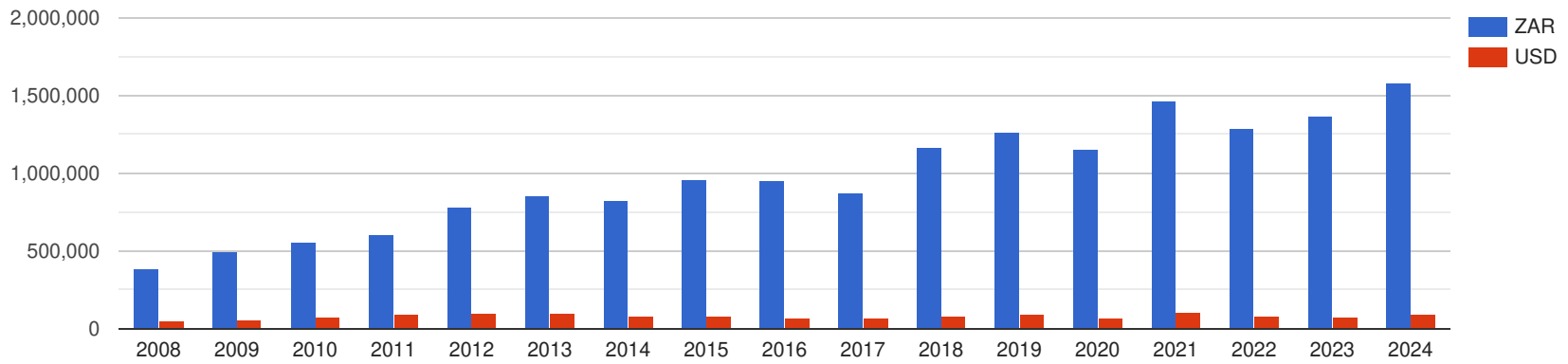
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



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