



MINING WITH PURPOSE

GRI STANDARDS CONTENT INDEX
30 June 2023

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Prepared in accordance with 102-55.

Harmony has reported in accordance with the GRI Standards for the period from 1 July 2022 to 30 June 2023 using GRI 1: Foundation 2021. We will include disclosure requirements in the GRI Sector Standard for Mining when it is published.

 RSM South Africa Inc assured selected sustainability information within the [Assurance report](#) of Harmony's [ESG report](#), available at www.harmony.co.za.

GRI Standard	Disclosure	Location
GENERAL DISCLOSURE		
GRI 2: General Disclosures 2021	2-1 Organisational details	ESG report Who we are: 6
	2-2 Entities included in the organisation's sustainability reporting	ESG report Our operations: 9-14
	2-3 Reporting period, frequency and contact point	ESG report Report navigation: 1 About this report: 3
	2-4 Restatements of information	ESG report Environment: 65, 74 and 93 Empowering communities: 141 Integrated annual report Our business model: 24-26 How we performed: 87-88
	2-5 External assurance	ESG report About this report: 3 ESG in practice: 19 Water use: 80 Tailings and waste management: 88 Safety: 115 Corporate governance: 172 Assurance report: 182-185
	2-6 Activities, value chain and other business relationships	ESG report About Harmony: 6-8, 17, 21, 23-24, 34 and 37-44 Environment: 51, 52, 64, 84 and 90 Social: 98, 101, 103, 110, 125, 139, 149 and 155-157 Corporate governance: 165, 173 and 175 Mining charter III – compliance scorecard: 187

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GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021 <i>continued</i>	2-7 Employees	ESG report Mining with purpose: 2 About Harmony: 5-6, 9, 12, 18, 25, 27-28, 30-33, 35, 37, 39-40, 43 and 45 Environment: 51-52, 55, 66-67, 77 and 83 Social: 98-114, 117, 120-140, 148, 152 and 160-162 Economic impact: 164 Corporate governance: 165-167, 169-170, 172-174 and 179 Mining charter III – compliance scorecard: 186-187
	2-8 Workers who are not employees	ESG report Our operations: 12 Social: 99-100, 103, 106, 111, 123, 128, 131-132, 134, 138 and 161 Economic impact: 164 Corporate governance: 172
	2-9 Governance structure and composition	ESG report Corporate governance: 168 and 174-176 Board committees: 178-180
	2-10 Nomination and selection of the highest governance body	ESG report Corporate governance: 168, 171 and 174-176 Board committees: 178-180
	2-11 Chair of the highest governance body	ESG report Corporate governance: 168 and 175-176 Integrated annual report Chairman's review: 6-7 Our leadership: 76-78 Report to shareholders Audit and risk committee: chairperson's report: 5 Remuneration report: 12
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG report About Harmony: 16, 23 and 36 Environmental management and stewardship: 54 Our humanistic approach: 101 Corporate governance: 165-177 Board committees: 178-180

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GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021 <i>continued</i>	2-13 Delegation of responsibility for managing impacts	ESG report Corporate governance: 167, 171-172, 174 and 176 Board committees: 178 and 180
	2-14 Role of the highest governance body in sustainability reporting	ESG report Board committees: 179
	2-15 Conflicts of interest	ESG report Corporate governance: 170, 172 and 176
	2-16 Communication of critical concerns	ESG report About Harmony: 16, 20, 39-40 and 43 Land rehabilitation and management: 66-67 Social: 105, 108-109, 111, 119, 125, 132 and 134
	2-17 Collective knowledge of the highest governance body	ESG report Corporate governance: 168
	2-18 Evaluation of the performance of the highest governance body	ESG report Corporate governance: 176
	2-19 Remuneration policies	Report to shareholders Remuneration report: 15-25
	2-20 Process to determine remuneration	Report to shareholders Remuneration report: 15-25
	2-21 Annual total compensation ratio	Report to shareholders Remuneration report: 24
	2-22 Statement on sustainable development strategy	ESG report Mining with purpose: 2 ESG in practice: 19 and 22-24 Social and ethics committee: chairperson's report: 45 Environmental management and stewardship: 66-67 Corporate governance: 167
	2-23 Policy commitments	ESG report About this report: 3

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GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021 <i>continued</i>	2-24 Embedding policy commitments	ESG report Mining with purpose: 2 About Harmony: 19, 22-29, 33-37, 40 and 45 Environment: 51, 53-54, 63, 66-68, 71, 77, 85-86, 92 and 94 Social: 102, 104-105, 113, 121, 129, 138-139, 145, 152-154 and 160 Governance: 163, 165, 167-169, 171-173, 175-176 and 178
	2-25 Processes to remediate negative impacts	ESG report About Harmony: 19-21, 24, 26, 33 and 38 Environment: 52, 61, 66, 81, 94-95 and 97 Social: 105, 127 and 148 Corporate governance: 170 and 172
	2-26 Mechanisms for seeking advice and raising concerns	ESG report Corporate governance: 168, 171-172 and 179
	2-27 Compliance with laws and regulations	ESG report About Harmony: 5, 20-23, 29-31, 36, 39-43 and 45 Environment: 50-51, 54, 56, 58-60, 63, 77, 79, 81-83, 85-86, 87-88, 89-90, 92-93 and 95 Social: 101, 109-110, 120, 122-127, 129-130, 137-141, 143, 149, 152, 154 and 155-158 Governance: 163, 166-169, 172-174, 176 and 178-179 Supplementary information: 181-182 and 186-187
	2-28 Membership associations	ESG report ESG in practice: 23 and 26 Social and ethics committee: chairperson's report: 45 Environmental management and stewardship: 54 and 57 Water use: 84 Safety: 110 Caring for our employees: 138
	2-29 Approach to stakeholder engagement	ESG report Mining with purpose: 2 About Harmony: 22, 34 and 37-45 Environment: 63, 79 and 88 Social: 103, 108, 138, 142, 161 and 167 Corporate governance: 173
	2-30 Collective bargaining agreements	ESG report Stakeholder engagement: 40 Caring for our employees: 137-138

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GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ESG report About this report: 3 Our material matters: 33 Corporate governance: 171 Supplementary information: 181
	3-2 List of material topics	ESG report Our material matters: 33-36 Stakeholder engagement: 39-43 Leaving a lasting positive legacy: 52 Our humanistic approach: 103 Corporate governance: 166
Economic performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Integrated annual report Guided by our strategy: 20-23 Financial director's report: 89-92
MATERIAL TOPICS		
Economic performance		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Integrated annual report The value we've created: 82-116
	201-2 Financial implications and other risks and opportunities due to climate change	ESG report About Harmony: 20, 22-23, 26, 34, 43 and 44 Environment: 47, 51-55, 57, 68-77, 79-80 and 94-95
	201-3 Defined benefit plan obligations and other retirement plans	ESG report Caring for our employees: 131 and 138 Report to shareholders Remuneration report: 12-25
	201-4 Financial assistance received from government	ESG report Environmental management and stewardship: 57 Climate change, energy and emissions management: 73 and 76 Empowering communities: 142 and 149

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GRI Standard	Disclosure	Location
Market presence		
GRI 3: Material Topics 2021	3-3 Management of material topics	Report to shareholders Remuneration report: 12-25
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Report to shareholders Remuneration report: 12-25
	202-2 Proportion of senior management hired from the local community	ESG report Caring for our employees: 132 Mining charter III – compliance scorecard: 186
Indirect economic impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report About Harmony: 34, 36-37, 41-43 and 45 Leaving a lasting positive legacy: 51 Corporate governance: 165-166 and 172
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	ESG report Land rehabilitation and management: 63 and 66 Water use: 78 Our humanistic approach: 100 and 102 Empowering communities: 140 and 141-150
	203-2 Significant indirect economic impacts	ESG report ESG in practice: 27 Land rehabilitation and management: 66-67 Social: 98, 100, 102-103, 122, 136-137, 139-141, 144, 146-149, 151-152 and 158
MATERIAL TOPICS		
Procurement practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report About Harmony: 20, 22, 25-26, 28, 34, 36 and 40-45 Our humanistic approach: 102-103 Empowering communities: 140 Corporate governance: 166-167
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	ESG report Environmental management and stewardship: 61 Empowering communities: 141 and 155-160 Economic impact: 164 Mining charter III – compliance scorecard: 187

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GRI Standard	Disclosure	Location
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Our material matters: 36 Stakeholder engagement: 40
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	ESG report Our material matters: 36 Corporate governance: 172
	205-2 Communication and training about anti-corruption policies and procedures	ESG report Stakeholder engagement: 43 Corporate governance: 172
	205-3 Confirmed incidents of corruption and actions taken	None
Anti-competitive behaviour		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Corporate governance: 172
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	ESG report Corporate governance: 173
Tax		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Our risk and opportunity profile: 18 Our material matters: 35 Leaving a positive legacy: 52 Environmental management and stewardship: 57 Economic impact: 164 Corporate governance: 166

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GRI Standard	Disclosure	Location
MATERIAL TOPICS		
Tax		
GRI 207: Tax 2019	207-1 Approach to tax	ESG report Environmental management and stewardship: 58 Climate change, energy and emissions management: 68 Empowering communities: 139 Report to shareholders Notes to the summarised consolidated financial statements: 52-53
	207-2 Tax governance, control and risk management	ESG report Environmental management and stewardship: 55
	207-3 Stakeholder engagement and management of concerns related to tax	ESG report Stakeholder engagement: 42
	207-4 Country-by-country reporting	ESG report Group impact: 32 Environmental management and stewardship: 55 Climate change, energy and emissions management: 71 and 73 Economic impact: 164 Report to shareholders Notes to the summarised consolidated financial statements: 52-53
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Stakeholder engagement: 43 Environmental management and stewardship: 57 Tailings and waste management: 86
GRI 301: Materials 2016	301-1 Materials used by weight or volume	ESG report Tailings and waste management: 91
	301-2 Recycled input materials used	ESG report Tailings and waste management: 89 and 91
	301-3 Reclaimed products and their packaging materials	ESG report Tailings and waste management: 89

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GRI Standard	Disclosure	Location
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report ESG in practice: 24 Environment: 50-53, 55-56, 58, 61, 68-70 and 73
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	ESG report Environmental impact: 48 Climate change, energy and emissions management: 71-74
	302-2 Energy consumption outside of the organisation	ESG report Climate change, energy and emissions management: 74
	302-3 Energy intensity	ESG report Climate change, energy and emissions management: 71-74
	302-4 Reduction of energy consumption	ESG report Climate change, energy and emissions management: 71-74
	302-5 Reductions in energy requirements of products and services	ESG report Climate change, energy and emissions management: 70-73
Water and effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report ESG in practice: 24-26 and 29 Our material matters: 34 Environment: 52, 53, 55, 61, 73, 77-78, 79-80, 82-83, 86, 87-88 and 91 Empowering communities: 148 Board committees: 179

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GRI Standard	Disclosure	Location
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	ESG report Our material matters: 34 Water use: 83-84
	303-2 Management of water discharge-related impacts	ESG report ESG in practice: 26 Environment: 53, 58, 60, 77-78, 79-82, 87-88 and 91
	303-3 Water withdrawal	ESG report Group impact: 32 Water use: 79-81
	303-4 Water discharge	ESG report Water use: 81-82
	303-5 Water consumption	ESG report Water use: 79 and 84
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Leaving a lasting positive legacy: 52 Biodiversity and conservation: 94-95 and 97
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	ESG report Environmental management and stewardship: 57 Rehabilitation strategy: 64 Biodiversity and conservation: 94-97 ESG data tables Biodiversity: 6 - 12
	304-2 Significant impacts of activities, products and services on biodiversity	ESG report Biodiversity and conservation: 95-97 ESG data tables Biodiversity: 6 - 12
	304-3 Habitats protected or restored	ESG report Environment: 59, 66-67, 95 and 96-97 ESG data tables Biodiversity: 6 - 12
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	ESG report Biodiversity and conservation: 95-96 ESG data tables Biodiversity: 6 - 12

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GRI Standard	Disclosure	Location
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report ESG in practice: 20-21, 25-26 and 30-31 Our material matters: 34-35 Environment: 44-50, 52-58, 63-65, 68-72, 74-76 and 92 Climate change, energy and emissions management: 68
GRI 305: Emissions 2016	305-1 Direct (scope 1) GHG emissions	ESG report ESG in practice: 31 Environmental management and stewardship: 56-58 Climate change, energy and emissions management: 68, 71-72 and 74
	305-2 Energy indirect (scope 2) GHG emissions	ESG report Climate change, energy and emissions management: 72 and 74
	305-3 Other indirect (scope 3) GHG emissions	ESG report Environmental management and stewardship: 54 Climate change, energy and emissions management: 74
	305-4 GHG emissions intensity	ESG report Climate change, energy and emissions management: 74
	305-5 Reduction of GHG emissions	ESG report Climate change, energy and emissions management: 74
	305-6 Emissions of ozone-depleting substances (ODS)	None
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	ESG report Air quality: 92-93

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GRI Standard	Disclosure	Location
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report ESG in practice: 26 Environment: 50-51, 53, 86 and 89-90
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	ESG report Leaving a lasting positive legacy: 51 Tailings and waste management: 91
	306-2 Management of significant waste-related impacts	ESG report Tailings and waste management: 85-86 and 87-91
	306-3 Waste generated	ESG report Tailings and waste management: 91
	306-4 Waste diverted from disposal	ESG report Environmental management and stewardship: 62 Tailings and waste management: 89 and 91
	306-5 Waste directed to disposal	ESG report Tailings and waste management: 91
Supplier environmental assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report About Harmony: 21, 28, 34 and 37 Leaving a lasting positive legacy: 49 and 51 Climate change, energy and emissions management: 68-69 Our humanistic approach: 102 Empowering communities: 155 Corporate governance: 165
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	ESG report Stakeholder engagement: 43 Environmental management and stewardship: 54
	308-2 Negative environmental impacts in the supply chain and actions taken	ESG report Environmental management and stewardship: 54

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GRI Standard	Disclosure	Location
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Stakeholder engagement: 40 Caring for your employees: 129-130
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ESG report Caring for our employees: 132 ESG data tables Hiring and Turnover : 39
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESG report Caring for our employees: 138
	401-3 Parental leave	ESG report Caring for our employees: 137
Labour/management relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report About Harmony: 20, 22, 33 and 40 Our humanistic approach: 103
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Report to shareholders Remuneration report: 22
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Our material matters: 33 Social: 103, 105, 109, 111, 114, 123 and 131 Board committees: 179-180

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GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	ESG report Social: 103, 105, 109, 111, 114, 123 and 131 Board committees: 179-180
	403-2 Hazard identification, risk assessment, and incident investigation	ESG report Social: 100, 105, 110, 114-116, 120-121, 123 and 125-127
	403-3 Occupational health services	ESG report Health and wellness: 123
	403-4 Worker participation, consultation, and communication on occupational health and safety	ESG report Social: 101, 111 and 127-128
	403-5 Worker training on occupational health and safety	ESG report ESG in practice: 25 Social: 102, 107-109, 114, 120 and 127
	403-6 Promotion of worker health	ESG report Health and wellness: 121, 123, 125 and 127-128
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG report Social: 101, 105, 110, 111, 114, 119 and 123-127
	403-8 Workers covered by an occupational health and safety management system	ESG report Safety: 106 and 111 Health and wellness: 123
	403-9 Work-related injuries	ESG report ESG in practice: 30-31 Social impact: 99 Safety: 114-117
	403-10 Work-related ill health	ESG report Health and wellness: 124-126
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report ESG in practice: 20 and 22

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GRI Standard	Disclosure	Location
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESG report Caring for our employees: 134
	404-2 Programmes for upgrading employee skills and transition assistance programmes	ESG report Caring for our employees: 130 and 134-137
	404-3 Percentage of employees receiving regular performance and career development reviews	ESG report Caring for our employees: 130
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report About Harmony: 20, 25, 28-31, 33, 40 and 43 Our humanistic approach: 100 and 102-103 Caring for our employees: 129-130 and 132-134
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ESG report Caring for our employees: 131-133 Corporate governance: 167-168 and 175
	405-2 Ratio of basic salary and remuneration of women to men	Report to shareholders Remuneration report: 15
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Caring for our employees: 134
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	None
Freedom of association and collective bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Our humanistic approach: 100 and 103 Caring for our employees: 130 and 137-138
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None

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GRI Standard	Disclosure	Location
Child labour		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Caring for our employees: 138
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	None
Forced or compulsory labour		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Caring for our employees: 138 The impacts of illegal mining: 161
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	None
Security practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report About Harmony: 23, 40 and 45 Social: 138, 156 and 161
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	ESG report Caring for our employees: 138 ESG data table Security: 44
Rights of indigenous peoples		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Our material matters: 34 Empowering communities: 139
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	None

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GRI Standard	Disclosure	Location
Local communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Mining with purpose: 2 About Harmony: 19, 21-22, 24-25, 27-28, 33-34, 36-37 and 39-45 Empowering communities: 139-140 Corporate governance: 165-167, 170, 172 and 179 Mining charter III – compliance scorecard: 186-187
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	ESG report Environment: 49, 51-52, 54-55, 60-61, 63-64, 65-66, 68, 76-78, 79-80, 83-86, 87-88, 89-90, 92-93 and 95-97 Social: 98, 100-103, 128-130, 133-135, 138-139 and 160-162
	413-2 Operations with significant actual and potential negative impacts on local communities	ESG report Environmental management and stewardship: 55 and 60-61 Land rehabilitation and management: 65
Supplier social assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report About Harmony: 21, 37 and 43-45 Caring for our employees: 138 Empowering communities: 155-157 and 160
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	ESG report None
	414-2 Negative social impacts in the supply chain and actions taken	None
Public policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG report Stakeholder engagement: 39 Corporate governance: 167 and 171
GRI 415: Public Policy 2016	415-1 Political contributions	ESG data tables Payments to governments: 2

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GRI Standard	Disclosure	Location
Customer health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not material
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Not material
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None
Marketing and labelling		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not material
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	Not material
	417-2 Incidents of non-compliance concerning product and service information and labelling	None
	417-3 Incidents of non-compliance concerning marketing communications	None
Customer privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Not material
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None