



ESG DATA
TABLES
30 JUNE 2024

MINING WITH PURPOSE

ESG DATA TABLES

For convenience, this document consolidates data tables used in the ESG report. Refer to Glossary for definitions and acronyms.

Note: All figures from FY22 include a full year of data for Mponeng and Chemwes (Mine Waste Solutions) operations (Only nine months reporting in FY21 from October 2020)

Economic contributions

	FY24	FY23	FY22	FY21	FY20
Production					
Total Tonnes Processed (Mt)					
South Africa	48	48	51	46	22
Papua New Guinea	3	4	3	3	4
Group	51	52	54	49	25
Total Gold Produced ('000oz)					
South Africa	1 398	1 327	1 367	1 385	1 061
Papua New Guinea	164	140	119	151	157
Group	1 562	1 467	1 486	1 536	1 218

ESG data tables continued

	FY24	FY23	FY22	FY21	FY20
Payments to governments (Rm)					
South Africa					
Royalties	1 172	484	284	561	221
Income Tax	2 388	518	296	584	24
Dividend Withholding Tax	3	2	2	2	–
Carbon Tax ¹	0.5	0.5	0.4	0.4	0.1
Total	3 564	1 005	582	1 147	245
Papua New Guinea					
Royalties (paid to Government)	87	60	43	57	52
Production Levy	39	23	19	25	23
Foreign Contractors Withholding Tax	7	17	5	3	6
Employee Taxes	213	169	158	181	159
Customs and Excise	32	28	24	24	14
Total	378	297	249	290	254
Australia					
Employee Taxes ²	124	76	66	58	61
Payroll Tax ²	19	12	14	13	7
Total	143	88	80	71	68

¹ Carbon tax paid for emissions recorded in the calendar year.

² Australia figures restated for FY22 to FY20.

ESG data tables continued

Direct contributions to our host countries' GDP (Rm)

Group	FY24	FY23	FY22	FY21
Working Cost	36 602	34 501	32 942	29 079
Capex	8 327	7 597	6 193	5 108
Cash flow from operations	44 929	42 098	39 135	34 187
Employment termination and restructuring costs	86	596	218	331
Corporate, Statutory, Administration and Other expenditure	1 268	1 006	924	1 138
Care and Maintenance and Rehabilitation*	281	259	277	107
South Africa Exploration and Pre-Feasibility	171	144	120	85
Social Investment**	195	215	149	129
Golpu Exploration and Management	126	110	86	92
Eva Copper Exploration and Management	753	151	–	–
Papua New Guinea Exploration and Pre-Feasibility (Excl. Golpu)	62	129	21	12
Total GDP Contribution	47 871	44 708	40 930	36 081

* Care and maintenance, and rehabilitation undertaken at closed shafts and plants, excluding credit from the trust fund.

** Costs associated with Corporate Social Investments. This only represents community development initiatives (MoA).

South Africa	FY24	FY23	FY22	FY21
Working Cost	33 630	31 191	30 143	26 660
Capex	6 786	5 860	4 770	3 672
Cash flow from operations	40 416	37 051	34 913	30 332
Employment termination and restructuring costs	86	596	218	331
Corporate, Statutory, Administration and Other expenditure	1 057	781	795	1 024
Care and Maintenance and Rehabilitation*	266	240	276	105
Exploration and Pre-Feasibility	171	144	120	85
Social Investment**	180	208	144	124
Total GDP Contribution	42 176	39 020	36 466	32 001

ESG data tables continued

Papua New Guinea	FY24	FY23	FY22	FY21
Working Cost	2 972	3 310	2 799	2 419
Capex	1 541	1 737	1 423	1 436
Cash flow from operations	4 513	5 047	4 222	3 855
Corporate, Statutory, Administration and Other expenditure	211	225	129	114
Care and Maintenance and Rehabilitation	15	19	1	2
Social Investment**	15	7	5	5
Golpu Exploration and Management	126	110	86	92
Exploration and Pre-Feasibility (Excl. Golpu)	62	129	21	12
Total GDP Contribution	4 942	5 537	4 464	4 080
Australia	FY24	FY23	FY22	FY21
Eva Copper Exploration and Management	753	151	n/a	n/a
Total GDP Contribution	753	151	n/a	n/a

* Care and maintenance, and rehabilitation undertaken at closed shafts and plants, excluding credit from the trust fund.

** Costs associated with Corporate Social Investments. This only represents community development initiatives (MoA).

	FY24	FY23	FY22	FY21	FY20
Membership fees (R'000) in respect of key trade associations were as follows:					
Minerals Council South Africa	32 624	30 832	28 875	55 239	11 014
University of Pretoria	1 980	3 307	2 789	2 811	514
Energy Intensive User Group	290	290	276	–	–
Papua New Guinea Chamber of Mines and Petroleum	1	1	1	1	1
Minerals Council of Australia*	308	–	n/a	n/a	n/a
Queensland Resources Council*	81	–	n/a	n/a	n/a
Total	34 895	34 430	31 941	58 051	11 529

* Acquired Copper Mountain's membership to Australian industry bodies through the acquisition; did not pay fee in FY23.

ESG data tables continued

Environment

	FY24	FY23	FY22	FY21	FY20
Expenditure – environmental management (Rm)					
South Africa	480	431	301	247	129
Environmental Compliance	393	349	249	198	64
Environmental Rehabilitation	87	82	52	49	65
Papua New Guinea	59	60	38	28	33
Environmental compliance and management ¹	59	60	38	28	33
Australia	33	n/a	n/a	n/a	n/a
Environmental compliance and management	31	n/a	n/a	n/a	n/a
Cultural heritage management	2	n/a	n/a	n/a	n/a
Group	572	491	339	275	162

¹ Expenditure has been restated to include spend related to Hidden Valley's regulatory rehabilitation and closure plan and associated environmental studies.

	FY24	FY23	FY22	FY21	FY20
Environmental capital investments (Rm)					
South Africa					
Energy ¹	8	6	2	8	11
Water ²	53	29	25	31	21
Renewables ³	40	15	5	1	–
Papua New Guinea					
Energy ⁴	49	30	7	–	1
Water	–	–	–	–	–
Renewables	–	–	–	–	–
Total	150	80	39	40	33

¹ South Africa operations energy efficiency projects.

² South Africa operations water treatment and reticulation optimisation projects.

³ South Africa operations Renewable energy program.

⁴ Papua New Guinea internal power generation capital expenditure.

ESG data tables continued

	FY24	FY23	FY22	FY21	FY20
Land Ownership (ha)					
South Africa					
Harmony Owned land	48 227	48 227	49 038	***	***
Community Donated land	547	547	811	***	***
Amount of land disturbed (ha)					
South Africa	13 259	13 259	13 259	13 341	10 430
Papua New Guinea	733	665	652	582	533
Australia	–	–	n/a	n/a	n/a
Amount of land rehabilitated (ha)					
South Africa	84	72	32	4	24
Papua New Guinea	88	87	–	–	20
Australia	–	–	n/a	n/a	n/a
Land rehabilitation liabilities (Rm) (Undiscounted)					
South Africa	6 586	6 104	5 752	5 559	3 038
Papua New Guinea	1 780	1 474	1 374	1 306	1 378
Australia	22	3	n/a	n/a	n/a
Group	8 388	7 581	7 126	6 865	4 416

*** Data not collated for this period.

ESG data tables continued

Biodiversity

Harmony operations in relation to key biodiversity areas	Region	High Biodiversity Value Area – Flora (km ²)	Position relative to key biodiversity area (KBA)	Biodiversity Area – Fauna # of species
SOUTH AFRICA	North West	<p>Kalgold: Situated within Savanna Biome. The Savanna Biome comprises a number of vegetation units. The most recent, national vegetation classification, describe the broad vegetation within the study areas as Mafeking Bushveld (SVk 1). This vegetation type grows mainly on kalahari sands mixed with black clays (turf) and comprises low to medium high, deciduous microphyllous trees (e.g. <i>Acacia</i>'s) and shrubs with a few broad leaved tree species, while the herbaceous layer is dominated by grasses.</p> <ul style="list-style-type: none"> » Of the 72 vegetation types in the biome, 2 are listed as critically endangered, 18 are endangered and 27 are classed as vulnerable » Red data species found in the area include <i>Acacia erioloba</i> (Camel Thorn), <i>Boscia albitrunca</i> (Shepherd's Tree), <i>Combretum imberbe</i> (Leadwood) 	<p>Kalgold: <i>Brachystelma canum</i> is Critically Endangered CR according to the Red List of South African Plants (SANBI, 2017). This species is endemic to South Africa where it occurs in the North West in the Mafikeng vegetation type. This species is only known from the type collection, dating from 1956. Several attempts to relocate this species at the type locality and surrounding areas have been futile (Hahn, 2013). It is possibly extinct due to habitat loss.</p> <p><i>Aloe braamvanwykii</i> is listed as Endangered EN according to the Red List of South African Plants (SANBI, 2017). This species is endemic to South Africa and more specifically the North West. It is found in thornveld and deep sandy soils. Based on rates of habitat loss, it is estimated that the aloes population has declined by at least 50% within the past 30 years (one generation of this slow-growing, long-lived species).</p>	<p>Kalgold:</p> <ul style="list-style-type: none"> » Total of 74 bird species, of which 22 bird species are considered endangered, vulnerable or endemic. » 6 mammal species » 29 Hertpofauna species
		<p>Mine Waste Solutions/Chemwes: The last assessment for Mine Waste Solutions was conducted in 2019.</p>	<p>Mine Waste Solutions surface rights area, there are three BMU's with very-high biodiversity conservation value (BMU7: Clay grassland, BMU8: Dolomite grassland and BMU9: Sandy grassland), while another six BMU's have high biodiversity conservation value (BMU1: Vaal River ecosystem, BMU2: Koekemoerspruit ecosystem, BMU3: Valley bottom wetlands, BMU4: <i>Acacia</i> karroo woodlands, BMU5: <i>Acacia erioloba</i> woodland, BMU6: Mixed <i>Acacia</i> woodland).</p>	<p>Mine Waste Solutions/Chemwes: The following Mammal species occur in the Kareerand expansion areas: Protected:</p> <ol style="list-style-type: none"> 1. Black-footed cat 2. Aardvark 3. Black wildebeest <p>Two TOP birds are confirmed (Secretary bird and Lanner Falcon) The only Red-listed frog that may occur in the greater area is the Near Threatened Giant Bull Frog, also Protected under GN151, 2007.</p> <p>The Wildebeest Pan and surrounds support a variety of ground beetles. Of those observed, none are protected, but several ground beetles are protected under GN151 and could also occur in the area.</p>

ESG data tables continued

Harmony operations in relation to key biodiversity areas	Region	High Biodiversity Value Area – Flora (km ²)	Position relative to key biodiversity area (KBA)	Biodiversity Area – Fauna # of species
		<p>BMU1: Vaal River ecosystem: Floodplain of Vaal River - Plant species richness typical of this habitat type with 20 species/100m². One of the six plant 'species of conservation concern' is namely <i>Crinum bulbispermum</i>. Also contains potentially suitable habitat for one of the other five plant 'species of conservation concern', namely <i>Hypoxis hemerocallide</i>.</p> <p>BMU2: Koekemoerspruit ecosystem Plant species richness typical of this habitat type with 20 species/100m². One of the six plant 'species of conservation concern' is namely <i>Crinum bulbispermum</i>. Also contains potentially suitable habitat for one of the other five plant 'species of conservation concern', namely <i>Eucomis autumnalis</i>.</p>		<p>The following Mammals species occur in the MWS areas:</p> <p>Protected</p> <ol style="list-style-type: none"> 1. Brown hyaena 2. Black-footed cat 3. Cape fox 4. Burchell's (Plains) zebra 5. Aardvark 6. Black wildebeest 7. Blue wildebeest 8. Blesbok <p>Near-threatened.</p> <ol style="list-style-type: none"> 1. Natal long-fingered bat
		<p>BMU3: Valley bottom wetlands Fifty recorded plant species (average of 24.7/100m²) and two of the six plant 'species of conservation concern' recorded within the study area were recorded within this unit, namely <i>Crinum bulbispermum</i> and <i>Eucomis autumnalis</i>.</p> <p>BMU4: Acacia karroo Woodland Sixty-three recorded plant species (38.5/100m²) Two of the six plant 'species of conservation concern' recorded within the study area were recorded within this unit, namely <i>Boophone disticha</i> (Declining) and <i>Hypoxis hemerocallidea</i> (Declining).</p>		<p>The following Reptile species occur in the MWS areas:</p> <p>Threatened/Protected There are no threatened reptile species expected to occur in the area.</p> <p>Endemic</p> <ol style="list-style-type: none"> 1. Aurora house snake (<i>Lamprophis aurora</i>) <p>The following Frog species occur in the MWS areas: Threatened/Protected.</p> <ol style="list-style-type: none"> 1. Giant Bullfrog (<i>Pyxicephalus adspersus</i>) <p>Endemic</p> <ol style="list-style-type: none"> 1. Raucous toad (<i>Amietophrynus rangeri</i>)

ESG data tables continued

Harmony operations in relation to key biodiversity areas	Region	High Biodiversity Value Area – Flora (km ²)	Position relative to key biodiversity area (KBA)	Biodiversity Area – Fauna # of species
		<p>BMU5: <i>Acacia erioloba</i> Woodland Thirty-one recorded plant species (31/100m²) and this BMU contain potentially suitable habitat for one of the six plant 'species of conservation concern' recorded within the study area, namely <i>Hypoxis hemerocallidea</i>. One of the three Protected plant species recorded within the study area, namely the dominant tree <i>Acacia erioloba</i>, is confined largely to this BMU.</p> <p>BMU6: Mixed <i>Acacia</i> Woodland: Forty-four recorded plant species (44/100m²). One of the six plant 'species of conservation concern' recorded within the study area was recorded within this unit, namely <i>Boophone disticha</i> (Declining), and one of the three Protected plant species recorded within the study area, namely <i>Boscia albitrunca</i>, was recorded only form this BMU.</p>		<p>The following Birds species occur in the MWS areas:</p> <p>Threatened/Endangad</p> <ol style="list-style-type: none"> 1. African White-backed Vulture 2. Cape Vulture <p>Near-threatened</p> <ol style="list-style-type: none"> 1. Greater flamingo 2. Lesser flamingo 3. Yellowbilled stork 4. Black stork (<i>Ciconia nigra</i>) 5. Secretary bird 6. Lanner Falcon 7. Black Harrier 8. Greater Painted snipe 9. Black-winged Pratincole 10. Half-collared Kingfisher <p>Vulnerable</p> <ol style="list-style-type: none"> 1. Black stork (<i>Anthropoides paradisea</i>) 2. African marsh harrier 3. White-bellied korhaan 4. Martial Eagle 5. Lesser Kestrel
		<p>BMU 7: Clay Grassland Hundred-and-eighteen recorded plant species (41.4/100m²). Three of the six plant 'species of conservation concern' recorded within the study area were recorded within this unit, namely the Declining species <i>Eucomis autumnalis</i>, <i>Boophone disticha</i> and <i>Hypoxis hemerocallidea</i>, and within the study area the latter two species are most abundant within this BMU.</p> <p>BMU 8: Dolomite Grassland One-hundred recorded plant species (44.8/100m²). Four of the six plant 'species of conservation concern' recorded within the study area were recorded within this unit, namely the Declining species <i>Boophone disticha</i> and <i>Hypoxis hemerocallidea</i>, and the Near Threatened species: <i>Lithops lesliei</i> subsp. <i>lesliei</i> and <i>Drimia sanguinea</i>. The protected plant: <i>Acacia erioloba</i> was also recorded within this BMU.</p>		

ESG data tables continued

Harmony operations in relation to key biodiversity areas	Region	High Biodiversity Value Area – Flora (km ²)	Position relative to key biodiversity area (KBA)	Biodiversity Area – Fauna # of species
		<p>BMU 9: Sandy Grassland Hundred-and-nine recorded plant species (56.7/100m²). The grasslands comprising this BMU are the most species rich (highest α-diversity) plant communities found within the study area; the grassland on the low quartzite ridges is extremely species rich and recorded species richness in one of the surveyed plots was 67 species per 100m². Two of the six plant 'species of conservation concern' recorded within the study area were recorded within this unit, namely the Declining species <i>Boophone disticha</i> and <i>Hypoxis hemerocallidea</i>.</p>		
<p>SOUTH AFRICA</p>	<p>Free State</p>	<p>Harmony Free State Operations: Harmony Free State Operations are located within the Vaal-Vet Sandy Grassveld and the Western Free State Clay Grassland, vegetation Biomes. The Riverine areas of the Harmony Free State Operations fall within the Highveld Alluvial Vegetation. The Conservation status of the Vaal-Vet Sandy Grassland regional vegetation area is considered "Endangered" given the conserved areas in the Bloemhof dam, Schoonspruit, Sandveld, Faan Meintjies, Wolwespruit and Soetdoring Nature Reserves. There is no Artificial Conservation areas within the Western Free State Clay Grassland. The Highveld Alluvial Grassland is considered as "Least Threatened" given the conservation areas in the Barberspan Ramsar site, Bloemhof dam, Christiana, Fan Meintjies, Sandveld, Schoonspruit, Soetdoring and Wolwespruit Nature Reserves. It is however, noted that there are no threatened ecosystems nor endangered or rare species observed at any of the Harmony Free State mining sites. In addition, no National Freshwater Ecosystem Priority Areas (NFEPA) wetlands have been identified at any of the mining sites.</p>	<p>Harmony Free State Operations: Harmony Free State Operations within the Vaal-Vet Sandy Grassveld, the Western Free State Clay Grassland, and the Highveld Alluvial vegetation Biomes. However, the Conserved sites are located 130-300kms away from the mining operations.</p>	<p>Harmony Free State Operations: One species of conservation concern (referred to as Species 15, name withheld due to sensitivity) was identified on Harmony owned land that is earmarked for development (construction of a Tailing Storage Facility). The species identified is listed as "vulnerable" under the National Environmental Management: Biodiversity Act, 2004, as well as included in Appendix II of CITES (the Convention on International Trade in Endangered Species of Wild Fauna and Flora), Harmony has engaged with- and is working together with- the Endangered Wildlife Trust as well as The Biodiversity Company to identify to the best means of relocation of the species to ideal and suitable land, while further ensuring conservation and protection of the species.</p> <p>Further, a total of 15 Red Data faunal species may occur in the area. Of these, four (4) are Near Threatened, six (6) are Vulnerable, one (1) is Endangered, two (2) are of Least Concern and two (2) of these species are Data Deficient. The habitat suitability for Red Data species is low for all species within the sites investigated, except the Reddish-grey Musk Shrew. This is mainly due to the fact that the area is highly disturbed due to mining activities and therefore unlikely to sustain the Red Data species which are likely to occur in the region.</p>

ESG data tables continued

Harmony operations in relation to key biodiversity areas	Region	High Biodiversity Value Area – Flora (km ²)	Position relative to key biodiversity area (KBA)	Biodiversity Area – Fauna # of species
SOUTH AFRICA	Gauteng	Kusasaletu: The Kusasaletu Operation is situated 4km north of the Rand Highveld Grassland Threatened Ecosystem and surface mining right area covers over 5 000ha. The Rand Highveld Grassland has been recognised as an Ecoregion according to the World Wide Fund for Nature. Kusasaletu Operation however, does not fall within the Rand Highveld Grassland and no flora species associated with the threatened ecosystem were identified within the Kusasaletu Operation, although there may be an exchange of bird species between the two areas.	Kusasaletu: The Abe Bailey Nature Reserve is situated 17km north of Kusasaletu Operations and is an officially Protected Area. The reserve is associated with the Mooirivierloop and is adjacent to the Khutsong Township. The approximate area is 4 200 ha and predominantly consists of Carletonville Dolomite Grassland. An estimated 260 bird species are recorded for the reserve, including both grassland and wetland species. Although the Protected Area does not coincide with, or in proximity to, the Kusasaletu operation, there may be an exchange of bird species between the two sites.	Kusasaletu: None
		Doornkop: Does not fall within a high biodiversity area (surrounding by urban areas i.e. Soweto)	Doornkop: N/A	Doornkop: In terms of IUCN it falls under the category of Least Concern.
		Mponeng: No threatened species (Critically Endangered, Endangered or Vulnerable) have historically been recorded from the West Wits Mine Complex property or the grid squares 2627AD and 2627BC. <i>Near Threatened Plant Species observed:</i> » <i>Adromischus umbraticola subsp. umbraticola</i> » <i>Ithops lesliei subsp. lesliei</i> <i>Declining Plant Species observed:</i> » <i>Boophone disticha</i> , » <i>Eucomis autumnalis subsp. clavata</i> , » <i>Gunnera perpensa</i> and » <i>Hypoxis hemerocaliidea</i> Other threatened species of "amphibian, reptile and birds" are expected to be present but have not been observed yet.	Mponeng: Distance to Operations (km); N/A 1km from Savuka Shaft 0.5km from Mponeng Gold Plant	Mponeng: <i>Amount of Species:</i> 0 (critically endangered species) 2 (near threatened plant species observed) 4 (declining plant species observed) 12 Other threatened species of "amphibian, reptile and birds" are expected to be present but have not been observed yet.

ESG data tables continued

Harmony Assets in relation to biodiversity values	Region	Regional Overview	Biodiversity value area	Flora and fauna species
PAPUA NEW GUINEA	Morobe Province	<p>Papua New Guinea contains the third largest block of unbroken tropical forest and is the largest tract of primary forest remaining in the Asia-Pacific region. Papua New Guinea's forests support more than 5% of the world's plant and animal species. Approximately two thirds of Papua New Guinea's flora and fauna is endemic.</p> <p>Morobe Province contains a variety of habitats and flora and fauna communities. The Huon Peninsula, forming most of the province, has moderate to high species richness with a variety of threatened mammal fauna. Of the approximately 3.3 million hectares, approximately two thirds is forest, although the areas of lowland forest have been heavily deforested or degraded.</p> <p>Papua New Guinea currently has three areas formally protected as national parks, namely Lake Kutubu, Varirata National Park and McAdam National Park. Only the McAdam National Park is located in Morobe Province. It is located in the adjacent catchment to the Hidden Valley mine and north of the proposed Wafi-Golpu project; however, there is no interaction between the mines and national park. The Morobe Province contains the Kamiali Wildlife Management Area with is located in the Salamau District and is approximately 60km south of Lae in the coastal area with no interaction with the mines.</p> <p>Papua New Guinea has two wetlands listed under the Ramsar Convention, Lake Kutubu in the Southern Highlands and Tonda Wildlife Management Area in the Western Province. These and other protected/conservation areas are beyond the influences of both Hidden Valley mine and the Wafi-Golpu Project.</p> <p>Papua New Guinea has a tropical climate. The coastal and island regions tend to be hot and humid. The Highlands, where Hidden Valley and Wafi-Golpu are located, has a climate classified as Lower Montane Humid (McAlpine et al. 1983). Rainfall varies with elevation and generally increases with altitude. Annual rainfall at Hidden Valley and Wafi-Golpu is in the order of 2 600mm to 2 800mm. Rainfall exceeds evaporation, which results in a positive water balance.</p>	<p>Hidden Valley: The Hidden Valley mine is located at elevations of 2 050m to 2 600m, in steep, mountainous and forested terrain, with narrow stream beds, sharp ridges and valley side slopes commonly greater than 30°. Landslip scars are a common feature on the steeper slopes.</p> <p>Habitats over 2 000m are limited and tend to be isolated from other similar habitats thus developing high degrees of endemism. Such fragmented habitats are also more vulnerable to adverse environmental changes than continuous habitats.</p> <p>The Hidden Valley area has been heavily disturbed over a long period of time by human activities and an extensive fire in 1997. The vegetation at the Hidden Valley mine site is characterised by typical montane forest environments. Most of the site is covered by either Lower Montane Forest, which is predominant below 2 000m altitude, or Montane Forest with Conifers, which is predominant above 2 000m. The project area is not known to contain plants or plant communities of particular significance or rarity.</p> <p>Investigations have shown that vigorous forest regeneration occurs even after the complete removal of vegetation, provided at least some of the soil remains.</p>	<p>Hidden Valley: A number of species of mammals or birds that are protected under Papua New Guinea's Fauna (Protection and Control) Act 1976 or listed in the IUCN (2003) Red List of Threatened Species or in the Convention on International Trade in Endangered Species of Wild Flora and Fauna are known to inhabit the Hidden Valley area pre-development and likely still exist in surrounding undisturbed forests.</p> <p>Mammals that are known to occur in the area (but not seen) and which are listed in the 2003 IUCN (2003) Red List of Threatened Species as 'vulnerable' or 'endangered' include two species of tree kangaroos (<i>Dendrolagus dorianus</i> and <i>D. goodfellowi</i>), the long-snouted or giant echidna (<i>Zaglossus bruijni</i>), the rare nectar bat (<i>Syconycteris hobbit</i>) and the New Guinea harpy eagle (<i>Harpyopsis novaeguineae</i>).</p>

ESG data tables continued

Harmony Assets in relation to biodiversity values	Region	Regional Overview	Biodiversity value area	Flora and fauna species
			<p>Wafi-Golpu: The proposed Wafi-Golpu Project area is predominately located on steep, heavily forested terrain of the Owen Stanley Ranges, within a region which is disturbed due to mineral exploration for more than 50 years. The infrastructure corridor traverses the alluvial plains and foothill terraces of the lower Watut River valley which is characterised by floodplains with meandering channels, oxbow lakes and backwater swamps to the coastal area located near Lae.</p> <p>The project area is vegetated with large tracts of intact and relatively unmodified primary lowland rainforest vegetation communities. The alluvial plain of the Watut River valley is dominated by a mosaic of Large to Medium Crowned Forest, Mixed Swamp Forest and Swamp Woodland together with Swamp Grassland. The adjoining hills are vegetated with Medium Crowned Forest and Small Crowned Forest and scattered patches of Kunai Grassland. Disturbance and degradation of these habitats is largely related to clearing for subsistence agriculture and is limited to the vicinity of village settlements, particularly along the Watut River. Forestry has also taken place in more recent years adjacent to existing access roads, but has ceased following depletion of the timber.</p> <p>Habitat within the infrastructure corridor is sub-optimal for fauna species of conservation significance and consists of highly modified, previously cleared areas.</p>	<p>Wafi-Golpu: Seventeen flora species of conservation significance were recorded at the Wafi-Golpu Project area. Two species are classified as Critically Endangered; however terrestrial ecology consultants (BAAM) report that based on recent records, <i>Disopyros lolinopsis</i> is unlikely to meet the Critically Endangered criteria and speculate that it should be revised to Vulnerable. Three species are classified as Endangered, four as Vulnerable and the remaining nine as Near Threatened.</p> <p>A further 32 IUCN-listed species were assessed as either likely to occur (four) or to possibly occur (28) based on their respective habitat requirements and geographic distribution, but were not found during surveys for the Project. These include one listed as Critically Endangered, one listed as Endangered, 17 listed as Vulnerable and the remaining 13 either Near Threatened (nine), Data Deficient (two) or Least Concern (two).</p> <p>Seven fauna species of conservation significance were recorded. One species was classified as Critically Endangered, three species as Vulnerable, one as Near Threatened and the remaining two as Data Deficient.</p> <p>Two other Near Threatened species, Doria's goshawk (<i>Megatriorchis doriae</i>) and forest bittern (<i>Zonerodius heliosylus</i>), were identified as being likely (<i>Doria's goshawk</i>), or having potential to occur (forest bittern) at the project area.</p>

ESG data tables continued

Harmony Assets in relation to biodiversity values	Region	Regional Overview	Biodiversity value area	Flora and fauna species
AUSTRALIA	North West Region, Queensland	<p>The Eva Copper site and immediate surrounding area comprises native Australian vegetation communities that are commonly found within this region.</p> <p>The site is gently undulating across the entire tenement, with occasional sharp hilly outcrops of the Knapdale Range. The most prominent geological feature on site is the discrete north-south ridgeline rising to approximately 285m above sea level and characterised by ridges of exposed silicified rock, comprising what is known as Mount Rose Bee and Green Hills. Geological features of the Knapdale Range provide habitat for many mammal and reptile species, including the Queensland (State) listed 'Vulnerable' Purple-necked Rock Wallaby.</p> <p>The site is intersected in the north by Cabbage Tree Creek, a significant ephemeral watercourse with associated riparian vegetation with high habitat value.</p> <p>North-west QLD climate is hot to very hot during summer (38°C average max.), and cool to cold in winter (11.5°C average min.). Seasonality is characterised by a wet (November-April) and dry (May-October) season – approximately 89.2mm average monthly rainfall in the wet season, and 8.2mm in the dry season.</p>	<p>Eva Copper: The Eva Copper site is s predominantly characterised by remnant, low open <i>eucalypt</i> woodland with the understorey supporting a scattered shrub layer with spinifex and tussock grasses in the ground layer.</p> <p>Key ecological values present at the project area include:</p> <ul style="list-style-type: none"> » Large areas of remnant vegetation containing multiple vegetation communities forming continuous corridors across the landscape for fauna movement. » Significant ephemeral watercourses and associated riparian vegetation with high habitat value, specifically Cabbage Tree Creek. » Multiple areas of high-quality habitat for the Vulnerable Purple-necked Rock Wallaby. <p>The diverse range of vegetation communities provide habitat for over 150 native fauna species.</p>	<p>Eva Copper: The site comprises three main vegetation communities, which include low open woodland dominated by <i>Eucalyptus leucophylla</i> (Cloncurry Boc), low open woodland dominated by <i>Eucalyptus leucophloia</i> (Snappy Gum) and riparian vegetation along watercourses usually with <i>Eucalyptus camaldulensis</i> (River Red Gum) and <i>Lophostemon grandifloris</i> (Brush Box).</p> <p>Four fauna species of conservation significance were recorded at the site:</p> <ul style="list-style-type: none"> » Purple-necked Rock-wallaby (<i>Petrogale purpureicollis</i>) » Painted Honeyeater (<i>Grantiella picta</i>) » Short-beaked Echidna (<i>Tachyglossus aculeatus</i>) » Mertens' Water Monitor (<i>Varanus mertensi</i>). <p>While not detected during field surveys, additional species of conservation significance have been detected nearby and have the potential to occur within the project area:</p> <ul style="list-style-type: none"> » Grey Falcon (<i>Falco hypoleucos</i>) » Ghost bat (<i>Macroderma gigas</i>) » Fork-tailed Swift (<i>Apus pacificus</i>) » Gouldian finch (<i>Erythrura gouldiae</i>) » Carpentarian Grasswren (<i>Amytornis dorotheae</i>) » Red Goshawk (<i>Erythrotriorchis radiatus</i>).

ESG data tables continued

Biodiversity Moab Khotsong

Biodiversity Management Unit	Vegetation Types/Variations and soil types	Distribution within Vaal River Operations
BMU1. Riverine Vegetation Vaal River	U1.a: Instream and Marginal Vegetation (Alluvial Soils) U1.b: Riparian Woodland on MC banks (Oa soils) U1.c: Closed Shrubland on Floodplain (Oa and Rg soils) U1.d: Seasonal Marsh Wetland (Oa soils)	Along the Vaal River
BMU2. Riverine Vegetation Jagspruit	Includes marginal and floodplain vegetation of the Jagspruit (Rg soils)	Along the Jagspruit
BMU3. Drainage lines – non-perennia; streams and valley bottom wetlands	Includes seasonal marsh wetlands of non-perennial or "valley bottom wetland" (Oa soils and unmapped hydri soils within Hu1 soil unit)	On the northern boundary of Mine Area adjacent to Klerksdorp road and in south-eastern corner of Mine Area
BMU4. Acacia karoo Closed Woodland	Closed Woodland in which A. Karoo is totally dominant and few other trees occur (Ms1, Hu1 and Hu3 soils)	Eastern parts of study area, to both north and south of Vaal River, and near northern boundary of study area to north of ridge along Klerksdorp road
BMU5. Acacia caffre-Euclea crispa Thicket	Closed Woodland on rocky, north-facing slopes. Dominant trees are <i>A. caffra</i> , <i>A. karoo</i> and <i>Euclea crispa</i> (Ms2 soils)	on ridge near northern boundary of Mine Area adjacent to Klerksdorp road
BMU6. Rocky Grassland and Sparse Woodland	U6.a: Grassland and Sparse Woodland on dolomites (Gs and Hu3 soils) U6.b: Rocky Grassland on ridge Black Reef rocks (Ms2 soils)	This unit comprises the vast majority of the mine area, and the distribution of the various vegetation types follows the distribution of the soils on which they occur
BMU7. Sandy Grassland	Themeda Grassland (Ms1 and Cv2 soils)	This unit comprises large areas of the western and southern parts of the parts of the study area
BMU8. Infrastructure	Includes all mine infrastructure and residential areas (various soils)	Scattered throughout Mine Area
BMU9. Cultivation	Maize fields (Av and Hu2 soils)	Almost entirely restricted to Mine Area south of Vaal River
BMU10. Secondary Grassland of previously cultivated areas	Vegetation composition varies in accordance with successional stage and soil type (Av, Hu1 ad Hu2 soils)	Largely restricted to Mine Area to south of Vaal River, but also some patches along northern boundary of Mine Area
BMU11. Secondary Wetlands associated with dams and mine effluent and seepage	Large Phragmites reed beds surrounded by seasonal inundated or saturated soils vegetated by <i>Cynodon dactylon</i> and <i>Juncus of. Punctorius</i> (unmapped hydric soils within Hu3 and soil unit and Oa soils)	Williams GR and north of easternmost bridge over Vaal River
BMU12. Plantations and areas invaded by alien tree species	Plantations of <i>Eucalyptus</i> and other exotic trees, as well as areas planed with trees as part of the Woodlands Project (various soils)	Widespread

ESG data tables continued

Cyanide management

Operation/ Plant	Cyanide- related incidents: Site level (no. incidents)	Release off site requires response or remediation	Adverse effects on human health	Adverse effects to the environment	Required reporting under applicable regulations/ code	Exceedances of applicable limits of Cyanide Code	Confirm if plant has ICMC (International Cyanide Management Code) Certification (Yes or 0)	Comments
Hidden Valley (PNG)	–	–	–	–	Environment Permit Lease for Mining Purposes	Minor exceedances were recorded in slurry discharge to the TSF and rectified as per the trigger action response plan. No WAD Cyanide exceedances were recorded in the TSF return water or at down stream compliance point. No wildlife mortalities were recorded.	0	Recertification of the Hidden Valley processing plant in Papua New Guinea is reaching its final stages, with the gap analysis and audit indicating implemented practices are “fully compliant” or “substantially compliant” against all the International Cyanide Management Code Standards of Practice
Kusasaletu Plant	–	–	–	–	Cyanide code	Exceedances were recorded and were as a result of higher Cyanide dosages to improve leach efficiency. Subsequently the Cyanide dosage was reduced to meet WAD Cyanide criteria.	Yes	Plant was scheduled to close end of March 2024 but delay in pipeline has resulted in plant running until march 2025, therefore recertification process not undertaken.
Doornkop Plant	–	–	–	–	Cyanide code	There are few spikes recorded on the residue and TSF deposition of WAD cyanide limits. No wildlife mortality and high level of HCN gas were recorded.	Yes	ICMI recertification Audit was completed in April 2024 await the results.
Kalgold Plant	1	–	–	–	Environmental Permit	Exceedances due to the nature ore body/natural geology underlying Kalgold mining operations, which requires higher dosage of cyanide in the gold extraction process.	0	Not ICMI accredited.
Noligwa Gold Plant	–	–	–	–	Cyanide code	None reported.	Yes	ICMI recertification audit completed successfully and awarded April 2024.
Chemwes Mine Waste Solutions	1	–	–	–	Mine Health and Safety Act 29 of 1996	Potential exposure of an employee to drops of cyanide from a leaking cyanide valve, which drops dripped to the right arm sleeve of the employee's PPE. First Aid was administered with further observation at the hospital before clearing the employee with no reported adverse effects from the possible exposure.	0	N/A
Kopanang Plant	–	–	–	–	N/A	–	N/A	N/A. Kopanang Plant is decommissioned and is under going rehabilitation.

ESG data tables continued

Operation/ Plant	Cyanide- related incidents: Site level (no. incidents)	Release off site requires response or remediation	Adverse effects on human health	Adverse effects to the environment	Required reporting under applicable regulations/ code	Exceedances of applicable limits of Cyanide Code	Confirm if plant has ICMI (International Cyanide Management Code) Certification (Yes or 0)	Comments
Mponeng Gold Plant	–	–	–	–	Cyanide code	None reported	Yes	ICMI re-certification completed in February 2023 with full compliance, awaiting ICMI completeness review report.
Savuka Gold Plant	–	–	–	–	Cyanide code	–	Yes	ICMI re-certification completed in February 2023 with full compliance.
Target Plant	–	–	–	–	Cyanide code	No	Yes	ICMI re-certification completed was in December 2023, awaiting ICMI completeness review report and re-certification.
Central Plant	–	–	–	–	Environmental Permit	Yes, there are exceedances and corrective actions are being investigated for restoration in WAD CN compliance levels in the slurry deposition.	0	Central Plant has submitted a Non Compliance Corrective Action Plan to ICMI.
Saaiplaas Plant	–	–	–	–	Environmental Permit	Yes, there are few exceedances on the residue WAD cyanide limit due to the nature of the operation. No wildlife mortality and high level of HCN gas were recorded.	0	The Plant is not ICMI accredited due to the nature of its operations (i.e. Dosing high concentration of Cyanide to dissolve tailings efficiently).
Harmony One Plant	–	–	–	–	Cyanide code	There were exceedances and corrective action was taken. The incidents were related to process investigations and thus were controlled. Caution has been applied for future similar work.	Yes	ICMI Certified.
Joel Plant	–	–	–	–	N/A	–	N/A	N/A under care and maintenance.
Total	2							

ESG data tables continued

Certification and compliance	FY24	FY23	FY22	FY21	FY20
Gold plants certified under Cyanide Code	7	7	7	6	6
% certified vs total gold plants	50	50	54	46	67
Total number of Operations ¹	14	14	14	8	9
Operations with ISO14001 certification ²	12	13	13	11	9
% with ISO certification	86	93	93	78	100

¹ Operations with more than 5 years life of mine.

² From FY22, Bambanani Operations is excluded due to closure. Hidden Valley is also excluded because it is not ISO14001 certified, however, it aligns its environmental management practices with the ISO14001 standard. Kusasaletu's certification is suspended for a period of six months.

ESG data tables continued

Energy Consumption

Group Energy consumption (000GJ)	FY24	FY23	FY22	FY21	FY20
Electricity (000GJ)					
South Africa	14 759	14 601	15 085	14 472	10 985
Papua New Guinea ¹	274	199	228	372	431
Total	15 033	14 800	15 313	14 844	11 416
Diesel (000GJ)					
South Africa	470	484	471	449	351
Papua New Guinea	1 694	1 989	1 705	1 165	1 312
Total	2 164	2 473	2 176	1 614	1 663
Other sources (petrol and heating oil) (000GJ)					
South Africa	226	230	238	214	16
Papua New Guinea	0.03	0.04	0.07	0.01	0.04
Total	226	230	238	214	16
Total South Africa	15 455	15 315	15 794	15 135	11 352
Total Papua New Guinea	1 968	2 188	1 933	1 537	1 743
Total group	17 423	17 503	17 727	16 672	13 095
Energy consumption intensity (GJ/t treated)	0.340	0.336	0.329	0.339	0.515

¹ Grid purchased power. Self generated power is captured under diesel.

ESG data tables continued

Regional Energy consumption (000GJ)¹	FY24	FY23	FY22	FY21	FY20
Regions					
South Africa					
Free State	4 999	4 853	5 384	5 420	5 358
Gauteng	6 276	6 435	6 324	5 528	2 904
North West	4 180	4 027	4 086	4 187	3 090
Papua New Guinea	1 968	2 188	1 933	1 537	1 743
Total	17 423	17 503	17 727	16 672	13 095
Electricity consumption (000GJ)					
South Africa					
Free State	4 806	4 656	5 165	5 190	5 239
Gauteng	6 203	6 313	6 242	5 498	2 894
North West	3 750	3 632	3 678	3 784	2 852
Papua New Guinea ²	274	199	228	372	431
Total³	15 033	14 800	15 313	14 844	11 416

¹ Energy consumption includes the diesel, other sources petrol and heating oil and Electricity consumption.

² Grid purchased power. Self generated power is captured under diesel.

³ Assured KPI for electricity purchased, and includes renewable energy.

Regional Energy consumption (000GJ)¹	FY24	FY23	FY22	FY21	FY20
Diesel (000GJ)					
South Africa					
Free State	100	98	107	118	108
Gauteng	71	119	78	27	9
North West	299	267	286	304	234
Papua New Guinea	1 694	1 989	1 705	1 165	1 312
Total	2 164	2 473	2 176	1 614	1 663
Other sources petrol and heating oil (000GJ)					
South Africa					
Free State	93	99	112	112	11
Gauteng	2	3	4	3	1
North West	131	128	122	99	4
Papua New Guinea	0.03	0.04	0.07	0.01	0.04
Total	226	230	238	214	16

¹ Energy consumption includes the diesel, other sources petrol and heating oil and Electricity consumption.

ESG data tables continued

Group energy consumption (000MWh)¹	FY24	FY23	FY22	FY21	FY20
Electricity (000MWh)					
South Africa	4 100	4 056	4 191	4 020	3 051
Papua New Guinea ²	76	55	63	103	120
Total³	4 176	4 111	4 254	4 123	3 171
Diesel (000MWh)					
South Africa	131	134	131	125	97
Papua New Guinea	470	552	474	324	364
Total	601	686	605	449	461
Other sources (Petrol and heating oil) (000MWh)					
South Africa	62.69	64.01	66.29	59.71	4.53
Papua New Guinea	0.009	0.011	0.019	0.004	0.011
Total	62.70	64.02	66.31	59.71	4.54
Total South Africa	4 294	4 254	4 388	4 205	3 153
Total Papua New Guinea	546	607	537	427	484
Total group	4 840	4 861	4 925	4 632	3 637
Energy consumption intensity (MWh/t treated)	0.09	0.09	0.09	0.09	0.14

¹ Energy consumption includes the diesel, other sources petrol and heating oil and Electricity consumption.

² Grid purchased power. Self generated power is captured under diesel.

³ Assured KPI for electricity purchased, and includes renewable energy.

ESG data tables continued

Regional energy consumption (000MWh)	FY24	FY23	FY22	FY21	FY20
Regions					
South Africa					
Free State	1 389	1 348	1 496	1 506	1 488
Gauteng	1 744	1 788	1 757	1 535	806
North West	1 161	1 119	1 135	1 164	858
Papua New Guinea	546	607	537	427	484
Total	9 134	9 117	9 313	8 837	6 788
Electricity purchased (000MWh)					
South Africa					
Free State	1 335	1 293	1 435	1 442	1 455
Gauteng	1 723	1 754	1 734	1 527	804
North West	1 042	1 009	1 022	1 051	792
Papua New Guinea ¹	76	55	63	103	120
Total²	4 176	4 111	4 254	4 123	3 171
Diesel (000MWh)					
South Africa					
Free State	28	27	30	33	30
Gauteng	20	33	22	7	2
North West	83	74	79	85	65
Papua New Guinea	470	552	474	324	364
Total	601	686	605	449	461
Other sources petrol and heating oil (000MWh)					
South Africa					
Free State	26	28	31	31	3
Gauteng	1	1	1	1	–
North West	36	36	34	28	1
Papua New Guinea	0.01	0.01	0.02	–	0.01
Total	63	65	66	60	4

¹ Grid purchased power. Self generated power is captured under diesel.

² Assured KPI for electricity purchased, and includes renewable energy.

ESG data tables continued

Energy per Ounce Produced (GJ/oz)	FY24	FY23	FY22	FY21	FY20
South Africa	11.06	11.06	11.55	10.93	10.70
Papua New Guinea	12.00	13.34	16.22	10.19	11.13
Total	11.15	11.93	11.93	10.85	10.75

Energy per Ounce Produced (MWh/oz)	FY24	FY23	FY22	FY21	FY20
South Africa	3.07	3.21	3.21	3.04	2.97
Papua New Guinea	3.33	4.32	4.51	2.83	3.09
Total	3.10	3.31	3.31	3.02	2.99

Energy per Tonne Treated (GJ/tonne)	FY24	FY23	FY22	FY21	FY20
South Africa	0.32	0.32	0.31	0.33	0.53
Papua New Guinea	0.59	0.57	0.60	0.45	0.45
Total	0.34	0.34	0.33	0.34	0.51

Energy per Tonne Treated (MWh/tonne)	FY24	FY23	FY22	FY21	FY20
South Africa	0.09	0.09	0.09	0.09	0.15
Papua New Guinea	0.16	0.16	0.17	0.12	0.12
Total	0.09	0.09	0.09	0.09	0.14

ESG data tables continued

Regional Energy Spend (Rm)	FY24	FY23	FY22	FY21	FY20
South Africa (CAPEX) ¹	48	22	6	9	11
South Africa (OPEX) ¹	7 150	6 051	5 598	4 613	3 202
Papua New Guinea	316	331	234	273	309
Total	7 514	6 404	5 838	4 895	3 522

¹ South Africa operations energy efficiency and renewable projects.

Energy spend (% of Opex)	FY24	FY23	FY22	FY21	FY20
South Africa ¹	20	19	18	17	16
Papua New Guinea ²	13	15	11	16	18

¹ South Africa operating expenditure is for Eskom 3rd party power provider.

² Papua New Guinea operating expenditure includes both external 3rd party power and self generated power.

Reduction of energy consumption in South Africa	FY24	FY23	FY22	FY21	FY20
Total energy saved annually from energy efficiency & renewable energy (MWh)*	389 686	295 391	269 000	274 000	241 000
Cumulative energy savings (MWh)**	1 915 918	1 591 680	1 296 289	1 027 289	753 289
Total CO ₂ equivalent emissions avoided from renewable energy initiatives (MtCO ₂ e)*	0.0654	0.0058	–	–	–
Cumulative GHG emissions avoided (MtCO ₂ e)	0.0712	0.0058	–	–	–
Accumulative scope 2 and scope 3 savings due to energy efficiency savings (MtCO ₂ e)**	2.18	1.82	1.49	1.16	0.86
Annual cost savings (Rm)	532	395	364	309	267
Cumulative cost savings (Rm)**	2 280	1 748	1 353	1 003	694
Gold production ('000oz)	1 398	1 327	1 367	1 385	1 061
Cost reduction (Rand per ounce)	381	297	267	223	252

* Renewable energy production started in FY23.

** Cumulative energy savings from FY08.

ESG data tables continued

Electricity Consumption

Group Electricity consumption (000GJ)	FY24	FY23	FY22	FY21	FY20
South Africa	14 526	14 591	15 088	14 472	10 984
South Africa (self generation)	234	11	–	–	–
Papua New Guinea ¹	274	198	227	371	432
Papua New Guinea (self generation)	191	299	209	104	58
Total	15 225	15 099	15 524	14 947	11 474
Electricity consumption intensity (GJ/t treated)²	0.30	0.29	0.29	0.30	0.45
Total energy saved from energy efficiency & renewable energy	1 403	1 063	968	986	868

Electricity per Tonne Treated (GJ/tonne) ²	FY24	FY23	FY22	FY21	FY20
South Africa	0.31	0.30	0.30	0.32	0.51
Papua New Guinea	0.14	0.13	0.13	0.14	0.13
Total	0.30	0.29	0.29	0.30	0.45

¹ Grid purchased power.

² Restated to account for self-generated power in South Africa and Papua New Guinea.

Group Electricity consumption (000MWh)	FY24	FY23	FY22	FY21	FY20
South Africa	4 035	4 053	4 191	4 020	3 051
South Africa (self generation) ¹	65	3	–	–	–
Papua New Guinea ²	76	55	63	103	120
Papua New Guinea (self generation)	53	83	58	29	16
Total	4 229	4 194	4 312	4 152	3 187
Electricity consumption intensity (MWh/t treated)³	0.08	0.08	0.08	0.08	0.13
Total energy saved from energy efficiency & renewable energy	390	295	269	274	241

¹ Assured KPI for electricity purchased, and includes renewable energy.

² Grid purchased power.

³ Restated to account for self-generated power in South Africa and Papua New Guinea.

ESG data tables continued

Electricity per Tonne Treated (MWh/tonne)¹	FY24	FY23	FY22	FY21	FY20
South Africa	0.09	0.08	0.08	0.09	0.14
Papua New Guinea	0.04	0.04	0.04	0.04	0.03
Total	0.08	0.08	0.08	0.08	0.13

¹ Grid purchased power.

Electricity per Ounce Produced (GJ/oz)	FY24	FY23	FY22	FY21	FY20
South Africa	10.56	11.00	11.03	10.45	10.35
Papua New Guinea	2.83	3.54	3.65	3.15	3.13
Total	9.75	10.29	10.45	9.73	9.42

Electricity per Ounce Produced (MWh/oz)	FY24	FY23	FY22	FY21	FY20
South Africa	2.93	3.06	3.07	2.90	2.88
Papua New Guinea	0.79	0.98	1.02	0.87	0.87
Total	2.71	2.86	2.90	2.70	2.62

ESG data tables continued

Hydrocarbon Consumption

Group Hydrocarbon consumption (MI)	FY24	FY23	FY22	FY21	FY20
Diesel					
South Africa	12.330	12.704	12.342	11.784	9.201
Papua New Guinea	47.393	55.679	47.196	32.382	36.458
Total	59.723	68.383	59.538	44.166	45.659
Petrol					
South Africa	0.441	0.474	0.490	0.566	0.477
Papua New Guinea	0.001	0.001	0.002	–	0.001
Total	0.442	0.475	0.492	0.566	0.478
Heating oil					
South Africa	5.641	5.425	5.471	4.914	n/a
Papua New Guinea	–	–	–	–	–
Total	5.641	5.425	5.471	4.914	–
Total South Africa	18.412	18.603	18.303	17.264	9.678
Total Papua New Guinea	47.394	55.680	47.198	32.382	36.459
Total group	65.806	74.283	65.501	49.646	46.137

Regional Hydrocarbon consumption (MI)	FY24	FY23	FY22	FY21	FY20
South Africa					
Free State	4.970	5.009	5.488	5.853	3.139
Gauteng	1.935	3.211	2.120	0.801	0.261
North West	11.507	10.384	10.695	10.609	6.277
Papua New Guinea	47.394	55.680	47.198	32.382	36.459
Total	65.806	74.284	65.501	49.645	46.136

ESG data tables continued

Diesel (MI)	FY24	FY23	FY22	FY21	FY20
South Africa					
Free State	2.619	2.568	2.806	3.091	2.822
Gauteng	1.862	3.126	2.036	0.708	0.229
North West	7.849	7.010	7.500	7.985	6.150
Papua New Guinea	47.393	55.679	47.196	32.382	36.458
Total	59.723	68.383	59.538	44.166	45.659

Petrol (MI)	FY24	FY23	FY22	FY21	FY20
South Africa					
Free State	0.269	0.280	0.292	0.348	0.317
Gauteng	0.073	0.085	0.084	0.093	0.033
North West	0.099	0.109	0.114	0.125	0.127
Papua New Guinea	0.001	0.001	0.002	–	0.001
Total	0.442	0.475	0.492	0.566	0.478

Heating oil (MI)	FY24	FY23	FY22	FY21	FY20
South Africa					
Free State	2.082	2.160	2.390	2.414	n/a
Gauteng	–	–	–	–	n/a
North West	3.559	3.265	3.081	2.500	n/a
Papua New Guinea	–	–	–	–	–
Total	5.641	5.425	5.471	4.914	–

ESG data tables continued

Carbon Emissions

Group Scope 1 carbon emissions (CO₂e tonnes)	FY24	FY23	FY22	FY21	FY20
Scope 1 breakdown by source (CO₂e tonnes)					
Diesel	158 955	181 857	161 081	118 710	122 683
Explosives	3 105	2 745	2 862	2 732	2 412
Petrol	1 039	1 115	1 151	1 312	1 107
Heating oil	16 082	14 636	14 929	13 376	–
Total¹	179 182	200 353	180 023	136 130	126 202
% breakdown					
Diesel	89	91	89	87	97
Explosives	2	1	2	2	2
Petrol	1	1	1	1	1
Heating oil	9	7	8	10	–
Total	100	100	100	100	100

¹ Assured KPI.

ESG data tables continued

Group Scope 1 carbon emissions (CO₂e tonnes)	FY24	FY23	FY22	FY21	FY20
Diesel (CO₂e tonnes)					
South Africa	32 816	33 785	33 392	31 672	24 721
Papua New Guinea	126 139	148 072	127 689	87 038	97 962
Total	158 955	181 857	161 081	118 710	122 683
Explosives (CO₂e tonnes)					
South Africa	2 309	1 980	2 337	2 254	1 584
Papua New Guinea	796	765	525	478	828
Total	3 105	2 745	2 862	2 732	2 412
Petrol (CO₂e tonnes)					
South Africa	1 037	1 112	1 146	1 311	1 104
Papua New Guinea	2	3	5	1	3
Total	1 039	1 115	1 151	1 312	1 107
Heating oil (CO₂e tonnes)					
South Africa	16 082	14 636	14 929	13 376	–
Papua New Guinea	–	–	–	–	n/a
Total	16 082	14 636	14 929	13 376	–
Total South Africa	52 244	51 513	51 804	48 613	27 409
Total Papua New Guinea	126 937	148 840	128 219	87 517	98 793
Total group	179 181	200 353	180 023	136 130	126 202

ESG data tables continued

Regional Scope 1 carbon emissions (CO₂e tonnes)	FY24	FY23	FY22	FY21	FY20
Diesel (CO₂e tonnes)					
South Africa					
Free State	6 969	6 830	7 592	8 308	7 582
Gauteng	4 957	8 313	5 509	1 902	615
North West	20 890	18 642	20 291	21 462	16 524
Papua New Guinea	126 139	148 072	127 689	87 038	97 962
Total	158 955	181 857	161 081	118 710	122 683
Explosives (CO₂e tonnes)					
South Africa					
Free State	830	678	901	824	674
Gauteng	832	814	846	726	415
North West	646	488	590	704	495
Papua New Guinea	796	765	525	478	828
Total	3 105	2 745	2 862	2 732	2 412
Petrol (CO₂e tonnes)					
South Africa					
Free State	633	657	683	806	735
Gauteng	171	200	197	216	75
North West	233	255	266	289	294
Papua New Guinea	2	3	5	1	3
Total	1 039	1 115	1 151	1 312	1 107
Heating oil (CO₂e tonnes)					
South Africa					
Free State	6 610	5 953	6 593	6 657	n/a
Gauteng	–	–	–	–	n/a
North West	9 472	8 683	8 336	6 719	n/a
Papua New Guinea	–	–	–	–	n/a
Total	16 082	14 636	14 929	13 376	–
Total South Africa – Free State	15 042	14 118	15 769	16 595	8 991
Total South Africa – Gauteng	5 960	9 327	6 552	2 844	1 105
Total South Africa – North West	31 242	28 068	29 483	29 174	17 313
Total Papua New Guinea	126 938	148 840	128 219	87 517	98 793
Total group	179 182	200 353	180 023	136 130	126 202

ESG data tables continued

Group Scope 2 carbon emissions (CO₂e tonnes)	FY24	FY23	FY22	FY21	FY20
Scope 2 breakdown by source (CO₂e tonnes)					
South African Electricity Grid	4 034 398	4 214 643	4 525 257	4 180 860	3 234 476
Papua New Guinea Ramu Electricity Grid	51 664	37 518	42 988	70 192	81 196
Total¹	4 086 062	4 252 161	4 568 245	4 251 052	3 315 672
% breakdown					
South African Electricity Grid	99	99	99	98	98
Papua New Guinea Ramu Electricity Grid	1	1	1	2	2
Total	100	100	100	100	100

¹ Assured KPI.

Regional Scope 2 carbon emissions (CO₂e tonnes)	FY24	FY23	FY22	FY21	FY20
Electricity (CO₂e tonnes)					
South Africa					
Free State	1 270 390	1 342 318	1 549 441	1 499 428	1 542 638
Gauteng	1 722 913	1 823 542	1 872 563	1 588 189	852 200
North West	1 041 095	1 048 783	1 103 253	1 093 243	839 638
Papua New Guinea	51 664	37 518	42 988	70 192	81 196
Total	4 086 062	4 252 161	4 568 246	4 251 053	3 315 672

ESG data tables continued

Group Scope 3 carbon emissions (CO₂e tonnes)	FY24	FY23	FY22	FY21	FY20
Scope 3 breakdown by category and source (CO₂e tonnes)					
Category 1					
Explosives	45 844	40 518	42 254	40 323	35 000
Cement	24 736	27 452	27 166	26 044	21 351
Timber	2 141	1 803	2 764	2 401	1 625
Cyanide	345 784	349 223	359 136	273 185	127 703
Caustic soda	20 175	21 060	19 975	18 175	5 031
Lime	98 283	87 712	92 795	83 303	54 084
Total	536 963	527 768	544 090	443 431	244 794
Category 3	447 032	470 348	517 654	424 962	324 271
Category 6	6 296	4 991	3 424	2 459	1 171
Total Scope 3 emissions¹	990 291	1 003 107	1 065 168	870 852	570 236
% breakdown					
Category 1	54	53	51	51	44
Category 3	45	47	49	49	57
Category 6	1	–	–	–	–
Total	100	100	100	100	101

¹ Assured KPI.

ESG data tables continued

Group Scope 3 carbon emissions (CO₂e tonnes)	FY24	FY23	FY22	FY21	FY20
Category 1 (CO₂e tonnes)					
South Africa					
Explosives	34 088	29 223	34 505	33 271	22 985
Cement	24 710	27 448	27 158	25 988	21 326
Timber	2 141	1 803	2 764	2 401	1 625
Cyanide	329 520	331 046	346 234	258 448	110 978
Caustic soda	20 147	21 054	19 956	18 175	5 031
Lime	91 605	81 740	86 520	79 145	40 356
Total South Africa	502 211	492 314	517 137	417 428	202 301
Papua New Guinea					
Explosives	11 756	11 295	7 749	7 052	12 015
Cement	26	4	8	56	25
Timber	n/a	n/a	n/a	n/a	n/a
Cyanide	16 264	18 177	12 902	14 737	16 725
Caustic soda ¹	28	6	19	n/a	n/a
Lime	6 678	5 972	6 275	4 158	13 728
Total Papua New Guinea	34 752	35 454	26 953	26 003	42 493
Total Group	536 963	527 768	544 090	443 431	244 794

¹ Caustic soda only reported from FY22.

Group Scope 3 carbon emissions (CO₂e tonnes)	FY24	FY23	FY22	FY21	FY20
Category 3 (CO₂e tonnes)					
South Africa	445 280	469 075	516 196	422 585	321 515
Papua New Guinea	1 752	1 273	1 458	2 377	2 756
Group	447 032	470 348	517 654	424 962	324 271

ESG data tables continued

Group Scope 3 carbon emissions (CO ₂ e tonnes)	FY24	FY23	FY22	FY21	FY20
Category 6 (CO₂e tonnes)					
South Africa	568	1 672	676	236	1 171
Papua New Guinea ¹	5 728	3 319	2 748	2 223	n/a
Group	6 296	4 991	3 424	2 459	1 171

¹ Monitored from FY21.

Group Scope 3 carbon emissions (CO ₂ e tonnes)	FY24	FY23	FY22	FY21	FY20
Total South Africa	948 059	963 061	1 034 009	840 249	524 987
Total Papua New Guinea	42 232	40 046	31 159	30 603	45 249
Total Group	990 291	1 003 107	1 065 168	870 852	570 236

Group carbon emissions (CO ₂ e)	FY24	FY23	FY22	FY21	FY20
Total emissions – scope 1, 2 and 3 (CO₂e tonnes)¹					
Scope 1	179 182	200 353	180 023	136 130	126 202
Scope 2	4 086 062	4 252 161	4 568 245	4 251 052	3 315 672
Scope 3	990 291	1 003 107	1 065 168	870 852	570 236
Total group	5 255 534	5 455 621	5 813 436	5 258 034	4 012 110
% Breakdown					
Scope 1	3	4	3	3	3
Scope 2	78	78	79	81	83
Scope 3	19	18	17	17	14
Total group	100	100	99	101	100

¹ Assured KPI for scope 1, scope 2 and scope 3.

ESG data tables continued

Atmospheric Emissions

Emissions	FY24	FY23	FY22	FY21	FY20
Oxides of nitrogen (NO _x)	30.42	30.68	25.10	47.34	13.42
Particular matter (TSP)	6.80	8.66	10.24	12.18	5.66
Sulphur dioxide (SO ₂)	4.52	2.01	14.61	1.97	0.46
Grand total	41.74	41.35	49.95	61.49	19.53

Emissions for South Africa Region (tonnes (000t))	FY24	FY23	FY22	FY21	FY20
Free State					
Oxides of nitrogen (NO _x)	1.88	2.02	10.63	9.21	8.55
Particular matter (TSP)	3.02	2.64	3.72	5.27	4.77
Sulphur dioxide (SO ₂)	0.27	0.25	12.66	0.86	0.13
Gauteng					
Oxides of nitrogen (NO _x)	6.05	14.14	3.70	22.99	0.00
Particular matter (TSP)	0.38	0.62	0.21	0.61	0.00
Sulphur dioxide (SO ₂)	0.17	0.38	0.13	0.00	0.00
North West					
Oxides of nitrogen (NO _x)	22.50	14.52	10.76	15.15	4.88
Particular matter (TSP)	3.40	5.40	6.31	6.31	0.88
Sulphur dioxide (SO ₂)	4.08	1.37	1.83	1.11	0.33
Grand total	41.75	41.35	49.95	61.49	19.53

Emissions Intensities for South Africa (tonnes/tonnes treated (000t))	FY24	FY23	FY22	FY21	FY20
Oxides of nitrogen (NO _x)	0.0006	0.0006	0.0005	0.0010	0.0006
Particular matter (TSP)	0.0001	0.0002	0.0002	0.0003	0.0003
Sulphur dioxide (SO ₂)	0.00010	0.00004	0.00029	0.00004	0.00002
Grand total	0.0009	0.0009	0.0010	0.0013	0.0009

ESG data tables continued

Emissions Intensities for South Africa (tonnes/tonnes treated (000t))	FY24	FY23	FY22	FY21	FY20
Free State					
Oxides of nitrogen (NO _x)	0.0001	0.0001	0.0007	0.0006	0.0006
Particular matter (TSP)	0.0002	0.0002	0.0002	0.0004	0.0003
Sulphur dioxide (SO ₂)	0.00002	0.00000	0.00080	0.00010	0.00000
Gauteng					
Oxides of nitrogen (NO _x)	0.0008	0.0001	0.0000	0.0001	0.0000
Particular matter (TSP)	0.0000	0.0001	0.0000	0.0000	0.0000
Sulphur dioxide (SO ₂)	0.00002	0.00180	0.00050	0.00410	0.00000
North West					
Oxides of nitrogen (NO _x)	0.0009	0.0006	0.0004	0.0006	0.0013
Particular matter (TSP)	0.0001	0.0002	0.0002	0.0003	0.0002
Sulphur dioxide (SO ₂)	0.00016	0.00005	0.00007	0.00004	0.00009
Grand total	0.0009	0.0009	0.0010	0.0013	0.0009

ESG data tables continued

Materials and water used

Materials used	FY24	FY23	FY22	FY21	FY20
Rock mined: ore and waste (000t)	45 258	41 547	43 216	41 025	43 052
Tonnes treated (000t)	51 319	52 135	53 802	49 252	25 429
Waste rock recycled (000t)	6 044	6 599	7 683	10 405	6 383
Slimes recycled (000t)	37 643	37 138	36 891	29 568	10 247
Liquefied petroleum gas (t)	0.64	0.48	0.53	1.00	1.00
Grease (t)	480	475	524	552	424
Cyanide (000t)	37	38	64	49	23
Petrol and diesel (000l)	60 164	68 859	60 030	44 732	46 137
Lubricating and hydraulic oil (000l)	3 036	2 707	2 945	2 693	2 456

Group water use (000m³)	FY24	FY23	FY22	FY21	FY20
Water used for primary activities ¹	34 813	29 350	33 417	30 306	19 692
Potable water from external sources ¹	19 305	20 029	21 190	19 467	14 576
Non-potable water from external sources	15 509	9 320	12 227	10 838	5 117
Surface water used	3 830	2 477	2 756	2 784	2 688
Groundwater used	11 679	6 843	9 470	8 054	2 429
Water recycled in process	98 051	99 932	88 599	83 392	60 325
Water discharge to surface sources ²	5 960	5 047	5 298	3 787	3 164
Water used ³	28 853	24 303	28 119	26 519	16 528
Water consumption intensity (000m ³ /t treated)	0.68	0.56	0.62	0.62	0.77

¹ Assured KPI.

² Restated FY23.

³ Restated FY20 to FY23.

ESG data tables continued

Regional Water use (000m³)	FY24	FY23	FY22	FY21	FY20
Water for primary activities¹					
South Africa					
Free State	8 824	7 799	9 065	8 075	8 210
Gauteng	9 861	7 431	6 685	5 869	3 381
North West	14 017	11 934	15 736	14 379	6 281
Papua New Guinea	2 112	2 186	1 930	1 983	1 820
Total	34 813	29 350	33 416	30 306	19 692
Absolute potable¹					
South Africa					
Free State	7 111	7 573	8 470	8 063	8 210
Gauteng	6 635	7 367	6 620	5 782	3 271
North West	5 559	5 089	6 100	5 622	3 095
Papua New Guinea	-	-	-	-	-
Total	19 305	20 029	21 190	19 467	14 576
Non-potable					
South Africa					
Free State	1 713	225	595	12	-
Gauteng	2 975	64	65	87	110
North West	8 457	6 845	9 636	8 757	3 186
Papua New Guinea	2 112	2 186	1 930	1 983	1 820
Total	15 257	9 320	12 226	10 839	5 116

¹ Assured KPI.

ESG data tables continued

Group Waste generated	FY24	FY23	FY22	FY21 ¹	FY20
Oils and grease					
Grease used (t)	480	475	524	552	424
Lubricating and hydraulic oil used (MI)	3.0	2.7	3.0	3.0	2.5
Recycled oil – repurposing hydrocarbons to landfill (000l)	703	742	698	527	813
Hazardous waste					
Tailings (Mt) ²	52	51	52	47	24
Waste rock deposited (Mt) ²	30	28	25	24	28
Hazardous waste to landfill (t)	1 261	1 501	803	524	250
Recycled waste³					
Waste rock recycled (000t)	6 044	6 599	7 683	10 405	6 383
Timber (t)	6 097	3 251	2 727	3 121	1 868
Steel (t)	14 939	13 781	8 889	8 739	5 863
Plastic (t)	697	489	591	625	509
Total recycled waste (000t)	6 066	6 617	7 695	10 417	6 391
Total general waste generated from operational salvage yards	29 289	25 644	20 470	12 485	8 241
Mineral waste intensity (tonne/tonne treated)	1.60	1.52	1.43	1.44	2.05
General waste intensity (tonne/000tonne treated)	0.57	0.49	0.38	0.25	0.32

¹ Includes Mponeng and related assets.

² Assured KPI.

³ Note that Waste rock recycled is in 000tonnes and Timber, Steel and Plastic is in tonnes.

ESG data tables continued

Social
Employees

Employee complement	FY24	FY23	FY22	FY21	FY20
Harmony – total¹	46 078	45 546	47 345	48 112	39 582
Permanent	34 715	34 913	37 581	38 472	32 990
Contractors	11 363	10 633	9 764	9 640	6 592
South Africa – total¹	43 667	43 175	45 002	45 733	37 343
Permanent	33 123	33 341	35 989	36 873	31 502
Contractors	10 544	9 834	9 013	8 860	5 841
Papua New Guinea – total	2 264	2 267	2 278	2 314	2 182
Permanent	1 465	1 472	1 527	1 536	1 434
Contractors	799	795	751	778	748
Australia – total	129	104	65	65	–
Permanent	127	100	65	63	54
Contractors	2	4	–	2	3

¹ The employee numbers for Margaret Water Company NPC and Covalent Water Company are excluded and not used in any calculations based on employee numbers.

ESG data tables continued

Employee training and development	FY24	FY23	FY22	FY21	FY20
People trained*	42 291	42 744	43 337	36 211	31 533
South Africa – total	40 704	41 266	41 970	34 744	29 963
Permanent	30 417	31 911	33 410	***	***
Contractors	10 287	9 355	8 560	***	***
Papua New Guinea – total¹	1 545	1 448	1 359	1 459	1 570
Permanent	1 489	1 259	1 359	1 459	1 570
Contractors	56	189	–	–	–
Australia – total	42	30	8	8	–
Permanent	42	30	8	8	–
Contractors	–	–	–	–	–
Hours of training – total					
South Africa	2 060 823	2 155 281	2 071 384	2 071 384	1 780 056
Permanent	1 764 278	1 844 964	1 956 127	***	***
Contractors	296 545	310 317	343 209	***	***
Average training hours per employee	51	52	55	60	59
Papua New Guinea	105 244	83 526	***	***	***
Permanent	104 755	82 124	***	***	***
Contractors	489	1 402	***	***	***
Average training hours per employee	70	65	***	***	***
Australia	252	***	***	***	***
Permanent	252	***	***	***	***
Contractors	–	***	***	***	***
Average training hours per employee	6	***	***	***	***

¹ The numbers for FY21 and FY22 have been restated.

* The number represents training events attended by employees and contractors. A person could attend multiple events, with each attendance being recorded.

*** Data not collated for this period.

Expenditure on training (Rm)¹	FY24	FY23	FY22	FY21	FY20
South Africa	808	783	661	468	458
Papua New Guinea	31	33	4	20	24
Australia	–	1	–	–	–

¹ Includes permanent employees and contractors.

ESG data tables continued

Employees drawn from local communities (%)	FY24	FY23	FY22	FY21	FY20
South Africa	84.0	83.0	81.9	78.0	76.0
Free State	81.0	81.0	82.0	***	***
Permanent	77.0	77.0	***	***	***
Contractors	98.0	98.0	***	***	***
Gauteng	84.0	84.0	83.0	***	***
Permanent	83.0	81.0	***	***	***
Contractors	98.0	98.0	***	***	***
North West	87.0	87.0	82.0	***	***
Permanent	82.0	81.0	***	***	***
Contractors	98.0	98.0	***	***	***
Papua New Guinea					
National workforce ¹	97.0	97.5	97.5	97.0	96.0
Permanent	97.0	***	***	***	***
Contractors	85.0	***	***	***	***
Local community workforce ²	37.0	37.0	***	***	***
Permanent	40.0	41.0	***	***	***
Contractors	30.8	79.0	***	***	***
Australia					
First Nations ³	1.0	***	***	***	***
Permanent	1.0	***	***	***	***
Contractors	–	***	***	***	***
Senior management drawn from local communities (%)					
South Africa	98.0	98.0	99.0	98.0	98.0
Papua New Guinea					
% of senior management (Nationals)	25.0	25.0	***	***	***
% of management (Nationals)	60.0	66.0	***	***	***
% of management (Local communities)	6.0	6.0	***	***	***

*** Data not collated for this period.

¹ Persons who are nationals of Papua New Guinea.

² Persons who are from landowner villages and host districts.

³ Persons of Aboriginal or Torres Strait Islander descent as voluntarily disclosed.

ESG data tables continued

Gender diversity
South Africa

% of workforce who are women

% of women in management

Australia

 % of workforce who are women¹

 % of women in management^{2,3}
Papua New Guinea

% of workforce who are women

 % of women in management^{3,4}

	FY24	FY23	FY22	FY21	FY20
South Africa					
% of workforce who are women	20.0	20.0	19.0	18.0	17.0
% of women in management	23.0	22.2	21.0	20.0	19.0
Australia					
% of workforce who are women ¹	31.0	33.0	32.0	33.0	37.0
% of women in management ^{2,3}	16.0	21.0	18.0	18.0	15.0
Papua New Guinea					
% of workforce who are women	14.0	15.0	17.0	14.0	14.0
% of women in management ^{3,4}	10.0	13.0	11.0	10.0	7.0

¹ Restated for FY21.

² Restated for FY23 to FY20.

³ The % decrease of women in management in Papua New Guinea and Australia has been influenced by an increase in the total number of management positions during FY24.

⁴ Restated for FY23.

ESG data tables continued

**Woman in Mining
Group**

	FY24	FY23	FY22	FY21
Total Females ¹	6 955	6 789	6 668	6 595
Females in core mining ²	4 697	4 781	4 811	4 766
Females in core mining (%)	16	16	15	14
Females in management (%)	22	22	21	20
Total Females (%)	20	19	18	18
South Africa				
Total Females ¹	6 705	6 537	6 668	6 595
Females in core mining ²	4 618	4 683	4 811	4 766
Females in core mining (%)	17	16	15	14
Females in management (%)	23	22	21	20
Total Females (%)	20	20	19	18
Papua New Guinea				
Total Females ¹	211	217	***	***
Females in core mining ²	74	94	***	***
Females in core mining (%)	16	7	***	***
Females in management (%) ³	10	13	***	***
Total Females (%)	14	15	***	***
Australia				
Total Females ¹	39	35	***	***
Females in core mining ²	5	4	***	***
Females in core mining (%)	15	11	***	***
Females in management (%) ³	16	21	***	***
Total Females (%)	31	33	***	***

¹ Based on Employees only.

² Females in Core Mining includes females employed in core production roles in Mining, Engineering/Maintenance, Metallurgy/Processing, Technical Services (Geotech, Geology, Mine planning, Projects, Exploration roles) Ventilation and Business Improvement.

³ Restated for FY23.

*** Data not collated for this period.

ESG data tables continued

	FY24	FY23	FY22	FY21	FY20
Employees covered by collective bargaining					
South Africa	31 324	32 674	34 336	36 003	30 829
Absenteeism rate %					
South Africa	17.8	18.7	20.0	***	***
Papua New Guinea	8.6	7.0	***	***	***
Australia	17.0	5.0	–	–	–
Number of strikes and lockouts exceeding one week duration					
South Africa	–	–	–	–	–
Papua New Guinea	–	–	–	–	–
Australia	–	–	–	–	–
South Africa only					
Employment equity¹					
Historically disadvantaged persons/South Africans in management (%)	70	68	67	65	64
Number attending critical skills training	182	163	96	83	81
Housing and accommodation¹					
Employees living in single rooms	7 457	7 662	8 057	8 547	8 008

¹ Assured KPI.

*** Data not collated for this period.

 Employment equity performance¹

	FY24		FY23	
	HDP ² (%)	Female HDP ¹ (%)	HDP ² (%)	Female HDP ¹ (%)
Board ³	67	25	67	25
Executive management	57	24	60	25
Senior management	62	27	58	27
Middle management	63	29	60	28
Junior management	72	21	70	21
Core and critical skills ¹	74	n/a	73	n/a
People with disabilities ¹	0.28	n/a	0.28	n/a

¹ Assured KPI.

² HDPs include women and exclude white males and foreign nationals.

³ Harmony's three executive directors are included as board members.

ESG data tables continued

Hiring and turnover

Voluntary turnover¹

Region	FY24					FY23				
	Female	Male	Total	Employees	%	Female	Male	Total	Employees	%
South Africa	72	521	593	33 123	1.8	21	186	207	33 341	0.6
Papua New Guinea	26	153	179	1 465	12.2	30	156	168	1 472	11.4
Australia	9	14	23	127	18.1	8	7	15	100	15.0
Total	107	688	795	34 715	2.3	59	349	390	34 913	1.1
Male vs female turnover (Group) (%)	13	87				15	89			

¹ Resignations, Retirements, VSP.

Involuntary turnover¹

Region	FY24					FY23				
	Female	Male	Total	Employees	%	Female	Male	Total	Employees	%
South Africa	186	1 177	1 363	33 123	4.1	175	1 554	1 729	33 341	5.2
Papua New Guinea	11	55	66	1 465	4.5	9	90	99	1 472	6.7
Australia	1	3	4	127	3.1	–	–	–	100	–
Total	198	1 235	1 433	34 715	4.1	184	1 644	1 828	34 913	5.2
Male vs female turnover (Group) (%)	14	86				10	90			

¹ All turnovers not included in the definition of voluntary i.e., dismissals, downscaling, retrenchments.

ESG data tables continued

Safety and Health

Safety	FY24	FY23	FY22	FY21	FY20
Loss of life					
Group	7	6	13	11	6
South Africa	7	6	13	11	6
Employees	5	5	12	9	6
Contractors	2	1	1	2	–
Papua New Guinea	–	–	–	–	–
Employees	–	–	–	–	–
Contractors	–	–	–	–	–
Australia	–	–	–	–	–
Employees	–	–	–	–	–
Contractors	–	–	–	–	–
Loss of life frequency rate (per 1 million hours worked)					
Group	0.07	0.06	0.13	0.11	0.08
Lost-time injury frequency rate (per 1 million hours worked)¹					
Group	5.53	5.49	5.65	6.18	6.33
South Africa	5.79	5.74	5.90	6.46	6.69
Papua New Guinea²	0.46	0.34	0.17	–	0.77
Australia	2.75	***	***	***	***

¹ Assured KPI.

² FY24 Papua New Guinea frequency rate is inclusive of Hidden Valley, Wafi-Golpu and Harmony Gold Exploration Limited.

*** Data not collated for this period.

ESG data tables continued

Health – South Africa	FY24	FY23	FY22	FY21	FY20
Absenteeism (total)					
Health-related absenteeism (%)	7.5	8.0	7.9	9.9	6.2
Tuberculosis					
TB screening of employees and contractors	43 176	43 391	44 445	44 301	34 815
% of workforce	100	100	98.5	98.0	93.0
TB incidence rate (per 100 000 employees tested)	507	604	590	483	680
Number of TB cases confirmed	219	262	267	***	***
HIV/Aids					
Employees identified as HIV-positive	9 588	9 762	10 582	10 593	9 125
Employees receiving antiretroviral therapy	8 704	8 934	9 595	9 328	7 980
Employees knowing their HIV status (including contractors) (%) ¹	91	89	85	76	83
Employees receiving antiretroviral therapy (medically uninsured, excluding contractors) (%) ¹	88	90	89	86	85
Employees receiving antiretroviral therapy will have viral suppression (medically uninsured) (%) ¹	88	82	78	78	71
Employees on voluntary counselling and testing programmes (%)	83	83	92	***	***

¹ Assured KPI.

*** Data not collated for this period.

Health – South Africa	FY24	FY23	FY22	FY21	FY20
Chronic diseases					
Employees with a chronic condition ¹	23 230	23 149	24 728	21 612	19 294
Proportion of SA workforce (%)	70	69	69	61	61
Diabetes (%)	17	16	15	10	10
Hypertension (%)	33	33	34	32	33
HIV/Aids (%)	41	42	43	49	47

¹ Employees with more than one chronic disease are counted in each condition.

ESG data tables continued

Occupational health – South Africa

	FY24	FY23	FY22	FY21	FY20
Heat					
Heat tolerance tests conducted	25 230	24 085	17 868	15 364	17 654
Heat-related cases reported	157	192	211	126	78
Noise					
Early noise-induced hearing loss cases	88	158	226	217	230
Cases compensated	77	98	106	71	80
Employees with personalised hearing devices (%)	98.0	99.5	99.3	97.1	99.3
Contractor employees with personalised hearing devices (%)	80.0	98.3	85.5	74.0	88.4
Silicosis					
Cases submitted	103	115	108	141	164
Cases certified ¹	45	62	184	54	67

¹ Assured KPI.

Health – Papua New Guinea

	FY24	FY23	FY22	FY21	FY20
Health examinations conducted	19 459	19 969	15 539	11 489	20 452
Number of malaria cases	146	90	127	***	***
Employees treated for respiratory ailments	2 606	2 456	1 545	707	1 905

*** Data not collated for this period.

ESG data tables continued

Communities

	FY24	FY23	FY22	FY21	FY20
Mine community development (Rm)	266	254	193	165	214
South Africa	151	179	138	102	150
SLP Local Economic Development (LED) Initiatives ¹	80	114	61	61	65
Human resources development community initiatives	33	32	44	15	32
Corporate Social Investment (CSI) ¹	20	15	9	10	29
Social Trusts Investment	6	11	13	–	–
Investment in labour sending areas: (CSI and Social trust)	–	–	4	1	3
Leano Initiative	12	7	7	15	21
Papua New Guinea	115	75	55	63	64
Wafi-Golpu Project	4	3	2	–	–
Community Social Investment	4	3	2	–	–
Hidden Valley Mine	111	72	54	63	64
Community development initiatives (MoA)	15	6	5	4	11
Royalties (paid to Landowners and communities)	69	47	34	45	41
Hidden Valley Mine Trust payments	12	9	7	8	8
Employees dependent school fees	15	9	7	5	5
Donations	–	–	–	–	***
Australia	–	–	***	***	***
Community Social Investment	–	–	***	***	***

¹ Assured KPI.

ESG data tables continued

Mine community development South Africa regions	FY24	FY23	FY22	FY21	FY20
South Africa	139	164	122	82	99
Free State	66	56	46	44	61
SLP Mine Community Development Initiatives	43	27	30	35	49
Human resources development community initiatives	13	22	11	6	12
Corporate Social Investment (CSI)	9	4	1	3	–
Social Trusts Investment	1	4	4	–	–
Gauteng (West Rand)	38	64	51	26	13
SLP Mine Community Development Initiatives	21	52	20	16	8
Human resources development community initiatives	10	7	24	8	4
Corporate Social Investment (CSI)	5	2	2	2	1
Social Trusts Investment	2	3	4	–	–
North West	35	44	25	13	25
SLP Mine Community Development Initiatives	17	35	11	11	8
Human resources development community initiatives	10	4	9	1	16
Corporate Social Investment (CSI)	5	1	1	1	–
Social Trusts Investment	3	4	4	–	–
Procurement (Rbn)	FY24	FY23	FY22	FY21	FY20
South Africa					
Total procurement spend	33.5	29.1	24.4	19.2	14.2
Total discretionary spend¹	17.6	16.5	14.3	10.7	7.7
Total spend in host communities¹	10.1	9.8	7.6	***	***
Preferential procurement (black-owned and BEE compliant spend)	14.7	14.0	11.2	8.0	5.7
Free State	1.6	1.7	1.5	1.2	0.8
Gauteng (West Rand)	10.1	9.5	7.6	5.5	3.8
North West	1.8	1.6	1.1	0.7	0.5
Other provinces	1.2	1.2	1.0	0.6	0.6
spend on >50% BO	10.6	8.6	5.4	5.1	3.3
spend on 100% BO	2.0	1.4	0.1	0.8	0.6

¹ Assured KPI.

ESG data tables continued

	FY24	FY23	FY22	FY21	FY20
Total and Host community suppliers by region					
South Africa					
Total suppliers	2 468	2 516	2 474	2 261	2 257
Host community suppliers	1 395	1 430	1 319	1 178	1 087
Percentage host community suppliers (%)	56.5	56.8	53.3	52.1	48.2
Papua New Guinea (Rm)					
Total spend in Papua New Guinea	2 714	2 078	2 324	2 148	2 233
Spend in Morobe Province (inclusive of Landowner companies)	1 852	1 230	1 191	1 296	1 357
Local and Preferential Procurement: Hidden Valley	2 672	2 010	2 273	2 101	2 180
Expenditure in country (rest of PNG)	843	821	1 107	826	847
Expenditure in Morobe Province	1 220	574	559	653	728
Expenditure with Landowner companies	609	615	607	622	605
Percentage spend in Morobe Province (%)	68.4	59.2	51.3	60.7	61.1
Local and Preferential Procurement: Wafi	42	68	51	47	53
Expenditure in country (rest of PNG)	19	28	26	25	30
Expenditure in Morobe Province	22	37	24	19	21
Expenditure with Landowner companies	1	3	1	3	2
Percentage spend in Morobe Province (%)	54.6	58.7	49.1	46.4	44.5
Australia					
Total spend in Australia ¹	2 270	2 856	1 533	1 100	1 122
Impact on communities					
% of operations impacting local communities	100	100	100	100	100
% of operations with local community engagement programmes in place	100	90	90	100	100
Community complaints procedure/hotline in place (South Africa and Papua New Guinea)	Yes	Yes	Yes	Yes	Yes

¹ Includes spend in Australia that relates to both Papua New Guinea and Australian assets.

ESG data tables continued

Security	FY24	FY23	FY22	FY21	FY20
South Africa					
Harmony personnel impacted in line of duty¹	–	–	–	–	–
Loss of life	–	–	–	–	–
Employees	–	–	–	–	–
Contractors	–	–	–	–	–
Injuries	2	3	2	2	1
Employees	–	1	1	1	–
Contractors	2	2	1	1	1
Number of employees trained on human rights elements associated with security policy training	906	822	610	600	586
Employees	710	511	534	534	528
Contractors	196	311	76	66	58
% of operations subjected to human rights assessments	100	100	100	100	100
Community members impacted by security interventions	3	1	–	–	–
Loss of life	–	–	–	–	–
Injuries	–	–	–	–	–
Number of sites where illegal and artisanal mining takes place	30	40	19	19	21
Number of incidences involving illegal mining (Arrest, deceased and sick illegal miners)	966	985	1 533	1 592	1 579
Number of loss of life resulting from illegal mining collusions	–	–	–	***	***
Papua New Guinea					
Harmony personnel impacted in line of duty	2	–	***	***	***
Harmony contractors impacted in line of duty	–	3	***	***	***
Loss of life	–	–	***	***	***
Injuries²	2	3	***	***	***
Number of employees trained on human rights policy	33	92	***	***	***
Number of police and contractors trained on human rights policy	123	39	***	***	***
% of operations subjected to human rights assessments	–	–	***	***	***
Community members impacted by security interventions	–	–	***	***	***
Loss of life	–	–	***	***	***
Injuries	–	–	***	***	***
Number of sites where illegal and artisanal mining takes place	1	1	***	***	***
Number of strikes and lock-outs exceeding one month's notice	–	–	***	***	***
Number of incidences involving illegal mining (illegal entry of mining lease) ³	6 332	3 512	7 821	1 592	1 579
Number of loss of life resulting from illegal mining collusions	1	–	***	***	***

¹ Number of people.

² Contractors injured.

³ Numbers are derived from daily sightings with Hidden Valley mining lease and numbers for FY23 to FY19 were restated.

*** Data not collated for this period.

ESG data tables continued

Stakeholders
Number of engagements per stakeholder group

	FY24	FY23
South Africa¹		
Communities ²	131	81
Governments ³	124	87
Investors ⁴	134	–
Media ⁵	109	–
Other stakeholders ⁶	168	49
Total South Africa	666	217
Papua New Guinea⁷		
Communities ⁸	822	***
Governments ⁹	212	***
Media	10	***
Other stakeholders ¹⁰	61	***
Total Papua New Guinea	1 105	***
Australia		
Communities	74	***
Governments	25	***
Media	–	***
Other stakeholders ¹⁰	26	***
Total Australia	125	***
Total	666	217

¹ The stakeholder management measure in this report is limited to the engagements that were initiated or took place in the presence of Stakeholder Relations. Bilateral meetings meeting convened by other departments e.g. Procurement when they engage suppliers and contractors, HR when they engage organised labour and employees, Environment when they engage with respective Government Department are not accounted for in the statistics provided.

² Communities includes host communities.

³ Governments includes host, territorial and national government and regulators.

⁴ Investors related engagement is at a group level.

⁵ Media figures include engagements through our Investor relations and Communication Departments.

⁶ Other stakeholders includes academia/educational institutions, business partners, employees, industry bodies/peers, media, NGOs, organised labour, political parties, private entities, state owned enterprises, suppliers and contractors, traditional authorities and trusts/foundations.

⁷ Engagements recorded in relation to Hidden Valley mine activities, inclusive of community project delivery.

⁸ Communities encompass members of our landowner villages, community members, and local community organisations/associations.

⁹ Government includes ward councillors, local level, provincial and national government. It includes departments, regulators, health services and Royal Papua New Guinea Constabulary.

¹⁰ Other stakeholders include businesses, business groups, industry bodies, industry peers and state-owned enterprises; but exclude supply-related engagements.

*** Data not collated for this period.

ESG data tables continued

Grievances
Total community grievances recorded per Region

Regions	FY24	FY23	FY22	FY21	FY20
South Africa	92	92	48	***	***
Papua New Guinea	58	26	27	***	***
Australia	1	–	–	***	***
Group Total	151	118	75	***	***

*** Data not collated for this period.

Total community grievances recorded by category for the Group

Grievance category	FY24	FY23	FY22	FY21	FY20
Employment/Recruitment	34	15	15	***	***
Procurement/Business Opportunities	26	24	17	***	***
Accidental/Environmental Impacts (property, livelihoods and wellbeing)	24	18	11	***	***
Engagements/Insufficient Communications	5	7	6	***	***
Social and Labour Plan (SLP)/Benefit Sharing	14	10	6	***	***
Access to Land/Mineral Waste Dumps	18	3	5	***	***
Contractors and Subcontractor Labour relations (Compensation/Service Payments)	13	8	5	***	***
Royalties	2	5	1	***	***
Proclamation/Land Use/Zoning	3	4	1	***	***
Education and Training	3	6	2	***	***
Corporate Social Investments	4	4	–	***	***
Behaviour of Company/Contractor Personnel	5	7	3	***	***
Other Benefit streams	–	7	3	***	***
Total	151	118	75	***	***

*** Data not collated for this period.

Total community grievances Closed/Resolved per Region¹

Regions	FY24	FY23	FY22	FY21	FY20
South Africa ²	78	97	39	***	***
Papua New Guinea	51	26	23	***	***
Australia	1	–	–	***	***
Group Total	130	123	62	***	***

¹ Number of grievances closed which includes grievances for the current financial year and those carried over from the previous years.

² Assured KPI.

*** Data not collated for this period.

ESG data tables continued

Ethics and anti-corruption
South Africa¹
Nature and total number of ethics matters opened

	FY24		FY23	
	Number	%	Number	%
Alleged abuse of authority	4	2.7	1	1.3
Alleged bribery	12	8.2	2	2.6
Alleged corruption	11	7.5	14	18.4
Alleged corruption – job selling	15	10.2	1	1.3
Alleged dishonesty	–	–	1	1.3
Alleged dishonesty/violation of Code of Conduct	16	10.9	4	5.3
Alleged favouritism	–	–	1	1.3
Alleged fraud	17	11.6	18	23.7
Alleged gross negligence	–	–	1	1.3
Alleged harassment	2	1.4	1	1.3
Alleged HR irregularities	14	9.5	6	7.9
Alleged non-compliance with Harmony procedures	2	1.4	1	1.3
Alleged over-payment	–	–	1	1.3
Alleged procurement irregularities	11	7.5	2	2.6
Alleged theft	10	6.8	5	6.6
Alleged time and attendance fraud	4	2.7	1	1.3
Alleged training irregularities	–	–	1	1.3
Alleged unauthorised use of company property	3	2.0	1	1.3
Alleged unethical behaviour	16	10.9	13	17.1
Alleged victimisation	2	1.4	1	1.3
Alleged Payroll Fraud and Irregularities	3	2.0	***	***
Alleged Maladministration	5	3.4	***	***
Total	147	100	76	100
Percentage of employees attending Harmony's Code of Conduct and/or anti-corruption trainings:	FY24		FY23	
Percentage of employees attending Code of Conduct-related training	100		100	

¹ The information provided above relates to alleged cases which have been reported and are either currently under investigation or have since been completed and closed through the appropriate structures.

ESG data tables continued

Papua New Guinea
Nature and total number of ethics matters opened

	FY24		FY23		FY22	
	Number	%	Number	%	Number	%
Allegations of misconduct or inappropriate behaviour	3	60.0	3	75.0	1	100
Concerns about corruption ¹	1	20.0	–	–	–	–
Environmental health and safety regulations	–	–	–	–	–	–
Human Rights Violations	–	–	–	–	–	–
Other	1	20.0	1	25.0	–	–
Total	5	100	4	100	1	100

Percentage of employees attending Harmony's Code of Conduct and/or anti-corruption trainings:

	FY24	FY23	FY22
Percentage of employees attending Code of Conduct-related training	100	100	100

¹ Concerns about corruption are defined to include the following types of matters: conflicts of interest, improper supplier/contractor activities or related concerns, and corruption. Harmony's Code of Conduct, is available on Harmony's website.

Australia
Nature and total number of ethics matters opened

	FY24		FY23		FY22	
	Number	%	Number	%	Number	%
Allegations of misconduct or inappropriate behaviour	–	–	–	–	–	–
Concerns about corruption ¹	–	–	–	–	–	–
Environmental health and safety regulations	–	–	–	–	–	–
Human Rights Violations	–	–	–	–	–	–
Other	–	–	–	–	–	–
Total	–	–	–	–	–	–

Percentage of employees attending Harmony's Code of Conduct and/or anti-corruption trainings:

	FY24	FY23	FY22
Percentage of employees attending Code of Conduct-related training	100	100	100

¹ Concerns about corruption are defined to include the following types of matters: conflicts of interest, improper supplier/contractor activities or related concerns, and corruption. Harmony's Code of Conduct, is available on Harmony's website.

ESG data tables continued

Governance

	FY24	FY23	FY22	FY21	FY20
Board of directors					
Number of members	12	12	14	15	18
Independent non-executives (%)	67	67	64	60	61
Non-executives (%)	8	8	14	20	17
Executive directors (%)	25	25	22	20	22
Independent board chairman	no	no	no	no	no
Lead independent director	yes	yes	yes	yes	yes
Board demographics					
HDP (%)	67	67	57	67	61
Women (%)	25	25	21	27	28
% of independent members by committee					
Audit and risk committee	100	100	100	100	100
Nomination committee	75	75	75	60	60
Shareholdings					
Controlling shareholder	no	no	no	no	no
CEO – total beneficial shareholding	612 436	598 513	772 589	746 085	512 000
Financial director – total beneficial shareholding ¹	52 918	24 753	15 988	3 581	–
Executive director – total beneficial shareholding	55 053	28 975	14 875	3 319	–
Auditors – tenure (years)					
EY	1	n/a	n/a	n/a	n/a
PwC	n/a	73	72	71	70
RSM South Africa Inc. ²	6	5	4	3	2
Executive director remuneration					
Linked to ESG	yes	yes	yes	yes	yes
Proportion of remuneration linked to ESG performance (%) ³	20	20	20	20	20
Ethics					
Contribution to political parties (Rm)	12	—	2	10	*
Anti-corruption and complaints hotline in place	yes	yes	yes	yes	yes

¹ Mr Frank Abbott, resigned as financial director during March 2020 and Ms Boipelo Lekubo was appointed in his stead. The figures reflect the position of the Harmony financial directors' shareholding at 30 June.

² Prior to August 2023 known as Ngubane & Co.

³ From FY22 is inclusive of 15% safety proportion of remuneration linked to ESG.

* Figures have been recorded and reported on from FY22.

The End

