

HARMONY

GRI standards content index 30 June 2025

years of Mining with purpose

GRI content index Statement of use GRI 1 used Applicable GRI Sector Standard(s)

Harmony Gold Mining Company Limited has reported in accordance with the GRI Standards for the period 1 July 2024 to 30 June 2025. GRI 1: Foundation 2021

We will include disclosure requirements in the **GRI Sector Standard for Mining** from **1 January 2026**.

GRI STANDARD/	DISCLOSURE	LOCATION	REQUIREMENT(S)	REASON	EXPLANATION	GRI SECTO STANDARD
OTHER SOURCE		Report, section and page number	OMITTED			REF. NO.
General disclosures						
	2-1 Organizational details	Sustainability report				
		Our buisness: 6 to 8				
		Administrative and contact details: 149				
	2-2 Entities included in the organization's sustainability					
	reporting	About this report: 3 Our operations:8				
	2-3 Reporting period, frequency and contact point	Sustainability report				
	2-3 Reporting period, frequency and contact point	About this report: 3	A gray cell indicates the	at reasons for omission are not permit	ted for the disclosure or that a GI	21 Sector Standard
		Contents page: 1	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a reference number is not available.			
	2-4 Restatements of information	Sustainability report	reference number is not available.			
	2 4 Roducinono of Information	Measuring our performance: 26				
		Climate and energy management: 51				
	2-5 External assurance	Sustainability report	1			
		About this report:3				
		Sustainability governance: 17				
		Assurance report: 141				
	2-6 Activities, value chain and other business	Sustainability report				
	relationships	Our business: 6 to 8				
		Stakeholder engagement: 27				
		Building a lasting positive legacy: 36				
		Empowering communities: 117				
		Creating value along our supply chain: 126				
		Integrated report				
	2-7 Employees	Business model: 17 to 20 Sustainability report				
	2-7 Employees	An engaged workforce: 110				
		All eligaged workloice. Tio				
		Sustainability data tables				
RI 2: General Disclosures 2021		Employees: 42 to 49				
	2-8 Workers who are not employees	Sustainability report				
	1 7	An engaged workforce: 110				
		Stakeholder engagement (Employees, contractors and unions): 29				
	2-9 Governance structure and composition	Sustainability report				
		Sustainability governance: 16				
		Integrated report				
		Governing with purpose: 65				
		Sustainability data tables				
	2-10 Nomination and selection of the highest	Corporate governance: 61				
	governance body	Integrated report Governing with purpose: 72 and 77				
	2-11 Chair of the highest governance body	Integrated report				
	2-11 Chair of the highest governance body	Governing with purpose: 72				
		Chairman's statement: 6				
	2-12 Role of the highest governance body in	Sustainability report				
	overseeing the management of impacts	Sustainability governance: 16 and 17				
	J J 1 1 1 P 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Building a lasting positive legacy: 36				
		Our approach to social stewardship: 78	<u>]</u>			
	2-13 Delegation of responsibility for managing impacts					
		Sustainability governance: 16 and 17				
		Building a lasting positive legacy: 36				
		Our approach to social stewardship: 78				
	2-14 Role of the highest governance body in	Sustainability report				
	sustainability reporting	About this report: 3				
		Sustainability governance: 16 and 17	1			

GRI STANDARD/	DIGGLOSUPE	LOCATION				GRI SECTOR
OTHER SOURCE	DISCLOSURE	Report, section and page number	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	STANDARD REF. NO.
	2-15 Conflicts of interest	Integrated report				
	2-16 Communication of critical concerns	Governing with purpose: 73 Integrated report				
	2-16 Communication of Childal Concerns	Governing with purpose: 68 and 70				
	2-17 Collective knowledge of the highest governance	Integrated report				
	body	Governing with purpose: 72				
	2-18 Evaluation of the performance of the highest governance body	Integrated report Governing with purpose: 73				
	2-19 Remuneration policies	Remuneration report				
		Remuneration policy: 3 to 9				
	2-20 Process to determine remuneration	Remuneration report Chairperson's report: 1 and 2				
	2-21 Annual total compensation ratio	Remuneration report				
		Chairperson's report: 1				
	2-22 Statement on sustainable development strategy	Remuneration implementation report: 11 Sustainability report				
	2-22 Statement on Sustainable development strategy	Sustainability framework: 12 and 13				
		Social and ethics committee: Chairperson's report 33				
	2-23 Policy commitments	Sustainability report Sustainability framework: 13				
		Sustainability governance: 16: 36				
		Building a lasting positive legacy				
		Climate and energy management: 48				
		Our approach to social stewardship: 78 and 79 The sustainability report contains references to policy commitments,				
		which can be found under policies on our website.				
	2-24 Embedding policy commitments	Sustainability report				
		Sustainability framework: 13 Sustainability governance: 16				
		Building a lasting positive legacy: 36				
		Our approach to social stewardship: 78 and 79				
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	An engaged workforce: 108 Sustainability report				
continued	2-20 1 10003303 to remodiate negative impacts	Sustainability framework: 12				
		Contributing to the UN SDGs: 21 to 24				
		Stakeholder engagement: 27 and 28 Building a lasting positive legacy: 36				
		Our approach to social stewardship: 78				
		Integrated report				
	2-26 Mechanisms for seeking advice and raising	Governing with purpose: 69 Sustainability report				
	concerns	Stakeholder engagement: 30				
		An engaged workforce: 108				
		Integrated report				
	2-27 Compliance with laws and regulations	Governing with purpose: 69 Sustainability report				
		Measuring our performance: 26				
		Building a lasting positive legacy: 36 to 38				
		Mining charter III – compliance scorecard: 145 to 146 Sustainability data tables				
		Grievances: 58				
	0.00 M .	Ethics and anti-corruption: 59 and 60				
	2-28 Membership associations	Sustainability report Sustainability framework: 13				
		Safety transformation towards zero harm: 91				
		An engaged workforce: 117				
		Sustainability data tables Membership fees: 4				
	2-29 Approach to stakeholder engagement	Sustainability report				
		Stakeholder engagement: 27				
	2-30 Collective bargaining agreements	Sustainability report Stakeholder engagement: 29				
		An engaged workforce: 116				
		Sustainability data tables				
		Employees covered by collective bargaining:48				

GRI STANDARD/		LOCATION				GRI SECTOR
OTHER SOURCE	DISCLOSURE	Report, section and page number	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	STANDARD REF. NO.
Material topics			SWITTED			— RELINO.
	3-1 Process to determine material topics	Sustainability report				
GRI 3: Material Topics 2021		About this report: 3	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Sta reference number is not available.			
GRI 3: Material Topics 2021		Material matters: 18				
	3-2 List of material topics	Sustainability report				
Biodiversity		Material matters: 19 and 20				
	3-3 Management of material topics	Sustainability report	T			
GRI 3: Material Topics 2021		Biodiversity and conservation: 71 and 72				
	101-1 Policies to halt and reverse biodiversity loss	Sustainability report Biodiversity and conservation: 71				
	101-2 Management of biodiversity impacts	Sustainability report				
		Material matters: 20				
	101-3 Access and benefit-sharing	Biodiversity and conservation: 72 and 75 Sustainability Report				
	101-3 Access and benefit-sharing	Land management and rehabilitation:39				
		Biodiversity and conservation: 75				
	101-4 Identification of biodiversity impacts	Empowering communities: 117 to 119 Sustainability report				
	101-4 Identification of biodiversity impacts	Biodiversity and conservation: 71 and 72				
GRI 101: Biodiversity 2024	101-5 Locations with biodiversity impacts	Sustainability Data Tables				
		Environmental impact: 7 Biodiversity: 8 to 16				
	101-6 Direct drivers of biodiversity loss	Sustainability report				
	·	Biodiversity and conservation: 72				
	101-7 Changes to the state of biodiversity	Sustainability report Biodiversity and conservation: 74				
		Biodiversity and conservation. 74				
		Sustainability Data Tables				
	101-8 Ecosystem services	Biodiversity: 8 to 16 Sustainability report				
	101-6 Ecosystem services	Biodiversity and conservation: 71 and 72				
Climate Change						
	3-3 Management of material topics	Sustainability Report Climate and energy management: 47 to 49				
CDI 2: Material Tamina 2004		Climate and energy management. 47 to 49				
GRI 3: Material Topics 2021		Climate action and impact report				
		Governance: 7 to 9 Strategy: 10				
	102-1 Transition plan for climate change mitigation	Sustainability Report				
		Sustainability framework: 12 to 14				
		Climate and energy management: 47 to 49				
		Climate action and impact report				
	100 0 0 0 1 1 1 1 1 1 1 1	Strategy: 16 to 18				
	102-2 Climate change adaptation plan	Sustainability Report Climate and energy management: 47, 52 and 53				
		Climate action and impact report				
	102-3 Just transition	Strategy: 10 to 16 Sustainability Report				
GRI 102: Climate Change 2025	102 0 dat it diffusion	Climate and energy management: 49				
Old 102. Chillate Change 2025						
		Climate action and impact report Strategy: 12, 15 and 16				
	102-4 GHG emissions reduction targets and progress	Sustainability Report				
		Measuring our performance: 25				
		Climate and energy management: 50 and 51				
		Sustainability data tables				
		Carbon emissions: 30				
		Climate action and impact report				
		Strategy: 18				
		Metrics and targets: 23 to 27				

						GRI SECTOR
GRI STANDARD/	DISCLOSURE	LOCATION	REQUIREMENT(S)	REASON	EXPLANATION	STANDARD
OTHER SOURCE		Report, section and page number	OMITTED			REF. NO.
	102-5 Scope 1 GHG emissions	Sustainability Report				
		Climate and energy management: 51				
		Sustainability data tables				
		Carbon emissions: 30 to 32				
		Climate action and impact report				
	100.0.0	Metrics and targets: 24			<u> </u>	+
	102-6 Scope 2 GHG emissions	Sustainability Report				
		Climate and energy management: 51				
		Sustainability data tables				
		Carbon emissions: 33				
		Carbon emissions. 33				
		Climate action and impact report				
		Metrics and targets: 24				
	102-7 Scope 3 GHG emissions	Sustainability Report				
GRI 102: Climate Change 2025	102-7 Scope 3 GTIG etilissions	Climate and energy management: 51				
continued		omnate and energy management. or				
		Sustainability data tables				
		Carbon emissions: 34 to 36				
		oarbon chilissions. 54 to 50				
		Climate action and impact report				
		Metrics and targets: 24				
	102-8 GHG emissions intensity	Sustainability Report				
	102 of 0110 officions intensity	Climate and energy management: 51				
		Sustainability data tables				
		Carbon emissions: 37				
		Climate action and impact report				
		Metrics and targets: 27				
	102-9 GHG removals in the value chain	Climate action and impact report				
		Strategy: 19				
	102-10 Carbon credits	Climate action and impact report				
		Strategy: 19				
Energy						
	3-3 Management of material topics	Sustainability report				
GRI 3: Material Topics 2021		Material matters: 19				
		Climate and energy management: 47 to 49				
	103-1 Energy policies and commitments	Sustainability report				
	100.05	Climate and energy management: 47 and 48				
	103-2 Energy consumption and self-generation within	Sustainability report				
	the organization	Climate and energy management: 50 to 51				
		Suptainability data tables				
		Sustainability data tables				
	103-3 Upstream and downstream energy	Energy consumption: 20 to 27 Sustainability report	+		+	+
	consumption	Climate and energy management: 51				
	Consumption	Climate and energy management. 51				
		Climate action and impact report				
		Metrics and targets: 24				
	103-4 Energy intensity	Sustainability report	1		1	+
GRI 103: Energy 2025	100-4 Elieldy illicitory	Climate and energy management: 51				
		omnate and energy management. 91				
		Climate action and impact report				
		Metrics and targets: 26				
	103-5 Reduction in energy consumption	Sustainability report	<u> </u>		†	1
	111 1 1 todas activity of toda in paid	Climate and energy management: 50 and 51				
		Sustainability data tables				
		Energy consumption: 25				
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GRI STANDARD/	DISCLOSURE	LOCATION	REQUIREMENT(S)	REASON	EXPLANATION	STANDARD
OTHER SOURCE		Report, section and page number	OMITTED			REF. NO.
Economic performance						
	3-3 Management of material topics	Sustainability report				
		Sustainability framework: 15				
GRI 3: Material Topics 2021		Integrated report				
		Our strategy: 54				
		Risk and opportunity management: 34 to 36				
	004 4 Di 1 1 1 1 1 1 1 1	Operating context: 27 to 29				
	201-1 Direct economic value generated and	Integrated report				
	distributed	FY25 impact: 2				
		Performance summary: 90				
		Sustainability data tables				
		Economic contributions: 2-4				
	201-2 Financial implications and other risks and	Sustainability report				+
GRI 201: Economic Performance	opportunities due to climate change	Climate and energy management: 49				
2016	opportanting due to difficult change	ominate and energy management.				
		Climate action and impact report				
		Strategy: 12 to 14				
	201-3 Defined benefit plan obligations and other	Remuneration report				
	retirement plans	Part 1: 8 and 11				
	201-4 Financial assistance received from government	None		Not applicable		14
Market presence						
	3-3 Management of material topics	Sustainability report				
GRI 3: Material Topics 2021		An engaged workforce: 105 and 107				
	200 4 Detice of standard autoclassic losses by seeding	Empowering communities: 117 to 119				+
	202-1 Ratios of standard entry level wage by gender	Remuneration report				
	compared to local minimum wage 202-2 Proportion of senior management hired from the	Part 2: 3 and 11				+
	local community	An engaged workforce: 111				
GRI 202: Market Presence 2016	local community	Mining charter III – compliance scorecard: 144				
		Willing Charter III — Compilance Scorecard. 144				
		Sustainability data tables				
		Employees: 45				
Indirect economic impacts						
	3-3 Management of material topics	Sustainability report				
GRI 3: Material Topics 2021		Material matters: 19				
		Empowering communities: 117 to 119				
	000 41 6 4 4 4 4 4 4 4 4	Creating value along our supply chain: 126 to 128			<u> </u>	
	203-1 Infrastructure investments and services	Sustainability report				
GRI 203: Indirect Economic Impacts	supported 203-2 Significant indirect economic impacts	Empowering communities: 120 to 123 Sustainability report				+
2016	205-2 Significant indirect economic impacts	Empowering communities: 120, 122 and 123				
		Creating value along our supply chain: 129 to 131				
Procurement practices		Totaling value along our supply stituin. 120 to 101				
	3-3 Management of material topics	Sustainability report				
GRI 3: Material Topics 2021		Stakeholder engagement: 32				
		Creating value along our supply chain: 126 to 128				
	204-1 Proportion of spending on local suppliers	Sustainability report				1
		Creating value along our supply chain: 129 and 130				
GRI 204: Procurement Practices		Mining charter III – compliance scorecard: 145				
2016						
		Sustainability data tables				
Anti-corruption		Supply chain: 54 and 55				
Anti-corruption	3-3 Management of material topics	Sustainability report			1	_
	5 5 management of material topics	Sustainability governance: 16 and 17				
		Creating value along our supply chain: 127 and 128				
GRI 3: Material Topics 2021		Integrated report				
Ora J. Material Topics 2021		Governing with purpose:69				
				<u> </u>	1	

						GRI SECTOR
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, section and page number	REQUIREMENT(S)	REASON	EXPLANATION	STANDARD
OTHER SOURCE			OMITTED			REF. NO.
	205-1 Operations assessed for risks related to	Integrated report				
	corruption	Operating context:24				
ODI 005 A () () 0040	225.2.2	Risk and opportunity management: 40				
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-	Sustainability data tables				
	corruption policies and procedures	Ethics and anti-corruption: 60 and 61 Sustainability data tables				
	205-3 Confirmed incidents of corruption and actions taken	Ethics and anti-corruption: 60 and 61				
Anti-competitive behavior	lakeri	Ethics and anti-corruption, 60 and 61				
	3-3 Management of material topics	Integrated report	T			
GRI 3: Material Topics 2021	o o management of material topics	Governing with purpose: 69				
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-					
2016	trust, and monopoly practices	Governing with purpose: 69 (None)				
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	Integrated report				
Ord 5. Material Topics 2021		Governing with purpose: 70				
	207-1 Approach to tax	Sustainability report				
		Sustainability governance: 16 and 17				
		Integrated report				
GRI 207: Tax 2019	207-2 Tax governance, control, and risk management	Governing with purpose: 70 Integrated report				
OK 201. Tax 2019	201-2 Tax governance, control, and risk management	Governing with purpose: 70				
	207-3 Stakeholder engagement and management of	Sustainability report				
	concerns related to tax	Stakeholder engagement: 31				
	207-4 Country-by-country reporting	Sustainability data tables				
	, , , , , , , , , , , , , , , , , , ,	Economic contributions: 2				
Materials						
	3-3 Management of material topics	Sustainability report				
GRI 3: Material Topics 2021		Material matters: 20				
Ora o. material Topics 2021		Tailings management: 59 to 61				
		Waste management: 64 and 65				
	301-1 Materials used by weight or volume	Sustainability data tables				
	004.0 D	Materials used: 40				
	301-2 Recycled input materials used	Sustainability report				
		Measuring our performance: 26 Waste management: 66 and 67				
GRI 301: Materials 2016		Waste management. 66 and 67				
		Sustainability data tables				
		Materials used: 40				
	301-3 Reclaimed products and their packaging	Sustainability report				
	materials	Waste management: 66 and 67				
Water and effluents						
	3-3 Management of material topics	Sustainability report				
GRI 3: Material Topics 2021		Material matters: 19				
	000.41.4	Water stewardship: 54 to 56				
	303-1 Interactions with water as a shared resource	Sustainability report				
		Water stewardship: 54 Land management and rehabilitation: 41 and 42				
	303-2 Management of water discharge-related	Sustainability report	+			
	impacts	Sustainability framework: 14 and 15				
		Contributing to the UN SDGs: 22				
		Building a lasting positive legacy: 38				
		Climate and energy management: 51				
		Water stewardship: 54				
	303-3 Water withdrawal	Sustainability report				
GRI 303: Water and Effluents 2018		Climate and energy management: 51				
		Water stewardship: 57				
		Sustainability data tables				
	200 4144	Water consumption: 40 and 41				
	303-4 Water discharge	Sustainability report				
		Climate and energy management: 51				
		Water stewardship: 54				
		Sustainability data tables				
		Water consumption: 40 and 41				
		Trate: Condumption: To did T1		1	I	I

GRI STANDARD/		LOCATION				GRI SECTOR
OTHER SOURCE	DISCLOSURE	Report, section and page number	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	STANDARD REF. NO.
	303-5 Water consumption	Sustainability report	OWITTED			REF. NO.
	·	Measuring our performance: 26				
GRI 303: Water and Effluents 2018		Water stewardship: 57				
continued		Sustainability data tables				
		Water consumption: 40 and 41				
Spills		Water consumption: 40 and 41				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report				
Cra or material representation	200 0 0: 15 1 11	Waste management: 65				
GRI 306: Effluents and Waste 2016	306-3 Significant spills	Sustainability report Building a lasting positive legacy: 38				14
Waste		Dulluling a lasting positive legacy. 30				
	3-3 Management of material topics	Sustainability report				
GRI 3: Material Topics 2021		Material matters: 20				
		Waste management: 64 and 65				
	306-1 Waste generation and significant waste-related					
	impacts 306-2 Management of significant waste-related	Sustainability report				
	impacts	Waste management: 64 and 65				
	306-3 Waste generated	Sustainability report				
		Waste management: 66 and 67				
ODI 200: W+- 2020		Sustainability data tables				
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Waste generated: 42 Sustainability report				
	306-4 Waste diverted from disposal	Waste management: 66 and 67				
		Empowering communities: 125				
		Sustainability data tables				
		Waste generated: 42				
	306-5 Waste directed to disposal	Sustainability report				
Supplier environmental assessment		Waste management: 66 and 67				
	3-3 Management of material topics	Sustainability report				
GRI 3: Material Topics 2021		Creating value along our supply chain: 126 to 128				
	308-1 New suppliers that were screened using	None	Not disclosed in FY25	Information unavailable/incomplete	Lacking sufficient detail to	14
		The state of the s		·		
GRI 308: Supplier Environmental	environmental criteria		Sustainability Report	·	support this disclosure.	
GRI 308: Supplier Environmental Assessment 2016	environmental criteria 308-2 Negative environmental impacts in the supply	Sustainability report	Sustainability Report	<u> </u>	support this disclosure.	
Assessment 2016	environmental criteria		Sustainability Report		support this disclosure.	
	environmental criteria 308-2 Negative environmental impacts in the supply	Sustainability report	Sustainability Report		support this disclosure.	
Assessment 2016 Employment	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics	Sustainability Report		support this disclosure.	
Assessment 2016	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report	Sustainability Report		support this disclosure.	
Assessment 2016 Employment	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108	Sustainability Report		support this disclosure.	
Assessment 2016 Employment	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report	Sustainability Report		support this disclosure.	
Assessment 2016 Employment	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108	Sustainability Report		support this disclosure.	
Assessment 2016 Employment	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49	Sustainability Report		support this disclosure.	
Assessment 2016 Employment	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102 An engaged workforce: 115	Sustainability Report		support this disclosure.	
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Assessment 2016 Employment GRI 3: Material Topics 2021	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102 An engaged workforce: 115	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102 An engaged workforce: 115 Sustainability report An engaged workforce: 115 Sustainability report Sustainability report Sustainability report Sustainability report Sustainability report	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016 Labor/management relations	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102 An engaged workforce: 115 Sustainability report An engaged workforce: 115 Sustainability report Sustainability report Stakeholder engagement: 29	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102 An engaged workforce: 115 Sustainability report An engaged workforce: 115 Sustainability report Sustainability report Contains the sustainability report Sustainability report Stakeholder engagement: 29 Our approach to social stewardship: 78	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016 Labor/management relations GRI 3: Material Topics 2021	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave 3-3 Management of material topics	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102 An engaged workforce: 115 Sustainability report An engaged workforce: 115 Sustainability report Stakeholder engagement: 29 Our approach to social stewardship: 78 An engaged workforce: 108 and 115	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016 Labor/management relations GRI 3: Material Topics 2021 GRI 402: Labor/Management	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave 3-3 Management of material topics	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102 An engaged workforce: 115 Sustainability report An engaged workforce: 115 Sustainability report Stakeholder engagement: 29 Our approach to social stewardship: 78 An engaged workforce: 108 and 115 Sustainability report	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016 Labor/management relations GRI 3: Material Topics 2021 GRI 402: Labor/Management Relations 2016	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave 3-3 Management of material topics	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102 An engaged workforce: 115 Sustainability report An engaged workforce: 115 Sustainability report Stakeholder engagement: 29 Our approach to social stewardship: 78 An engaged workforce: 108 and 115	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016 Labor/management relations GRI 3: Material Topics 2021 GRI 402: Labor/Management Relations 2016	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave 3-3 Management of material topics	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102 An engaged workforce: 115 Sustainability report An engaged workforce: 115 Sustainability report Stakeholder engagement: 29 Our approach to social stewardship: 78 An engaged workforce: 108 and 115 Sustainability report	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016 Labor/management relations GRI 3: Material Topics 2021 GRI 402: Labor/Management	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave 3-3 Management of material topics 402-1 Minimum notice periods regarding operational changes	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102 An engaged workforce: 115 Sustainability report An engaged workforce: 115 Sustainability report Stakeholder engagement: 29 Our approach to social stewardship: 78 An engaged workforce: 108 and 115 Sustainability report An engaged workforce: 115 Sustainability report Sastainability report Sastainability report Sustainability report Sustainability report Sustainability report An engaged workforce: 115	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016 Labor/management relations GRI 3: Material Topics 2021 GRI 402: Labor/Management Relations 2016	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave 3-3 Management of material topics 402-1 Minimum notice periods regarding operational changes	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102 An engaged workforce: 115 Sustainability report An engaged workforce: 115 Sustainability report Sustainability report Sustainability report An engaged workforce: 108 and 115 Sustainability report An engaged workforce: 108 and 115 Sustainability report An engaged workforce: 115	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016 Labor/management relations GRI 3: Material Topics 2021 GRI 402: Labor/Management Relations 2016 Occupational health and safety	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave 3-3 Management of material topics 402-1 Minimum notice periods regarding operational changes	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102 An engaged workforce: 115 Sustainability report An engaged workforce: 115 Sustainability report Stakeholder engagement: 29 Our approach to social stewardship: 78 An engaged workforce: 108 and 115 Sustainability report An engaged workforce: 115 Sustainability report Sastainability report Sastainability report Sustainability report Sustainability report Sustainability report An engaged workforce: 115	Sustainability Report		support this disclosure.	
Assessment 2016 Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016 Labor/management relations GRI 3: Material Topics 2021 GRI 402: Labor/Management Relations 2016 Occupational health and safety	environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave 3-3 Management of material topics 402-1 Minimum notice periods regarding operational changes	Sustainability report Creating value along our supply chain: 130 Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108 Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49 Sustainability report Holistic health and wellness: 102 An engaged workforce: 115 Sustainability report An engaged workforce: 115 Sustainability report Stakeholder engagement: 29 Our approach to social stewardship: 78 An engaged workforce: 108 and 115 Sustainability report An engaged workforce: 115 Sustainability report Sastainability report Sastainability report Sustainability report Sustainability report Sustainability report An engaged workforce: 115	Sustainability Report		support this disclosure.	

CRI CTANDARRI		LOCATION				GRI SECTOR
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, section and page number	REQUIREMENT(S)	REASON	EXPLANATION	STANDARD
	100 100 11 11 11 11 11		OMITTED			REF. NO.
	403-1 Occupational health and safety management	Sustainability report				
	system 403-2 Hazard identification, risk assessment, and	Safety transformation towards zero harm: 79 to 81				
		Sustainability report				
	incident investigation 403-3 Occupational health services	Safety transformation towards zero harm: 80 and 81 Sustainability report			+	
	403-3 Occupational flealin services	Holistic health and wellness: 91 and 92				
	403-4 Worker participation, consultation, and	Sustainability report				
	communication on occupational health and safety	Safety transformation towards zero harm: 80, 81, 91 and 92				
	403-5 Worker training on occupational health and	Sustainability report				+
	safety	Safety transformation towards zero harm: 85 to 87				
		Holistic health and wellness: 93				
	403-6 Promotion of worker health	Sustainability report				
		Holistic health and wellness: 94, 95, 99 to 101				
GRI 403: Occupational Health and	403-7 Prevention and mitigation of occupational health	Sustainability report				
Safety 2018	and safety impacts directly linked by business	Safety transformation towards zero harm: 80 and 81				
	relationships					
	403-8 Workers covered by an occupational health and					
	safety management system	Safety transformation towards zero harm: 91				
	403-9 Work-related injuries	Sustainability report				
		Safety transformation towards zero harm: 83 and 84				
		Sustainability data tables				
	400 40 147 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Safety: 50				
	403-10 Work-related ill health	Sustainability report				
		Holistic health and wellness: 95				
		Sustainability data tables				
		Health: 51				
Training and education		Trodici. 91				_
	3-3 Management of material topics	Sustainability report				
GRI 3: Material Topics 2021		An engaged workforce: 113				
	404-1 Average hours of training per year per	Sustainability report				
	employee	An engaged workforce: 113				
GRI 404: Training and Education	404-2 Programs for upgrading employee skills and	Sustainability report				
2016	transition assistance programs	An engaged workforce: 113 and 114				
	404-3 Percentage of employees receiving regular	Sustainability report				
	performance and career development reviews	An engaged workforce: 113				
Diversity and equal opportunity	2.2.Management of protocial tenion	Constain a billion and and			T	
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report				
	405-1 Diversity of governance bodies and employees	An engaged workforce: 105 and 106 Sustainability report		+	+	+
	1405- 1 Diversity of governance bodies and employees	An engaged workforce: 111				
		, at ongagod worklotoc. TTT				
		Sustainability data tables				
		Woman in mining: 47				
GRI 405: Diversity and Equal		Corporate governance: 61				
Opportunity 2016	405-2 Ratio of basic salary and remuneration of	Sustainability report				
	women to men	An engaged workforce: 110				
		Remuneration report				
		Part 1: 3				
Non-discrimination		I 				
	3-3 Management of material topics	Sustainability report				
GRI 3: Material Topics 2021		Our approach to social stewardship: 78				
	400 41 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	An engaged workforce: 105 and 106				+
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective	Sustainability report				
Freedom of association and collective	actions taken	An engaged workforce: 111 (None)				
rection of association and collective	3-3 Management of material topics	3-3 Management of material topics				
GRI 3: Material Topics 2021	o-o managoment of material topics	Sustainability report				
O. I. O. Indicinal Topics 2021		An engaged workforce: 115				
		print origination workholder. The	1	1	1	

0010001001		LOCATION				GRI SECTOR
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, section and page number	REQUIREMENT(S)	REASON	EXPLANATION	STANDARD
OTHER GOORGE			OMITTED			REF. NO.
	407-1 Operations and suppliers in which the right to	None	Not disclosed in FY25	Not applicable		
	freedom of association and collective bargaining may		Sustainability Report			
GRI 407: Freedom of Association	be at risk					
and Collective Bargaining 2016						
Child labor						
Cilità labor	3-3 Management of material topics	Sustainability report				T
GRI 3: Material Topics 2021	0-0 Management of material topics	Our approach to social stewardship: 78				
Orti of material replet 2021		An engaged workforce: 106 and 107				
	408-1 Operations and suppliers at significant risk for	Sustainability report				
GRI 408: Child Labor 2016	incidents of child labor	An engaged workforce: 115 (None)				
Forced or compulsory labor		, ,				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report				
GIVI 3. IMALERIAI TOPICS 2021		Our approach to social stewardship: 78				
GRI 409: Forced or Compulsory	409-1 Operations and suppliers at significant risk for	Sustainability report				
Labor 2016	incidents of forced or compulsory labor	An engaged workforce: 115 (None)				
Security practices	2.2.M	Overtein skiller over et				
CDI 3: Meterial Tarrier 2004	3-3 Management of material topics	Sustainability report				
GRI 3: Material Topics 2021		Our approach to social stewardship: 78				
	410-1 Security personnel trained in human rights	Combatting illegal mining and unauthorised access: 134 to 138 Sustainability report	+		+	+
	policies or procedures	Combatting illegal mining and unauthorised access: 137				
GRI 410: Security Practices 2016	policies of procedures	Companing meganining and undultionsed access. 157				
ON 410. Security Fractices 2010		Sustainability data tables				
		Security: 56				
Rights of Indigenous Peoples						•
	3-3 Management of material topics	Sustainability report				
GRI 3: Material Topics 2021	· '	Our approach to social stewardship: 78				
GRI 411: Rights of Indigenous	411-1 Incidents of violations involving rights of	Sustainability report				
Peoples 2016	indigenous peoples	Our approach to social stewardship: 78 (None)				
Local communities						
	3-3 Management of material topics	Sustainability report				
GRI 3: Material Topics 2021		Stakeholder engagement: 30				
	443 4 0	Empowering communities: 117 to 119				
	413-1 Operations with local community engagement,	Sustainability report				
	impact assessments, and development programs	Empowering communities: 120, 122, 123 and 124				
	413-2 Operations with significant actual and potential	Sustainability report				
GRI 413: Local Communities 2016	negative impacts on local communities	Empowering communities: 119				
	negative impacts on local communities	Empowering communities. 119				
		Sustainability data tables				
		Grievances: 58				
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report				
Ora o. Material Topics 2021		Creating value along our supply chain: 126 to 128				
	414-1 New suppliers that were screened using social	None	Not disclosed in FY25	Information unavailable/incomplete	Lacking sufficient detail to	1
	criteria		Sustainability Report		support this disclosure.	-
GRI 414: Supplier Social	414-2 Negative social impacts in the supply chain and					
Assessment 2016	actions taken	Creating value along our supply chain: 130				
		Contain ability data tables				
		Sustainability data tables				
Public policy		Grievances: 58				
T dishe policy	3-3 Management of material topics	Sustainability report	T			
		Stakeholder engagement: 31				
GRI 3: Material Topics 2021						
		Integrated report				
		Governing with purpose: 68				
	415-1 Political contributions	Integrated report				
	• • • • • • • • • • • • • • • • • • • •	Governing with purpose: 68				
GRI 415: Public Policy 2016						
		Sustainability data tables				
		Corporate governance: 61				

Topics in the applicable GRI Sector Standards determined as not material				
TOPIC	EXPLANATION			
Topic Standards				
GRI 416: Customer Health and Safety 2016	Harmony produces refined gold and silver for industrial and investment markets, with no direct consumer health or safety impacts associated with its products.			
_	Harmony does not produce or market consumer-facing products; its commodities are sold through regulated exchanges and refineries under international assurance standards rather than through retail marketing or labelling.			
	Harmony does not maintain consumer-facing relationships or handle personal customer data, as its products are sold through regulated refineries and commodity markets rather than to individual customers.			

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