



2026

GRI STANDARDS CONTENT INDEX

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 2025 to 30 June 2026.
GRI 1: Foundation 2021
GRI 14: Mining Sector 2024 V1.1

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, section and page number	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability report Harmony in focus: p8 to 9 Administrative and contact details: p181	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	Sustainability report Reading this report: p3				
	2-3 Reporting period, frequency and contact point	Sustainability report Reading this report: p3 and 5				
	2-4 Restatements of information	Sustainability report Reading this report: p3				
	2-5 External assurance	Sustainability report Reading this report: p5 Assurance report: p174 to 177				
	2-6 Activities, value chain and other business relationships	Sustainability report Harmony in focus: p8 to 9 Operations: p10 Integrated report Business model: p21 to 25				
	2-7 Employees	Sustainability data tables Employees: p50 and 53				
	2-8 Workers who are not employees	Sustainability data tables Employees: p50 and 57				
	2-9 Governance structure and composition	Sustainability report Governance: p25 to 26 Integrated report Ethical leadership and sound corporate governance: p63 to 67				
	2-10 Nomination and selection of the highest governance body	Integrated report Ethical leadership and sound corporate governance: p63				
	2-11 Chair of the highest governance body	Integrated report Ethical leadership and sound corporate governance: p63				
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability report Governance: p25 to 26				
	2-13 Delegation of responsibility for managing impacts	Sustainability report Governance: p26 to 27				

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GRI 2: General Disclosures 2021 continued	2-14 Role of the highest governance body in sustainability reporting	Sustainability report Reading this report: p5 Governance: p26				
	2-15 Conflicts of interest	Integrated report Ethical leadership and sound corporate governance: p68				
	2-16 Communication of critical concerns	Sustainability report Governance: p26 Integrated report Ethical leadership and sound corporate governance: p60				
	2-17 Collective knowledge of the highest governance body	Sustainability report Governance: p26				
	2-18 Evaluation of the performance of the highest governance body	Integrated report Ethical leadership and sound corporate governance: p71				
	2-19 Remuneration policies	Remuneration report Part 2: Remuneration policy: p4 to 9				
	2-20 Process to determine remuneration	Remuneration report Part 1: Remuneration chairperson's report: p3 Part 3: Remuneration implementation report: p10				
	2-21 Annual total compensation ratio	Remuneration report Part 3: Remuneration implementation report: p11				
	2-22 Statement on sustainable development strategy	Sustainability report Social and ethics committee: Chairperson's report: p11 to 12				
	2-23 Policy commitments	Sustainability report Governance: p27 Stakeholder engagement: p30				
	2-24 Embedding policy commitments	Sustainability report Governance: p25 to 27				
	2-25 Processes to remediate negative impacts	Sustainability report Empowering communities: p94 Sustainability data tables Grievances: p66				
	2-26 Mechanisms for seeking advice and raising concerns	Integrated report Ethical leadership and sound corporate governance: p70				
	2-27 Compliance with laws and regulations	Sustainability data tables Environmental impact: p7 Certification and compliance: p24				
	2-28 Membership associations	Sustainability report Our strategic context: p24 Sustainability data tables Economic contribution: p5				
	2-29 Approach to stakeholder engagement	Sustainability report Stakeholder engagement: p30 to 32				
	2-30 Collective bargaining agreements	Sustainability report Engaged workforce: p76				

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Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability report Material matters: p13 to 14	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	Sustainability report Material matters: p15 to 17				
Mine-site disclosure						
GRI 14: Mining Sector 2024 V1.1	Mine-site disclosure: list of mine sites (name, location, size in hectares) and definition of 'mine site'	Sustainability report Operations: p10 Sustainability data tables Environmental impact: p8	Yes	Information unavailable/incomplete	Mine sites and countries are listed, but site coordinates, size in hectares and a definition of 'mine site' are not disclosed for FY26. Land ownership and disturbance are reported by region.	14.0.1
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Biodiversity: p156 to 157				14.4.1
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Sustainability report Biodiversity: p157				14.4.2
	101-2 Management of biodiversity impacts	Sustainability report Biodiversity: p157 to 158				14.4.3
	101-3 Access and benefit-sharing		Yes	Not applicable	Harmony does not use genetic resources or associated traditional knowledge in its operations.	
	101-4 Identification of biodiversity impacts	Sustainability report Biodiversity: p156 to 157				14.4.4
	101-5 Locations with biodiversity impacts	Sustainability data tables Biodiversity: p9 to 21				14.4.5
	101-6 Direct drivers of biodiversity loss	Sustainability report Biodiversity: p157 Sustainability data tables Environmental impact: p8				14.4.6
	101-7 Changes to the state of biodiversity	Sustainability data tables Environmental impact: p8	Yes	Information unavailable/incomplete	FY27 update of ecosystem conditions and change since development of previous Biodiversity Management plan.	14.4.7
	101-8 Ecosystem services	Sustainability report Biodiversity: p157	Yes	Information unavailable/incomplete	Biodiversity Management plan and baseline reports which include ecosystem services update postponed to FY27.	14.4.8
Climate change						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Climate and energy: p130 to 132				14.1.1
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	Sustainability report Climate and energy: p135 to 138	Yes	Information unavailable/incomplete	Harmony is reviewing its net-zero pathway and SBTi target. A transition plan will be developed in FY27 once the review is complete.	14.1.2
	102-2 Climate change adaptation plan	Sustainability report Climate and energy: p132 to 134				14.1.3
	102-3 Just transition		Yes	Information unavailable/incomplete	Harmony has not yet disclosed its approach to a just transition. This will be considered as part of transition planning in FY27.	14.1.4

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GRI 102: Climate Change 2025 continued	102-4 GHG emissions reduction targets and progress	Sustainability report Climate and energy: p138				14.1.5
	102-5 Scope 1 GHG emissions	Sustainability report Climate and energy: p137 Sustainability data tables Carbon emissions: p35 to 39				14.1.6
	102-6 Scope 2 GHG emissions	Sustainability report Climate and energy: p137 Sustainability data tables Carbon emissions: p40				14.1.7
	102-7 Scope 3 GHG emissions	Sustainability report Climate and energy: p137 to 138 Sustainability data tables Carbon emissions: p41 to 43				14.1.8
	102-8 GHG emissions intensity	Sustainability data tables Carbon emissions: p44				14.1.9
	102-9 GHG removals in the value chain		Yes	Information unavailable/incomplete	GHG removals are not quantified for FY26.	14.1.10
	102-10 Carbon credits		Yes	Not applicable	Harmony did not purchase or use carbon credits in FY26.	14.1.11
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Climate and energy: p130 and 135				14.1.1
GRI 103: Energy 2025	103-1 Energy policies and commitments	Sustainability report Climate and energy: p131 and 135				14.1.12
	103-2 Energy consumption and self-generation within the organization	Sustainability data tables Energy consumption: p25 to 28				14.1.13
	103-3 Upstream and downstream energy consumption		Yes	Information unavailable/incomplete	Upstream and downstream energy consumption is not yet quantified. Harmony is developing its first comprehensive scope 3 inventory.	14.1.14
	103-4 Energy intensity	Sustainability data tables Energy consumption: p25 and 29				14.1.15
	103-5 Reduction in energy consumption	Sustainability report Climate and energy: p136 Sustainability data tables Energy consumption: p30				

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Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Integrated report Financial director's report: p87 to 90				14.9.1, 14.23.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Integrated report Stakeholder engagement: p33 Sustainability data tables Economic contribution: p4 to 5				14.9.2, 14.23.2
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability report Climate and energy: p132 to 141				
	201-3 Defined benefit plan obligations and other retirement plans	Remuneration report Part 2: Remuneration policy: p4 and 8				
	201-4 Financial assistance received from government		Yes	Not applicable	Harmony did not receive significant financial assistance from government in FY26.	14.23.3
Market presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Engaged workforce: p77				14.9.1, 14.17.1, 14.21.1
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Remuneration report Part 3: Remuneration implementation report: p11				14.17.2
	202-2 Proportion of senior management hired from the local community	Sustainability data tables Employees: p52				14.21.2
Additional sector disclosures	Local employment	Sustainability report Engaged workforce: p77 to 78 Sustainability data tables Employees: p52				14.9.6
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Empowering communities: p91 to 92				14.9.1
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainability report Empowering communities: p95 to 99 Sustainability data tables Communities: p61 to 62				14.9.3
	203-2 Significant indirect economic impacts	Sustainability report Empowering communities: p96 to 100 Sustainability data tables Communities: p61 to 62				14.9.4
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Creating value along our supply chain: p114 to 115				14.9.1
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability report Creating value along our supply chain: p121 to 122 Sustainability data tables Supply chain: p63				14.9.5

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Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Integrated report Ethical leadership and sound corporate governance: p60 to 61				14.22.1
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Integrated report Ethical leadership and sound corporate governance: p61 and 65				14.22.2
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability data tables Ethics and anti-corruption: p68				14.22.3
	205-3 Confirmed incidents of corruption and actions taken	Sustainability data tables Ethics and anti-corruption: p67				14.22.4
Additional sector disclosures	Contract transparency		Yes	Information unavailable/incomplete	Harmony's approach to contract transparency is not disclosed for FY26.	14.22.5
	Beneficial ownership	Integrated report Shareholder information: p116 to 117 Sustainability Report Shareholding in joint venture at Wafi-Golpu: p104				14.22.6
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	Integrated report Ethical leadership and sound corporate governance: p74				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Integrated report Ethical leadership and sound corporate governance: p65				
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	Integrated report Ethical leadership and sound corporate governance: p70				14.23.1
GRI 207: Tax 2019	207-1 Approach to tax	Integrated report Ethical leadership and sound corporate governance: p66				14.23.4
	207-2 Tax governance, control, and risk management	Integrated report Ethical leadership and sound corporate governance: p66				14.23.5
	207-3 Stakeholder engagement and management of concerns related to tax	Integrated report Ethical leadership and sound corporate governance: p66				14.23.6
	207-4 Country-by-country reporting	Integrated report Ethical leadership and sound corporate governance: p66				14.23.7
		Sustainability data tables Economic contribution: p3				
Additional sector disclosures	State mineral purchases		Yes	Not applicable	Harmony does not purchase minerals from the state or from third parties appointed by the state.	14.23.8
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Creating value along our supply chain: p114 to 116				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainability data tables Cyanide management: p22 Materials used: p47				
	301-2 Recycled input materials used	Sustainability data tables Materials used: p47				
	301-3 Reclaimed products and their packaging materials		Yes	Not applicable	Harmony's products (gold, silver and copper) are not sold in packaging that is reclaimed.	

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Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Water stewardship: p143 to 144				14.7.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability report Water stewardship: p143 to 145				14.7.2
	303-2 Management of water discharge-related impacts	Sustainability report Water stewardship: p147				14.7.3
	303-3 Water withdrawal	Sustainability report Water stewardship: p146 Sustainability data tables Water consumption: p47 to 48				14.7.4
	303-4 Water discharge	Sustainability report Water stewardship: p147 Sustainability data tables Water consumption: p47				14.7.5
	303-5 Water consumption	Sustainability report Water stewardship: p146 Sustainability data tables Water consumption: p47				14.7.6
Air emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Air quality: p170 to 171				14.3.1
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Sustainability data tables Atmospheric emissions: p45 to 46				14.3.2
Critical incident management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Safety: p44 and 47 Tailings management: p152				14.15.1
GRI 306: Effluents and Waste 2016	306-3 Significant spills	Sustainability data tables Environmental impact: p7	Yes	Not applicable	Environmental incidents are reported, but significant spills are not disclosed separately as none occurred during the reporting period.	14.15.2
Additional sector disclosures	Critical incidents	Sustainability report Safety: p42				14.15.3
	Sites with emergency preparedness and response plans	Sustainability report Safety: p47				14.15.4

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Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Waste management: p166 to 167				14.5.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability report Waste management: p166 to 167				14.5.2
	306-2 Management of significant waste-related impacts	Sustainability report Waste management: p167 to 168				14.5.3
	306-3 Waste generated	Sustainability report Waste management: p169 Sustainability data tables Waste management: p49				14.5.4
	306-4 Waste diverted from disposal	Sustainability report Waste management: p169 Sustainability data tables Waste management: p49				14.5.5
	306-5 Waste directed to disposal	Sustainability report Waste management: p169 Sustainability data tables Waste management: p49				14.5.6
Tailings						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Tailings management: p151 to 152				14.6.1
Additional sector disclosures	Tailings disposal methods	Sustainability report Tailings management: p152 to 153				14.6.2
	Tailings facilities	Sustainability report Tailings management: p152	Yes	Information unavailable/incomplete	The 87 TSFs are summarised by region and status. A facility-level list (name, location, ownership and consequence classification) is not included in the FY26 reports.	14.6.3
Closure and rehabilitation						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Land and rehabilitation management: p159 to 160				14.8.1
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Sustainability report Engaged workforce: p74				14.8.2
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability report Engaged workforce: p80 to 82				14.8.3

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Additional sector disclosures	Closure and rehabilitation of sites	Sustainability report Land and rehabilitation management: p160 to 161	Yes	Information unavailable/incomplete	Closure planning is described, but closure status is not reported for each mine site.	14.8.4
	Approval and review of closure and rehabilitation plans	Sustainability report Land and rehabilitation management: p161 to 162	Yes	Information unavailable/incomplete	Approval status is reported for some sites (Eva Copper, Hidden Valley), but not for every plan, and review dates are not disclosed.	14.8.5
	Land disturbed and rehabilitated	Sustainability report Land and rehabilitation management: p162 Sustainability data tables Environmental impact: p8				14.8.6
	Estimated life of mine	Integrated report Operations and growth projects: p11 to 14				14.8.7
	Financial provisions for closure and rehabilitation	Sustainability report Land and rehabilitation management: p162 Sustainability data tables Environmental impact: p8	Yes	Information unavailable/incomplete	Closure liabilities are reported by region. Site-level estimates, the calculation methodology and the financial instruments used are not disclosed.	14.8.8
	Post-mining transition	Sustainability report Land and rehabilitation management: p160				14.8.9
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Creating value along our supply chain: p117				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability report Creating value along our supply chain: p119				
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability report Creating value along our supply chain: p117 to 119				
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Engaged workforce: p73 to 74				14.17.1
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability report Engaged workforce: p83 to 84 Sustainability data tables Employees: p56				14.17.3
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Remuneration report Part 2: Remuneration policy: p4				14.17.4
	401-3 Parental leave		Yes	Information unavailable/incomplete	Parental leave data is not disclosed for FY26.	14.17.5, 14.21.3

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Labor/management relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Engaged workforce: p74				14.17.1
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Sustainability report Engaged workforce: p74				14.8.2, 14.17.6
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Safety: p41 to 44 Holistic health and wellbeing: p56 to 58				14.16.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability report Safety: p41 Holistic health and wellbeing: p60				14.16.2
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability report Safety: p43 to 46				14.16.3
	403-3 Occupational health services	Sustainability report Holistic health and wellbeing: p58 to 59				14.16.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability report Safety: p53 Holistic health and wellbeing: p59				14.16.5
	403-5 Worker training on occupational health and safety	Sustainability report Safety: p50				14.16.6
	403-6 Promotion of worker health	Sustainability report Holistic health and wellbeing: p65 to 72				14.16.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability report Safety: p44 to 45				14.16.8
	403-8 Workers covered by an occupational health and safety management system					14.16.9
	403-9 Work-related injuries	Sustainability report Safety: p48 to 51 Sustainability data tables Safety: p58				14.16.10
	403-10 Work-related ill health	Sustainability report Holistic health and wellbeing: p60 to 64 Sustainability data tables Health: p59 to 60				14.16.11
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Engaged workforce: p80 to 83				14.17.1, 14.21.1
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability report Engaged workforce: p82 Sustainability data tables Employees: p51				14.17.7, 14.21.4
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability report Engaged workforce: p80 to 82				14.8.3, 14.17.8
	404-3 Percentage of employees receiving regular performance and career development reviews		Yes	Information unavailable/incomplete	The percentage of employees receiving regular performance and career development reviews is not disclosed for FY26.	

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Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Engaged workforce: p86 to 87				14.21.1
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability data tables Employees: p53 to 55 Corporate governance: p69				14.21.5
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability report Engaged workforce: p87	Yes	Information unavailable/incomplete	A gender pay review is described for Australia, but the ratio of basic salary and remuneration of women to men is not disclosed.	14.21.6
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Engaged workforce: p86				14.21.1
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability data tables Ethics and anti-corruption: p67 to 68				14.21.7
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Engaged workforce: p74				14.20.1
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability report Engaged workforce: p74				14.20.2
Additional sector disclosures	Strikes and lockouts	Sustainability report Engaged workforce: p76				14.20.3
Child labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Engaged workforce: p74				14.18.1
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability report Engaged workforce: p74 Creating value along our supply chain: p118 to 119				14.18.2
Forced or compulsory labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Creating value along our supply chain: p118				14.19.1
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability report Creating value along our supply chain: p118 to 119				14.19.2
Security practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Illegal mining and unauthorised access: p110 to 111				14.14.1
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Sustainability report Illegal mining and unauthorised access: p112				14.14.2
		Sustainability data tables Security: p64				
Rights of Indigenous Peoples						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Empowering communities: p102 to 103				14.11.1
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous Peoples	Sustainability report Empowering communities: p103				14.11.2
Additional sector disclosures	Operations where Indigenous Peoples may be affected	Sustainability report Empowering communities: p102 to 104				14.11.3
	Free, prior and informed consent		Yes	Information unavailable/incomplete	Native title and landowner agreements are described, but involvement in FPIC processes is not disclosed for FY26.	14.11.4

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Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Empowering communities: p91 to 92				14.10.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	Sustainability report Empowering communities: p92 to 94				14.10.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability report Empowering communities: p92 Sustainability data tables Grievances: p66				14.10.3
Additional sector disclosures	Grievances from local communities	Sustainability report Empowering communities: p94 Sustainability data tables Grievances: p66				14.10.4
Land and resource rights						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Empowering communities: p102 to 104				14.12.1
Additional sector disclosures	Involuntary resettlement		Yes	Not applicable	No involuntary resettlement is planned, ongoing or took place at Harmony's mine sites in FY26.	14.12.2
	Violations of land and natural resource rights		Yes	Not applicable	No conflicts or violations of land and resource rights occurred at Harmony's operations in FY26.	14.12.3
Artisanal and small-scale mining						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Illegal mining and unauthorised access: p110 to 111				14.13.1
Additional sector disclosures	Mine sites where ASM is present	Sustainability report Illegal mining and unauthorised access: p113				14.13.2
	Incidents involving ASM	Sustainability report Illegal mining and unauthorised access: p112 to 113 Sustainability data tables Security: p64				14.13.3
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Creating value along our supply chain: p117				14.17.1, 14.18.1, 14.19.1
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability report Creating value along our supply chain: p119				14.17.9, 14.18.3, 14.19.3
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability report Creating value along our supply chain: p117 to 119 Sustainability data tables Grievances: p66				14.17.10

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, section and page number	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Public policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Stakeholder engagement: p32				14.24.1
GRI 415: Public Policy 2016	415-1 Political contributions	Integrated report Ethical leadership and sound corporate governance: p71 Sustainability data tables Corporate governance: p69				14.24.2

Topics in the applicable GRI 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.
GRI 417: Marketing and Labeling 2016	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.
GRI 418: Customer Privacy 2016	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.
GRI 14: Mining Sector 2024 V1.1	
Topic 14.25 Conflict-affected and high-risk areas	Harmony operates in South Africa, Papua New Guinea and Australia and has not identified any of its operations as being in conflict-affected or high-risk areas. Gold is refined by Rand Refinery and ABC Refinery, which apply the LBMA Responsible Gold Guidance and the OECD Due Dilligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (Sustainability report, p117 to 118).

