



2026

SUSTAINABILITY DATA TABLES

MINING WITH PURPOSE



GRI referencing

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

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Economic contribution

	FY26	FY25	FY24	FY23	FY22
Production					
<i>Total tonnes processed (000t)</i>					
South Africa	47 684	47 110	47 959	48 289	50 570
Papua New Guinea	3 720	3 787	3 360	3 846	3 230
Group	51 404	50 897	51 319	52 135	53 800
<i>Total gold produced (000oz)</i>					
South Africa	1 240	1 315	1 398	1 327	1 367
Papua New Guinea	190	164	164	140	119
Group	1 430	1 479	1 562	1 467	1 486
Production					
<i>Total Tonnes Processed Copper (000t)</i>					
Australia	485	***	***	***	***
Papua New Guinea	—	***	***	***	***
Group	485	***	***	***	***
<i>Total Copper Produced (t)</i>					
Australia	18 207	***	***	***	***
Papua New Guinea	—	***	***	***	***
Group	18 207	***	***	***	***

*** Data not collated for this period.

Economic contribution continued

	FY26	FY25	FY24	FY23	FY22
Payments to governments (Rm)					
<i>South Africa</i>					
Royalties	2 833	1 703	1 172	484	284
Income tax	7 603	4 295	2 388	518	296
Employee taxes	4 134	3 703	3 261	3 021	2 956
Dividend withholding tax	8	6	3	2	2
Carbon tax ¹	0.8	0.6	0.5	0.5	0.4
Total	14 579	9 708	6 825	4 026	3 538
<i>Papua New Guinea</i>					
Royalties (paid to government)	181	114	87	60	43
Production levy	81	51	39	23	19
Foreign contractors withholding tax	23	16	7	17	5
Employee taxes	205	228	213	169	158
Customs and excise	67	33	32	28	24
Total	557	442	378	297	249
<i>Australia</i>					
Employee taxes	476	192	124	76	66
Payroll tax	77	31	19	12	14
Total	553	223	143	88	80

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

Economic contribution continued

Direct contributions to our host countries' GDP (Rm)

Group	FY26	FY25	FY24	FY23	FY22
Working cost	43 806	39 370	36 602	34 501	32 942
Capex	12 451	10 997	8 327	7 597	6 193
Cash flow from operations	56 257	50 367	44 929	42 098	39 135
Employment termination and restructuring costs	105	200	86	596	218
Corporate, statutory, administration and other expenditure	2 006	1 732	1 268	1 006	924
Care and maintenance and rehabilitation*	425	514	281	259	277
South Africa exploration and pre-feasibility	225	140	171	144	120
Social investment**	191	177	195	215	149
Golpu exploration and management	117	117	126	110	86
Eva Copper exploration and management	4 724	1 469	753	151	–
SEAsia exploration and pre-feasibility (excluding Golpu and Eva)	10	22	62	129	21
Australia Exploration and Pre-Feasibility (Excl. Eva)	178	–	–	–	–
Total GDP contribution	64 238	54 738	47 871	44 708	40 930

South Africa	FY26	FY25	FY24	FY23	FY22
Working cost	40 187	36 420	33 630	31 191	30 143
Capex	8 971	9 377	6 786	5 860	4 770
Cash flow from operations	49 158	45 797	40 416	37 051	34 913
Employment termination and restructuring costs	105	200	86	596	218
Corporate, statutory, administration and other expenditure	1 298	1 381	1 057	781	795
Care and maintenance and rehabilitation*	422	514	266	240	276
Exploration and pre-feasibility	225	140	171	144	120
Social investment**	183	166	180	208	144
Total GDP contribution	51 391	48 198	42 176	39 020	36 466

* 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).

Economic contribution continued

Papua New Guinea

	FY26	FY25	FY24	FY23	FY22
Working cost	2 080	2 950	2 972	3 310	2 799
Capex	2 431	1 620	1 541	1 737	1 423
Cash flow from operations	4 511	4 570	4 513	5 047	4 222
Corporate, statutory, administration and other expenditure	553	14	29	225	129
Care and maintenance and rehabilitation	3	–	15	19	1
Social investment**	8	11	15	7	5
Golpu exploration and management	117	117	126	110	86
SEAsia exploration and pre-feasibility (excluding Golpu and Eva)	10	22	62	129	21
Total GDP contribution	5 202	4 734	4 760	5 537	4 464

Australia

	FY26	FY25	FY24	FY23	FY22
Corporate, statutory, administration and other expenditure	155	337	182	–	–
Eva Copper exploration and management	4 724	1 469	753	151	N/A
Total GDP contribution	4 879	1 806	935	N/A	N/A

** Costs associated with corporate social investments. This only represents community development initiatives (MoA).

	FY26	FY25	FY24	FY23	FY22
Membership fees (R000) in respect of key trade associations were as follows:					
Minerals Council South Africa	49 403	63 868	32 624	30 832	28 875
University of Pretoria	3 009	2 505	1 980	3 307	2 789
Energy Intensive User Group	324	306	290	290	276
Papua New Guinea Chamber of Mines and Petroleum	–	1	1	1	1
Minerals Council of Australia*	120	123	308	–	N/A
Queensland Resources Council*	79	81	81	–	N/A
Total¹	52 935	66 884	35 284	34 430	31 941

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

¹ Totals for FY25 and FY24 restated.

Environmental stewardship

Environmental impact

	FY26	FY25	FY24	FY23	FY22
Expenditure – environmental management (Rm)					
<i>South Africa</i>	1 516	1 705	632	543	397
Environmental compliance	1 409	1 627	545	461	345
Environmental rehabilitation	107	78	87	82	52
<i>Papua New Guinea</i>	34	47	58	59	38
Environmental compliance and management	34	47	58	59	38
<i>Australia</i>	96	91	33	N/A	N/A
Environmental compliance and management	82	88	31	N/A	N/A
Cultural heritage management	14	3	2	N/A	N/A
Group	1 646	1 843	723	602	435

	FY26	FY25	FY24	FY23	FY22
Environmental capital investments (Rm)					
<i>South Africa</i>					
Energy ¹	6	10	8	6	2
Water ²	11	80	53	29	25
Renewables ³	776	1 042	40	15	5
<i>Papua New Guinea</i>					
Energy ⁴	108	3	49	30	7
Water	–	–	–	–	–
Renewables	–	–	–	–	–
Total	901	1 135	150	80	39

¹ South Africa operations energy efficiency projects.

² South Africa operations water treatment plant upgrades.

³ South Africa operations renewable energy programme.

⁴ Papua New Guinea internal power generation capital expenditure.

Environmental stewardship continued

	FY26	FY25	FY24	FY23	FY22
Environmental incidents					
South Africa	–	4	5	5	4
Papua New Guinea	–	–	–	–	–
Australia	–	–	–	–	–
Total group	–	4	5	5	4
Group (serious level 3, 4, and 5 environmental incidents)					
Level 3 incidents	4	4	5	5	4
Level 4 incidents	–	–	–	–	–
Level 5 incidents	–	–	–	–	–
	FY26	FY25	FY24	FY23	FY22
Number of environmental penalties and fines					
<i>Number of environmental fines</i>					
South Africa	–	–	–	–	–
Papua New Guinea	–	–	–	–	–
Australia	–	–	–	N/A	N/A
<i>Number of environmental directives (issued and resolved)</i>					
South Africa					
Issued	–	–	–	2	–
Resolved	–	–	–	–	–
Papua New Guinea					
Issued	–	–	–	–	–
Resolved	–	–	–	–	–
Australia					
Issued	–	–	–	N/A	N/A
Resolved	–	–	–	N/A	N/A

Environmental stewardship continued

	FY26	FY25	FY24	FY23	FY22
Land ownership (ha)					
South Africa					
Harmony-owned land	48 427	48 427	48 227	48 227	49 038
Community-donated land	–	–	547	547	811
Amount of land disturbed (ha)					
South Africa	13 732	13 732	13 259	13 259	13 259
Papua New Guinea	1 015	982	884	816	803
Australia	310	174	–	–	N/A
Amount of land rehabilitated (ha)					
South Africa	27	38	84	72	32
Papua New Guinea	1	1	1	–	–
Australia	78	19	18	–	N/A
Land rehabilitation liabilities (Rm) (undiscounted)					
South Africa	7 527	7 181	6 586	6 104	5 752
Papua New Guinea	1 790	1 755	1 780	1 474	1 374
Australia	779	119	22	3	N/A
Group	10 096	9 055	8 388	7 581	7 126

Harmony Operations

Operation	Location	Mining method	Co-ordinates (WGS 84)	Size (Ha)
Moab Khotsonq	North West, South Africa	Underground	026° 48' 6.07" E 26° 59' 12.38" S	6 407.80
Mponeng	West Rand, South Africa	Underground	027° 25' 41.24" E 26° 26' 16.94" S	6 478
Doornkop	West Rand, South Africa	Underground	027° 47' 27.57" E 26° 13' 2.79" S	3 169
Kusasaletu	West Rand, South Africa	Underground	027° 21' 33.48" E 26° 27' 12.28" S	6 395
Tshepong North	Free State, South Africa	Underground	026° 42' 44.7" E 27° 51' 56.96" S	5 373
Tshepong South	Free State, South Africa	Underground	026° 43' 30.72" E 27° 54' 1.21" S	5 373
Target 1	Free State, South Africa	Underground	026° 38' 25.37" E 27° 45' 42.17" S	3 715
Joel	Free State, South Africa	Underground	026° 49' 20.31" E 28° 15' 14.28" S	2 161
Masimong	Free State, South Africa	Underground	026° 52' 39.37" E 27° 58' 24.14" S	22 317
CSA Copper mine	New South Wales, Australia	Underground	145° 48' 0.20" E 31° 24' 32.42" S	2 505
Hidden Valley	Morobe, Papua New Guinea	Open-pit	146° 39' 19" E 7° 22' 34" S	6 359
Kalgold	North West, South Africa	Open-pit	025° 14' 14.37" E 26° 09' 31.24" S	988
Phoenix ¹	Free State, South Africa	Surface	026° 52' 2.0" E 28° 02' 11.99" S	488
Central Plant Reclamation ²	Free State, South Africa	Surface	026° 53' 13.87" E 28° 03' 36.95" S	200
Mine Waste Solutions ³	North West, South Africa	Surface	026° 48' 5.66" E 26° 50' 10.01" S	2 866
Savuka	West Rand, South Africa	Surface	027° 23' 56.07" E 26° 25' 15.52" S	190
Wafi-Golpu Project	Morobe, Papua New Guinea	Underground	146° 27' 08.20" E 6 °51' 46.63" S	12 894
Eva Copper Project	Queensland, Australia	Open-pit	140° 10' 15" E 19° 51' 26" S	14 285
Total				102 164

¹ Area inclusive of Dam 21, FFS 6 and Brand A Tailings dams.

² Area inclusive of FFS 3 and FFS 5 Tailings dams.

³ Area inclusive of the following Tailings dams Kareerand 1 & 2, Harties 1 & 2, East, Sulphur, South East, Buffels 5, MWS 4 & 5 and Mispah 1.

Environmental stewardship continued

Biodiversity

Harmony operations in relation to key biodiversity areas	Material Matters	Sustainability Framework	Performance
SOUTH AFRICA	Biodiversity, land use and environmental degradation, Post-closure sustainability, social licence to operate	Biodiversity and rehabilitation: protecting high biodiversity values, implementing biodiversity protection initiatives, revegetating land alongside mining and delivering meaningful biodiversity outcomes after mining.	Effective biodiversity management helps maintain ecosystem condition, support ecological resilience, and contribute to improved nature-related outcomes over time.
	Matters that could impact society, the environment and the economy: Mining activities may affect biodiversity values, waterways, ecosystem functions and culturally significant landscapes, influencing ecosystem condition and resilience.	Relevant UN SDGs SDG 11 Sustainable cities and communities SDG 15 Life on land SDG 17 Partnerships for the goals.	Protecting biodiversity values requires careful management of how mining and associated infrastructure are planned, developed and operated. Our operations are located within diverse natural landscapes that support habitats, species, aquatic ecosystems and culturally significant landscapes. We apply the mitigation hierarchy, prioritising the avoidance and minimisation of impacts, followed by restoration and other management measures. This approach is intended to protect biodiversity values and maintain ecosystem condition and resilience in and around Harmony's operations.
	Matters that could Harmony's financial performance, cash flows, prospects and stakeholder relationships: Biodiversity-related risks and opportunities can affect project design, approvals, operational activities, land access, environmental management requirements, closure obligations, regulatory compliance and stakeholder relationships.	GRI standards GRI 2: General Disclosures 2021 GRI 3: Material Topics 2021 GRI 101: Biodiversity 2024 GRI 304: Biodiversity 2016.	

Environmental stewardship continued

Biodiversity continued

Harmony operations in relation to key biodiversity areas	Material Matters	Sustainability Framework	Performance
SOUTH AFRICA continued	Biodiversity and ecosystem condition	Our approach	FY26 Progress and achievements
	Protection of biodiversity values, maintenance of ecosystem condition and support for ecosystem recovery. Harmony's operations are located across areas of varied biodiversity value. These include the endangered Vaal-Vet sandy conservation area and western Free State clay grassland ecosystem in the Free State, as well as areas containing endangered, vulnerable ecosystems in the North West Province. According to the International Union for Conservation of Nature Red List of Threatened Species, the white-backed vulture (<i>Gyps africanus</i>) is the only critically endangered animal recorded on Harmony's properties. Where the IRO arises, Risk drivers Biodiversity-related risks arise where mining activities interact with sensitive habitats, species, waterways and ecosystem functions. Risk exposure is influenced by site-specific environmental sensitivity, biodiversity-related approval requirements, compliance obligations and management commitments, invasive species, erosion, climate-related pressures and the effectiveness of measures implemented to protect biodiversity values and ecosystem condition. Potential impacts on society and the environment Mining activities can contribute to habitat degradation, fragmentation, species disturbance, erosion, sedimentation and reduced ecosystem resilience. Impacts may extend beyond operational areas to affect waterways, culturally significant landscapes and ecosystem services relied upon by communities.	Biodiversity is fundamental to healthy ecosystems and resilient post-mining landscapes. Our approach focuses on the management hierarchy including avoiding and minimising impacts, protecting biodiversity values and supporting ecosystem recovery throughout the mine lifecycle. We manage biodiversity impacts, risks and opportunities by: - Seeking to avoid disturbing areas of high biodiversity or environmental sensitivity during project planning, development, operation and closure activities - Undertaking comprehensive baseline surveys and assessments to identify existing biodiversity conditions and values - Implementing biodiversity management actions through environmental management plans, mine closure plans or other site-specific measures - Applying ground and waterway disturbance control processes, no-go and buffer controls, environmental impact assessments and monitoring for new and existing projects that may affect ecological systems and precleaning surveys to minimise impact on fauna - Using invasive species management, species protection and fauna management measures, and environmental monitoring programmes, including air quality, water and noise monitoring where relevant to operational impacts - Implementing progressive rehabilitation and revegetation, using locally appropriate species and closure approaches that support ecosystem recovery and post-mining land. - Managing external and climate-related stressors (such as invasive species, erosion, flooding, illegal mining and unauthorised land use activities) through invasive species programmes, erosion and sediment controls, revegetation, security patrols, mine sealing and closure activities, surface water management measures and ongoing monitoring of rehabilitated areas. - We track compliance with regulatory requirements, environmental management plans and closure commitments, and assess biodiversity-related risks through site-level environmental management, monitoring and review processes.	At the South African operations, comprehensive assessments were conducted for new project areas to identify existing biodiversity conditions and define management actions through environmental management plans to minimise impacts on ecosystems. In operational areas, teams eradicated invasive plant species and established firebreaks to reduce impacts on ecosystems. At the Free State Operations a threatened species was observed during specialist investigations. Subsequent to the investigation, a Biodiversity Action Plan was compiled which will be implemented in FY27 to mitigate the impact on species. Using ecological evidence to inform project decisions: We assess performance through implementation of biodiversity controls, compliance with environmental management plans and approval conditions, environmental monitoring programmes, fauna management outcomes and rehabilitation performance. Monitoring results, inspections, incidents and corrective actions are reviewed through site environmental management systems to understand biodiversity risks and guide adaptive management responses where required.

Environmental stewardship continued

Biodiversity continued

Harmony operations in relation to key biodiversity areas	Material Matters	Sustainability Framework	Performance
SOUTH AFRICA continued	Potential operational impact on Harmony	Governance and oversight	Future focus
	Biodiversity values and ecosystem condition may influence how and where mining activities are undertaken. Sensitive habitats, species, waterways and other ecological values may require avoidance measures, operational controls, monitoring programmes or modifications to mine plans and project designs. Biodiversity-related constraints can also influence the location, timing or extent of new developments, expansions and other land disturbance activities. Financial impacts may arise through environmental assessments, biodiversity offsets, monitoring, maintenance, remediation, revegetation and rehabilitation, and closure obligations. Additional costs may result from project redesign, erosion control, invasive species management, legal or regulatory requirements, stakeholder engagement and delayed approvals. Biodiversity performance may also influence closure readiness, rehabilitation liabilities and financing confidence.	At operational level, regional executives and operational management are accountable for implementing environmental management plans that embed biodiversity commitments across Harmony's operations. At Group level, the Sustainability function provide the governance, standards and monitoring that guide and assure this implementation.	Review and update the biodiversity baseline assessment and compile site specific biodiversity action plans (BAPs) for the South African operations. The BAPs will include rehabilitation strategies, defining high biodiversity areas (no-go areas) and define a biodiversity roadmap to improve ecosystems. Strengthen evidence of ecological condition, rehabilitation success and closure readiness by linking approved disturbance, sensitive habitat mapping, species monitoring, erosion and water quality indicators, rehabilitation success criteria and post-mining land use objectives for the South African region. Develop biodiversity roadmaps that explicitly link growth, disturbance planning, rehabilitation, closure obligations and potential nature-related opportunities for the South African region. Establishment of a Nature and Biodiversity CoP (Community of Practice) to drive biodiversity strategies and initiatives across the Group.

Environmental stewardship 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	North West	<i>Kalgold:</i> Situating 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 (eg <i>Acacias</i>) and shrubs with a few broad-leaved tree species, while the herbaceous layer is dominated by grasses. - Of the 72 vegetation types in the biome, two 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).	<i>Kalgold:</i> <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. <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).	<i>Kalgold:</i> - Total of 74 bird species, of which 22 bird species are considered endangered, vulnerable or endemic - Six mammal species 29 Hertzpofauna species.
		<i>Mine Waste Solutions/Chemwes:</i> The last assessment for Mine Waste Solutions was conducted in 2019.	Mine Waste Solutions surface rights area, there are three BMUs with very high biodiversity conservation value (BMU7: Clay grassland, BMU8: Dolomite grassland and BMU9: Sandy grassland), while another six BMUs 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).	<i>Mine Waste Solutions/Chemwes:</i> The following mammal species occur in the Kareerand expansion areas: Protected: 1. Black-footed cat 2. Aardvark 3. Black wildebeest 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 bullfrog, also protected under GN151, 2007. 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.

Environmental stewardship 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 continued	North West continued	BMU1: Vaal River ecosystem: Floodplain of Vaal River Plant species richness typical of this habitat type with 20 species/100m ² . 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> .		The following mammals species occur in the MWS areas: Protected 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 Near-threatened 1. Natal long-fingered bat
		BMU3: Valley bottom wetlands Fifty recorded plant species (average of 24.7/100m ²) 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> .		The following reptile species occur in the MWS areas: Threatened/Protected There are no threatened reptile species expected to occur in the area. Endemic 1. Aurora house snake (<i>Lamprophis aurora</i>)
		BMU4: Acacia karroo woodland Sixty-three recorded plant species (38.5/100m ²). 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).		The following frog species occur in the MWS areas: Threatened/Protected 1. Giant bullfrog (<i>Pyxicephalus adspersus</i>) Endemic 1. Raucous toad (<i>Amietophrynus rangeri</i>)

Environmental stewardship 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 continued	North West continued	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. 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 from this BMU.		The following birds species occur in the MWS areas: Threatened/Endangered 1. African white-backed vulture 2. Cape vulture Near-threatened 1. Greater flamingo 2. Lesser flamingo 3. Yellow-billed 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 Vulnerable 1. Black stork (<i>Anthropoides paradisea</i>) 2. African marsh harrier 3. White-bellied korhaan 4. Martial eagle 5. Lesser kestrel
		BMU7: 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. BMU8: 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.		

Environmental stewardship 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 continued	North West continued	BMU9: Sandy grassland Hundred-and-nine recorded plant species (56.7/100m ²). 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 100m ² . 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> .		
	Free State	Harmony Free State operations: Harmony Free State operations are located within the Vaal-Vet Sandy Grassland 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 are 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.	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 130km–300km away from the mining operations.	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 the best means of relocation of the species to ideal and suitable land while ensuring conservation and protection of the species. 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.

Environmental stewardship 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 continued	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 200ha 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, ie 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. Near-threatened plant species observed: • <i>Adromischus umbraticola</i> subsp. <i>umbraticola</i> • <i>Ithops lesliei</i> subsp. <i>lesliei</i>. Declining plant species observed: • <i>Boophone disticha</i> • <i>Eucomis autumnalis</i> subsp. <i>clavata</i> • <i>Gunnera perpensa</i> • <i>Hypoxis hemerocallidea</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: Number of species: 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.

Environmental stewardship 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-perennial; streams and valley bottom wetlands	Includes seasonal marsh wetlands of non-perennial or "valley bottom wetland" (Oa soils and unmapped hydric 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. <i>Acacia karroo</i> closed woodland	Closed woodland in which <i>Acacia karroo</i> 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. <i>Acacia caffra</i> – <i>Euclea crispa</i> thicket	Closed woodland on rocky, north-facing slopes. Dominant trees are <i>Acacia caffra</i> , <i>Acacia karroo</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 and 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</i> of. <i>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 planted with trees as part of the Woodlands Project (various soils)	Widespread

Environmental stewardship continued

Harmony assets in relation to biodiversity values	Region	Regional overview	Biodiversity value area	Flora and fauna species
PAPUA NEW GUINEA	Morobe Province	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. 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. 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 which is located in the Salamau District and is approximately 60km south of Lae in the coastal area with no interaction with the mines. 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. 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.	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. 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. 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. Investigations have shown that vigorous forest regeneration occurs even after the complete removal of vegetation, provided at least some of the soil remains.	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 have inhabited the Hidden Valley area pre-development and likely still exist in surrounding undisturbed forests. These protected (P), vulnerable (V) or rare (R) species include: • Two species of tree kangaroos (<i>Dendrolagus dorianus</i> and <i>D. goodfellowi</i>) – V • The long-snouted or giant echidna (<i>Zaglossus bruijnii</i>) – V • The nectar bat (<i>Syconycteris hobbit</i>) – R • The new Guinea harpy eagle (<i>Harpyopsis novaeguineae</i>) – R • Four birds of paradise – P • Five parrot species – P During the 2025 biodiversity assessment, no IUCN threatened species, and no new-to-science or otherwise scientifically undescribed species, were recorded on the mining lease. However, seven conservation-listed fauna species and two flora species were recorded. These include: • Oriomo Redwood (<i>Adinandra forbesii</i>) – near threatened (NT) • Ooloomer (<i>Heptapleurum barbatum</i>) – NT • New Guinea Quoll (<i>Dasyurus albopunctatus</i>) – NT • Small Dorcopsis (<i>Dorcopsulus vanheurni</i>) – NT • Lawes's Parotia (<i>Parotia lawesii</i>) – P • Greater Lophorina (<i>Lophorina superba</i>) – P • Black-billed Sicklebill (<i>Drepanornis albertisi</i>) – P • Brown Sicklebill (<i>Epimachus meyeri</i>) – P • Princess Stephanie's Astrapia (<i>Astrapia stephaniae</i>) – P

Environmental stewardship continued

Harmony assets in relation to biodiversity values	Region	Regional overview	Biodiversity value area	Flora and fauna species
PAPUA NEW GUINEA continued	Morobe Province continued		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. 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. Habitat within the infrastructure corridor is sub-optimal for fauna species of conservation significance and consists of highly modified, previously cleared areas.	Wafi-Golpu: Seventeen flora species of conservation significance were recorded in Wafi-Golpu Project terrestrial ecology study area. Two species are classified as critically endangered (CE); however terrestrial ecology consultants (BAAM) report that based on recent records, <i>Disopyros lolinopsis</i> is unlikely to meet the CE criteria and speculate that it should be revised to vulnerable (V). Three species are classified as endangered (E), four as V and the remaining nine as near threatened (NT). 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 CE, one listed as E, 17 listed as V and the remaining 13 either NT (nine), data deficient (two) or least concern (two). Fifteen fauna species of conservation significance were recorded in the wild and a further three species were considered to potentially or likely occur. These included: - Two species classified as NT: Gurney's eagle (<i>Aquila gurneyi</i>), Blue-black kingfisher (<i>Todiramphus nigrocyaneus</i>) - Two species classified as V: Papuan Eagle (<i>Harpyopsis novaeguineae</i>), Pesquet's parrot (<i>Psittichas fulgidus</i>) - Eleven species classified as P: Great egret (<i>Ardea alba</i>), Blyth's hornbill (<i>Rhyticeros plicatus</i>), Intermediate egret (<i>Ardea intermedia</i>), Palm cockatoo (<i>Probosciger aterrimus</i>), Glossy-mantled manucode (<i>Manucodia ater</i>), Crinkle-collared manucode (<i>Manucodia chalybatus</i>), Magnificent riflebird (<i>Ptiloris magnificus</i>), Growling riflebird (<i>Ptiloris intercedens</i>), Magnificent bird-of-paradise (<i>Diphyllodes magnificus</i>), King bird-of-paradise (<i>Cicinnurus regius</i>), Raggiana bird-of-paradise (<i>Paradisaea raggiana</i>) - Three NT species with potential or likelihood to occur: Doria's goshawk (<i>Megatriorchis doriae</i>); forest bittern (<i>Zonerodius heliosylus</i>); Emperor bird-of-paradise (<i>Paradisaea guilielmi</i>).

Environmental stewardship continued

Harmony assets in relation to biodiversity values	Region	Regional overview	Biodiversity value area	Flora and fauna species
AUSTRALIA	North West Region, Queensland	The Eva Copper site and immediate surrounding area comprises native Australian vegetation communities that are commonly found within this region. 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. The site is intersected in the north by Cabbage Tree Creek, a significant ephemeral watercourse with associated riparian vegetation with high habitat value. North West Queensland 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.	<i>Eva Copper:</i> The Eva Copper site is 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. Key ecological values present at the project area include: • 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. The diverse range of vegetation communities provide habitat for over 150 native fauna species.	<i>Eva Copper:</i> 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). Four fauna species of conservation significance were recorded at the site: • 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>) • Fork-tailed Swift (<i>Apus pacificus</i>) • Northern Blue-tongued Skink (<i>Tiliqua scincoides intermedia</i>) 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: • Grey falcon (<i>Falco hypoleucos</i>) • Ghost bat (<i>Macroderma gigas</i>) • Gouldian finch (<i>Erythrura gouldiae</i>) • Carpentarian Grasswren (<i>Amytornis dorotheae</i>) • Red goshawk (<i>Erythrotriorchis radiatus</i>).

Environmental stewardship continued

Harmony assets in relation to biodiversity values	Region	Regional overview	Biodiversity value area	Flora and fauna species
AUSTRALIA continued	Cobar Region, New South Wales	CSA Mine is located approximately 11 km north of Cobar in the rolling downs Cobar peneplain region of western New South Wales. The wider landscape contains open dry sclerophyll woodland, intermittent riparian zones and drainage lines and exposed rocky areas. Historic grazing and timber harvesting and current mining infrastructure, shafts, surface exploration sites and topsoil stockpiles have influenced vegetation condition and habitat structure.	"CSA Mine: The site, located on Consolidated Mining Lease (CML) 5, is predominantly open dry sclerophyll woodland within a larger tract of native vegetation. Three plant community types occur across the lease, ranging from low to high condition. Key biodiversity features of CML 5 include: • Approximately 2,350 ha of native vegetation • Large areas of woodland and shrubland extending across the lease and adjoining land • Hollow-bearing trees, dead and fallen timber and foliage within multiple vegetation strata that may provide habitat for fauna • Artificial dams, intermittent bodies of water and ephemeral drainage lines • Riparian zones, exposed rocky areas and mine shafts that may provide additional habitat. The site supports six broad fauna habitat types, none of which were considered commensurate with a threatened ecological community listed under state and federal regulation."	CSA Mine: Three plant community types were identified: • Poplar Box-Gum Coolabah-White Cypress Pine shrubby woodland • Mulga-Ironwood shrubland on loams and clays of the Cobar Peneplain Bioregion • Mallee-Gum Coolabah woodland on red earth flats of the eastern Cobar Peneplain Bioregion. Surveys recorded 85 flora species. No threatened flora species were detected. Surveys recorded 73 fauna species. This included six threatened fauna species: • Diamond Firetail (<i>Stagonopleura guttata</i>) • Grey-crowned Babbler, eastern subspecies (<i>Pomatostomus temporalis</i>) • Hooded Robin (<i>Melanodryas cucullata</i>) • Major Mitchell's Cockatoo (<i>Lophochroa leadbeateri</i>) • Kultarr (<i>Antechinomys laniger</i>) • Yellow-bellied Sheathtail-bat (<i>Saccolaimus flaviventris</i>).

Environmental stewardship continued

Cyanide management

Operation/ Plant	Cyanide- related incidents: Site level (# 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)	—	—	—	—	Cyanide Code	Minor exceedances of weak acid dissociable (WAD) cyanide levels were observed in tailings discharged to the Tailings Storage Facility (TSF). These exceedances were managed in accordance with the operational Trigger Action Response Plan (TARP). No significant WAD cyanide exceedances were recorded in the discharge water.	Yes	Hidden Valley mine was certified in full compliance with ICMI on 30 June 2025.
Kusasaletu plant	—	—	—	—	Cyanide Code	N/A	Yes	The Plant is under care and maintenance, therefore no Cyanide usage.
Doornkop plant	—	—	—	—	Cyanide Code	Free and WAD cyanide remained below the applicable limits. No wildlife mortality and high level of HCN gas were recorded.	Yes	ICMI accredited, re-certification audit scheduled for 2nd quarter of 2027.
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	2	—	—	—	Mine Health and Safety Act 29 of 1996	Exceedances in levels of HCN gas detected on 26 March 2026 at Stream 4 CIL and 29 May 2026 at Stream 3 CIL.	0	The pH setpoints on all streams; i.e. 1, 2, 3 & 4 had been subsequently increased from 10,2 to 10,4. No further HCN exceedances have been reported nor recorded since implementing this change in pH.
Kopanang plant	—	—	—	—	N/A	—	N/A	N/A. Kopanang plant is decommissioned and is undergoing rehabilitation.

Environmental stewardship continued

Operation/ Plant	Cyanide- related incidents: Site level (# 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 to be done in October 2026.
Savuka Gold plant	—	—	—	—	Cyanide Code	None reported	Yes	ICMI re-certification to be done in October 2026.
Target plant	—	—	—	—	Cyanide Code	None reported	Yes	ICMI certified ICMI gap audit to be conducted in November 2026. ICMI recertification audit will be conducted in 2027.
Central plant	—	—	—	—	Environmental Permit	Yes, there are exceedances and corrective actions are being investigated for restoration in WAD cyanide 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 (ie 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	1							

Environmental stewardship continued

Certification and compliance

	FY26	FY25	FY24	FY23	FY22
Gold plants certified under Cyanide Code	8	8	7	7	7
% certified vs total gold plants	57	57	50	50	54
Total number of operations ¹	14	14	14	14	14
Operations with ISO14001 certification ²	13	13	12	13	13
% with ISO certification	93	93	86	93	93
% alignment of active Tailings Storage Facilities (TSF) to operational protocols ³	90	89	N/A	N/A	N/A

¹ Operations with more than five 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 certificate has been reinstated from FY25.

³ Assured KPI for South Africa.

Environmental stewardship continued

Energy consumption

Group energy consumption (000GJ)	FY26	FY25	FY24	FY23	FY22
Electricity (000GJ)					
South Africa	15 345	14 961	14 759	14 601	15 085
Papua New Guinea ¹	278	335	274	199	228
Australia ²	348	N/A	N/A	N/A	N/A
Total	15 971	15 296	15 033	14 800	15 313
Diesel (000GJ)					
South Africa	446	390	470	484	471
Papua New Guinea	1 624	1 635	1 694	1 989	1 705
Australia ²	167	N/A	N/A	N/A	N/A
Total	2 237	2 025	2 164	2 473	2 176
Other sources (petrol and heating oil) (000GJ)					
South Africa	199	221	226	230	238
Papua New Guinea	1.76	0.07	0.03	0.04	0.07
Australia ²	2.89	N/A	N/A	N/A	N/A
Total	204	221	226	230	238
Total South Africa	15 990	15 572	15 455	15 315	15 794
Total Papua New Guinea	1 904	1 970	1 968	2 188	1 933
Total group	18 412	17 542	17 423	17 503	17 727
Energy consumption intensity (GJ/t treated)	0.351	0.345	0.340	0.336	0.329

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

² New acquired operation.

Environmental stewardship continued

Regional energy consumption (000GJ) ^{1,3}	FY26	FY25	FY24	FY23	FY22
Regions					
South Africa					
Free State	4 942	5 029	4 999	4 853	5 384
Gauteng	6 720	6 508	6 276	6 435	6 324
North West	4 328	4 035	4 180	4 027	4 086
Papua New Guinea	1 904	1 970	1 968	2 188	1 933
Australia	518	N/A	N/A	N/A	N/A
Total	18 412	17 542	17 423	17 503	17 727
Electricity consumption (000GJ)					
South Africa					
Free State	4 772	4 833	4 806	4 656	5 165
Gauteng	6 679	6 473	6 203	6 313	6 242
North West	3 894	3 655	3 750	3 632	3 678
Papua New Guinea ²	278	335	274	199	228
Australia	348	N/A	N/A	N/A	N/A
Total³	15 971	15 296	15 033	14 800	15 313

¹ Energy consumption includes 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 for South Africa and Hidden Valley.

Environmental stewardship continued

Regional energy consumption (000GJ) ¹	FY26	FY25	FY24	FY23	FY22
Diesel (000GJ)					
South Africa					
Free State	88	94	100	98	107
Gauteng	39	33	71	119	78
North West	319	263	299	267	286
Papua New Guinea	1 624	1 635	1 694	1 989	1 705
Australia	167	N/A	N/A	N/A	N/A
Total	2 237	2 025	2 164	2 473	2 176
Other sources petrol and heating oil (000GJ)					
South Africa					
Free State	82	102	93	99	112
Gauteng	2	2	2	3	4
North West	115	117	131	128	122
Papua New Guinea	1.76	0.07	0.03	0.04	0.07
Australia	2.89	N/A	N/A	N/A	N/A
Total	203.65	221	226	230	238

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

Environmental stewardship continued

Group energy consumption (GWh) ^{1,3}	FY26	FY25	FY24	FY23	FY22
Electricity (GWh)					
South Africa	4 262	4 157	4 100	4 056	4 191
Papua New Guinea ²	78	93	76	55	63
Australia	97	N/A	N/A	N/A	N/A
Total³	4 437	4 250	4 176	4 111	4 254
Diesel (GWh)					
South Africa	124	108	131	134	131
Papua New Guinea	451	454	470	552	474
Australia	46	N/A	N/A	N/A	N/A
Total	621	562	601	686	605
Other sources (petrol and heating oil) (GWh)					
South Africa	55.33	62.40	62.69	64.01	66.29
Papua New Guinea	0.489	0.020	0.009	0.011	0.019
Total	56.62	62.42	62.70	64.02	66.31
Total South Africa	4 441	4 327	4 294	4 254	4 388
Total Papua New Guinea	529	547	546	607	537
Total group	5 114	4 874	4 840	4 861	4 925
Energy consumption intensity (MWh/t treated)	0.10	0.10	0.09	0.09	0.09

¹ Energy consumption includes 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 for South Africa and Hidden Valley.

Environmental stewardship continued

Regional energy consumption (GWh)	FY26	FY25	FY24	FY23	FY22
Regions					
South Africa					
Free State	1 372	1 394	1 389	1 348	1 496
Gauteng	1 867	2 033	1 744	1 788	1 757
North West	1 203	900	1 161	1 119	1 135
Papua New Guinea	529	547	546	607	537
Australia	144	—	—	—	—
Total	5 115	4 874	4 840	4 862	4 925
Electricity purchased (GWh)²					
South Africa					
Free State	1 325	1 343	1 335	1 293	1 435
Gauteng	1 855	2 023	1 723	1 754	1 734
North West	1 082	791	1 042	1 009	1 022
Papua New Guinea ¹	78	93	76	55	63
Australia	97	—	—	—	—
Total²	4 437	4 250	4 176	4 111	4 254
Diesel (GWh)					
South Africa					
Free State	24	26	28	27	30
Gauteng	11	9	20	33	22
North West	89	73	83	74	79
Papua New Guinea	451	454	470	552	474
Australia	46	—	—	—	—
Total	621	562	601	686	605
Other sources petrol and heating oil (GWh)					
South Africa					
Free State	23	25	26	28	31
Gauteng	1	1	1	1	1
North West	32	36	36	36	34
Papua New Guinea	0.49	0.02	0.01	0.01	0.02
Australia	0.80	—	—	—	—
Total	57	62	63	65	66

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

² Assured KPI for electricity purchased, and includes renewable energy for South Africa and Hidden Valley.

Environmental stewardship continued

Energy per ounce produced (GJ/oz)	FY26	FY25	FY24	FY23	FY22
South Africa	12.90	11.84	11.06	11.54	11.55
Papua New Guinea	10.03	12.00	12.00	15.57	16.22
Total	12.52	11.86	11.16	11.93	11.93

Energy per ounce produced (MWh/oz)	FY26	FY25	FY24	FY23	FY22
South Africa	3.58	3.29	3.07	3.21	3.21
Papua New Guinea	2.79	3.33	3.33	4.32	4.51
Total	3.48	3.30	3.10	3.31	3.31

Energy per tonne treated (GJ/tonne)	FY26	FY25	FY24	FY23	FY22
South Africa	0.34	0.33	0.32	0.32	0.31
Papua New Guinea	0.51	0.52	0.59	0.57	0.60
Total	0.36	0.34	0.34	0.34	0.33

Energy per tonne treated (MWh/tonne)	FY26	FY25	FY24	FY23	FY22
South Africa	0.09	0.09	0.09	0.09	0.09
Papua New Guinea	0.14	0.14	0.16	0.16	0.17
Total	0.10	0.10	0.09	0.09	0.09

Environmental stewardship continued

Regional energy spend (Rm)	FY26	FY25	FY24	FY23	FY22
South Africa (CAPEX) ¹	781	1 051	48	22	6
South Africa (OPEX) ¹	9 593	8 303	7 150	6 051	5 598
Papua New Guinea	276	341	316	331	234
Total	10 650	9 695	7 514	6 404	5 838

¹ South Africa operations energy efficiency and renewable projects.

Energy spend (% of opex)	FY26	FY25	FY24	FY23	FY22
South Africa ¹	22	21	20	19	18
Papua New Guinea ²	22	15	13	15	11

¹ South Africa operating expenditure is for Eskom third-party power provider.

² Papua New Guinea operating expenditure includes both external third-party power and self-generated power.

Reduction of energy consumption in South Africa	FY26	FY25	FY24	FY23	FY22
Total energy saved annually from energy efficiency (MWh)	343 854	350 873	305 529	273 307	256 088
Cumulative energy savings (MWh)	2 557 251	2 213 397	1 862 524	1 556 995	1 283 688
Total CO ₂ equivalent emissions avoided from renewable energy initiatives (MtCO ₂ e) ¹	0.0690	0.0665	0.0654	0.0058	—
Cumulative GHG emissions avoided (MtCO ₂ e)	0.2066	0.1376	0.0712	0.0058	—
Accumulative scope 2 and scope 3 savings due to energy efficiency savings (MtCO ₂ e)	2.95	2.53	2.13	1.79	1.47
Annual cost savings (Rm) ¹	765	657	504	374	342
Cumulative cost savings (Rm) ^{1**}	3 639	2 874	2 217	1 713	1 339
Gold production (000oz)	1 240	1 315	1 398	1 327	1 367
Cost reduction (rand per ounce)	617	499	361	282	250

¹ Renewable energy production started in FY23.

Environmental stewardship continued

Electricity consumption

Group electricity consumption (000GJ)	FY26	FY25	FY24	FY23	FY22
South Africa	15 113	14 735	14 526	14 591	15 088
South Africa (self generation – Renewable)	230	230	234	11	–
Papua New Guinea	281	335	274	198	227
Papua New Guinea (self generation)	198	166	191	299	209
Australia ²	349	–	–	–	–
Australia (self generation)	14	–	–	–	–
Total	16 185	15 466	15 225	15 099	15 524
Electricity consumption intensity (GJ/t treated) - gold (excludes CSA Copper Mine)	0.31	0.30	0.30	0.29	0.29
Total energy saved from energy efficiency³	1 238	1 263	1 100	984	922

Electricity per tonne treated (GJ/tonne)	FY26	FY25	FY24	FY23	FY22
South Africa (includes renewable energy)	0.32	0.32	0.31	0.30	0.30
Papua New Guinea (includes self-generation)	0.13	0.13	0.14	0.13	0.13
Group (excludes CSA Copper Mine)	0.31	0.30	0.30	0.29	0.29

² New Acquisition of Australian operation.

Group electricity consumption (GWh) ¹	FY26	FY25	FY24	FY23	FY22
South Africa	4 198	4 093	4 035	4 053	4 191
South Africa (self generation - Renewable)	64	64	65	3	–
South Africa - total (grid and self-generation)	4 262	4 157	4 100	4 056	4 191
Papua New Guinea ²	78	93	76	55	63
Papua New Guinea (self generation)	55	46	53	83	58
Papua New Guinea (grid and self-generation)	133	139	129	138	121
Australia	97	–	–	–	–
Australia (self generation)	4	–	–	–	–
Australia (grid and self-generation)	101	–	–	–	–
Group	4 496	4 296	4 229	4 194	4 312
Electricity consumption intensity (MWh/t treated)	0.09	0.08	0.08	0.08	0.08
Total energy saved from energy efficiency	316	351	306	273	256

¹ Assured KPI for South Africa and Hidden Valley Mine (Papua New Guinea) only.

² Grid-purchased power.

³ South Africa.

Environmental stewardship continued

Electricity per tonne treated (MWh/tonne)	FY26	FY25	FY24	FY23	FY22
South Africa (includes renewable energy)	0.09	0.09	0.09	0.08	0.08
Papua New Guinea (includes self-generation)	0.04	0.04	0.04	0.04	0.04
Group (excludes CSA Copper)	0.09	0.08	0.08	0.08	0.08

Electricity per Production	FY26	FY25	FY24	FY23	FY22
South Africa (includes renewable energy) (GJ/gold oz)	12.38	11.38	10.56	11.00	11.03
Papua New Guinea (includes self-generation) (GJ/gold oz)	2.52	3.05	2.83	3.54	3.65
Total Electricity per Gold Produced (GJ/oz) (excludes CSA Copper Mine)	11.07	10.46	9.75	10.29	10.44
Australia (GJ/copper 000tonnes)	19.97	–	–	–	–

Electricity per Production	FY26	FY25	FY24	FY23	FY22
South Africa (includes renewable energy) (MWh/oz)	3.44	3.16	2.93	3.06	3.07
Papua New Guinea (includes self-generation) (MWh/oz)	0.70	0.85	0.79	0.98	1.02
Total Electricity per Gold Produced (MWh/oz) (excludes CSA Copper Mine)	3.07	2.90	2.71	2.86	2.90
Australia (MWh/copper 000tonnes)	5.56	–	–	–	–

Environmental stewardship continued

Hydrocarbon consumption

Group hydrocarbon consumption (MI)	FY26	FY25	FY24	FY23	FY22
Diesel					
South Africa	12.560	10.891	12.330	12.704	12.342
Papua New Guinea	45.431	45.740	47.393	55.679	47.196
Australia	4.325	–	–	–	–
Group	62.316	56.631	59.723	68.383	59.538
Petrol					
South Africa	0.401	0.419	0.441	0.474	0.490
Papua New Guinea	0.050	0.002	0.001	0.001	0.002
Australia	0.004				
Group	0.455	0.421	0.442	0.475	0.492
Heating oil					
South Africa	5.238	5.526	5.641	5.425	5.471
Papua New Guinea	–	–	–	–	–
Australia	0.050				
Group	5.288	5.526	5.641	5.425	5.471
LPG					
South Africa	–	–	–	–	–
Papua New Guinea	0.001	–	–	–	–
Australia	0.034	–	–	–	–
Group	0.035	–	–	–	–
Total South Africa	18.199	16.836	18.412	18.603	18.303
Total Papua New Guinea	45.482	45.742	47.394	55.680	47.198
Total Australia	4.413	–	–	–	–
Total group	68.094	62.578	65.806	74.283	65.501
Regional hydrocarbon consumption (MI)	FY26	FY25	FY24	FY23	FY22
South Africa					
Free State	4.785	5.205	4.970	5.009	5.488
Gauteng	1.170	0.988	1.935	3.211	2.120
North West	12.250	10.643	11.507	10.384	10.695
Papua New Guinea	45.482	45.742	47.394	55.680	47.198
Australia	4.413	–	–	–	–
Group	68.100	62.578	65.806	74.284	65.501

Environmental stewardship continued

Diesel (MI)	FY26	FY25	FY24	FY23	FY22
South Africa					
Free State	2.473	2.619	2.619	2.568	2.806
Gauteng	1.100	0.916	1.862	3.126	2.036
North West	8.987	7.356	7.849	7.010	7.500
Papua New Guinea	45.431	45.740	47.393	55.679	47.196
Australia	4.325	–	–	–	–
Group	62.316	56.631	59.723	68.383	59.538
Petrol (MI)	FY26	FY25	FY24	FY23	FY22
South Africa					
Free State	0.255	0.262	0.269	0.280	0.292
Gauteng	0.070	0.072	0.073	0.085	0.084
North West	0.076	0.085	0.099	0.109	0.114
Papua New Guinea	0.050	0.002	0.001	0.001	0.002
Australia	0.004	–	–	–	–
Group	0.455	0.421	0.442	0.475	0.492
Heating oil (MI)	FY26	FY25	FY24	FY23	FY22
South Africa					
Free State	2.057	2.324	2.082	2.160	2.390
Gauteng	–	–	–	–	–
North West	3.181	3.202	3.559	3.265	3.081
Papua New Guinea	–	–	–	–	–
Australia	0.050	–	–	–	–
Group	5.288	5.526	5.641	5.425	5.471
LPG (MI)¹	FY26	FY25	FY24	FY23	FY22
South Africa					
Free State	–	–	–	–	–
Gauteng	–	–	–	–	–
North West	0.006	–	–	–	–
Papua New Guinea	0.001	–	–	–	–
Australia	0.034	–	–	–	–
Group	0.041	–	–	–	–

¹ New metric being reported due to Australia requirements.

Environmental stewardship continued

Carbon emissions

Group scope 1 carbon emissions (CO ₂ e tonnes) ³	FY26	FY25	FY24	FY23	FY22
Scope 1 breakdown by source (CO₂e tonnes)					
Diesel	165 977	150 726	158 955	181 857	161 081
Explosives	2 530	3 021	3 105	2 745	2 862
Petrol	1 073	985	1 039	1 115	1 151
Heating oil	14 327	17 517	16 082	14 636	14 929
LPG	64	***	***	***	***
Fugitive Emissions	519	***	***	***	***
Lubricants	239	***	***	***	***
Group¹	184 731	172 250	179 182	200 353	180 023
% breakdown					
Diesel	90	88	89	91	89
Explosives ²	1	2	2	1	2
Petrol	1	1	1	1	1
Heating oil	8	10	9	7	8
LPG	0.03	***	***	***	***
Fugitive Emissions	0.28	***	***	***	***
Lubricants	0.13	***	***	***	***
Group	100	100	100	100	100

¹ Assured KPI for South Africa and Hidden Valley Mine (PNG) only (176 034t CO₂e)

² Papua New Guinea and Australian explosives emission captured under diesel emissions.

³ Assured KPI for South Africa and Hidden Valley Mine (Papua New Guinea) only. (176 034t CO₂e)

*** Data not collated for this period.

Environmental stewardship continued

Group scope 1 carbon emissions (CO ₂ e tonnes) ¹	FY26	FY25	FY24	FY23	FY22
Diesel (CO₂e tonnes)					
South Africa	33 391	28 988	32 816	33 785	33 392
Papua New Guinea	120 916	121 738	126 139	148 072	127 689
Australia	11 670	12 598	N/A	N/A	N/A
Group	165 977	163 324	158 955	181 857	161 081
Explosives (CO₂e tonnes)					
South Africa	2 530	2 117	2 309	1 980	2 337
Papua New Guinea ²	–	904	796	765	525
Australia	–	N/A	N/A	N/A	N/A
Total	2 530	3 021	3 105	2 745	2 862
Petrol (CO₂e tonnes)					
South Africa	946	980	1 037	1 112	1 146
Papua New Guinea	119	5	2	3	5
Australia	8	N/A	N/A	N/A	N/A
Group	1 073	985	1 039	1 115	1 151
Heating oil (CO₂e tonnes)					
South Africa	14 201	17 517	16 082	14 636	14 929
Papua New Guinea	–	–	–	–	–
Australia	127	N/A	N/A	N/A	N/A
Group	14 327	17 517	16 082	14 636	14 929
LPG (CO₂e tonnes)					
South Africa ³	10	–	–	–	–
Papua New Guinea	2	–	–	–	–
Australia	52	–	–	–	–
Group	64	–	–	–	–
Fugitive (CO₂e tonnes)					
South Africa ³	–	–	–	–	–
Papua New Guinea	18	–	–	–	–
Australia	501	–	–	–	–
Group	519	–	–	–	–

Environmental stewardship continued

Group scope 1 carbon emissions (CO ₂ e tonnes)	FY26	FY25	FY24	FY23	FY22
Lubricants (CO₂e tonnes)					
South Africa	—	—	—	—	—
Papua New Guinea	—	—	—	—	—
Australia ⁴	239	—	—	—	—
Group	239	—	—	—	—
Land Management (CO₂e tonnes)					
South Africa ³	—	—	—	—	—
Papua New Guinea	3 944	—	—	—	—
Australia	11 409	—	—	—	—
Group	15 353	—	—	—	—
Total South Africa	51 078	49 603	52 244	51 513	51 804
Total Papua New Guinea	121 055	122 647	126 938	148 840	128 219
Total Australia	12 598	2 385	N/A	N/A	N/A
Total Group	184 731	174 635	179 182	200 353	180 023

¹ Assured for South Africa and Hidden Valley only

² Papua New Guinea and Australian explosives emission captured under diesel emissions.

³ New reporting and monitoring for PNG and Australia only.

⁴ Metric reported for Australia only.

Environmental stewardship continued

Regional scope 1 carbon emissions (CO ₂ e tonnes)	FY26	FY25	FY24	FY23	FY22
Diesel (CO₂e tonnes)					
South Africa					
Free State	6 575	6 971	6 969	6 830	7 592
Gauteng	2 923	2 437	4 957	8 313	5 509
North West	23 892	19 579	20 890	18 642	20 291
Papua New Guinea	120 916	121 738	126 139	148 072	127 689
Australia	11 670	N/A	N/A	N/A	N/A
Total	165 977	150 726	158 955	181 857	161 081
Explosives (CO₂e tonnes)					
South Africa					
Free State	942	805	830	678	901
Gauteng	916	784	832	814	846
North West	673	529	646	488	590
Papua New Guinea ¹	–	904	796	765	525
Australia ¹	–	–	–	–	–
Total	2 530	3 021	3 105	2 745	2 862
Petrol (CO₂e tonnes)					
South Africa					
Free State	602	614	633	657	683
Gauteng	166	168	171	200	197
North West	179	198	233	255	266
Papua New Guinea	119	5	2	3	5
Australia	8	–	–	–	–
Total	1 074	985	1 039	1 115	1 151
Heating oil (CO₂e tonnes)					
South Africa					
Free State	5 469	7 378	6 610	5 953	6 593
Gauteng	–	–	–	–	–
North West	8 732	10 140	9 472	8 683	8 336
Papua New Guinea	–	–	–	–	–
Australia	126	–	–	–	–
Total	14 327	17 517	16 082	14 636	14 929

Environmental stewardship continued

Regional scope 1 carbon emissions (CO ₂ e tonnes)	FY26	FY25	FY24	FY23	FY22
LPG (CO₂e tonnes)					
South Africa ²					
Free State	–	–	–	–	–
Gauteng	–	–	–	–	–
North West	10	–	–	–	–
PNG	2	–	–	–	–
Australia	52	–	–	–	–
Total	64	–	–	–	–
Fugitive Emissions (CO₂e tonnes)					
South Africa ²					
Free State	–	–	–	–	–
Gauteng	–	–	–	–	–
North West	–	–	–	–	–
PNG	18	–	–	–	–
Australia	501	–	–	–	–
Total	519	–	–	–	–
Land Clearing (CO₂e tonnes)					
South Africa ²					
Free State	–	–	–	–	–
Gauteng	–	–	–	–	–
North West	–	–	–	–	–
PNG	3 944	–	–	–	–
Australia	11 409	–	–	–	–
Total	15 354	–	–	–	–
Total South Africa – Free State	13 588	15 768	15 042	14 118	15 769
Total South Africa – Gauteng	4 005	3 389	5 960	9 327	6 552
Total South Africa – North West	33 485	30 446	31 242	28 068	29 483
Total Papua New Guinea	121 055	122 647	126 938	148 840	128 219
Total Australia	12 598	–	–	–	–
Total group	184 731	172 250	179 182	200 353	180 023

¹ Papua New Guinea and Australian explosives emission captured under diesel emissions.

² New reporting and monitoring for Papua New Guinea and Australia but not yet for South Africa.

Environmental stewardship continued

Group scope 2 carbon emissions (CO₂e tonnes)¹

	FY26	FY25	FY24	FY23	FY22
Scope 2 breakdown by source (CO₂e tonnes)					
South African electricity grid	4 534 538	4 255 984	4 034 398	4 214 643	4 525 257
Papua New Guinea Ramu electricity grid	39 762	60 876	51 664	37 518	42 988
Australia Electricity Grid	61 881				
Total¹	4 636 181	4 316 859	4 086 063	4 252 161	4 568 245
% breakdown					
South African electricity grid	98	99	99	99	99
Papua New Guinea Ramu electricity grid	1	1	1	1	1
Australia Electricity Grid	1	–	–	–	–
Total	100	100	100	100	100

¹ Assured KPI for South Africa and Hidden Valley Mine (PNG) only. (4 574 235t CO₂e)

Regional scope 2 carbon emissions (CO₂e tonnes)¹

	FY26	FY25	FY24	FY23	FY22
Electricity (CO₂e tonnes)					
South Africa					
Free State	1 363 968	1 330 382	1 270 390	1 342 318	1 549 441
Gauteng	2 002 297	2 103 055	1 722 913	1 823 542	1 872 563
North West	1 168 272	822 547	1 041 095	1 048 783	1 103 253
Papua New Guinea	39 762	60 876	51 664	37 518	42 988
Australia	61 881	–	–	–	–
Total	4 636 181	4 316 859	4 086 063	4 252 162	4 568 246

¹ Assured KPI for South Africa and Hidden Valley Mine (Papua New Guinea) only. (4 574 235t CO₂e)

Environmental stewardship continued

Group scope 3 carbon emissions (CO ₂ e tonnes) ¹	FY26	FY25	FY24	FY23	FY22
Scope 3 breakdown by category and source (CO ₂ e tonnes)					
Category 1					
Explosives	48 598	44 605	45 844	40 518	42 254
Cement	40 550	24 017	24 736	27 452	27 166
Timber	1 968	1 830	2 141	1 803	2 764
Cyanide	330 489	328 089	345 784	349 223	359 136
Caustic soda	21 852	17 898	20 175	21 060	19 975
Lime	70 376	93 773	98 283	87 712	92 795
Total	513 834	510 212	536 963	527 768	544 090
Category 3	526 639	476 374	447 033	470 348	517 654
Category 6	6 217	6 782	6 296	4 991	3 424
Total scope 3 emissions¹	1 046 690	993 368	990 292	1 003 107	1 065 168
% breakdown					
Category 1	49	51	54	53	52
Category 3	50	48	45	47	49
Category 6	1	1	1	–	–
Total	100	100	100	100	101

¹ Assured KPI for South Africa and Hidden Valley Mine (Papua New Guinea) only. (1 046 634t CO₂e)

Environmental stewardship continued

Group scope 3 carbon emissions (CO ₂ e tonnes) ²	FY26	FY25	FY24	FY23	FY22
Category 1 (CO₂e tonnes)					
South Africa					
Explosives	33 605	31 259	34 088	29 223	34 505
Cement	40 507	24 008	24 710	27 448	27 158
Timber	1 931	1 830	2 141	1 803	2 764
Cyanide	311 352	309 219	329 520	331 046	346 234
Caustic soda	21 846	17 884	20 147	21 054	19 956
Lime	63 925	86 944	91 605	81 740	86 520
Total South Africa	473 167	471 145	502 212	492 314	517 137
Papua New Guinea					
Explosives	14 993	13 346	11 756	11 295	7 749
Cement	43	9	26	4	8
Timber	N/A	N/A	N/A	N/A	N/A
Cyanide	19 137	18 870	16 264	18 177	12 902
Caustic soda	5	13	28	6	19
Lime	6 451	6 829	6 678	5 972	6 275
Total Papua New Guinea	40 629	39 067	34 751	35 454	26 953
Total group	513 796	510 212	536 963	527 768	544 090
Group scope 3 carbon emissions (CO₂e tonnes)	FY26	FY25	FY24	FY23	FY22
Category 3 (CO₂e tonnes)					
South Africa	524 846	474 234	445 280	469 075	516 196
Papua New Guinea	1 773	2 140	1 752	1 273	1 458
Group	526 620	476 374	447 033	470 348	517 654

² Australia excluded from Scope 3 emissions.

Environmental stewardship continued

Group scope 3 carbon emissions (CO ₂ e tonnes)	FY26	FY25	FY24	FY23	FY22
Category 6 (CO₂e tonnes)					
South Africa	1 558	1 669	568	1 672	676
Papua New Guinea	4 659	5 113	5 728	3 319	2 748
Group	6 217	6 782	6 296	4 991	3 424

Group scope 3 carbon emissions (CO ₂ e tonnes)	FY26	FY25	FY24	FY23	FY22
Total South Africa	999 572	947 047	948 060	963 061	1 034 009
Total Papua New Guinea	47 062	46 320	42 232	40 046	31 159
Total group	1 046 634	993 368	990 292	1 003 107	1 065 168

Group carbon emissions (CO ₂ e)	FY26	FY25	FY24	FY23	FY22
Total emissions – scope 1, 2 and 3 (CO₂e tonnes)¹					
Scope 1	184 731	172 250	179 182	200 353	180 023
Scope 2	4 636 181	4 316 859	4 086 063	4 252 161	4 568 245
Scope 3	1 046 690	993 368	990 292	1 003 107	1 065 168
Total group	5 867 603	5 482 477	5 255 536	5 455 621	5 813 436
% breakdown					
Scope 1	3	3	3	4	3
Scope 2	79	79	78	78	79
Scope 3	18	18	18	18	18
Total group	100	100	100	100	99

¹ Assured KPI for scope 1, scope 2 and scope 3 for South Africa and Hidden Valley Mine (Papua New Guinea) only. Assured volumes (Scope 1: 175 885.90; Scope 2: 4 574 235.03; Scope 3: 1 046 634)

Environmental stewardship continued

Group carbon emissions intensity (CO ₂ e tonnes/tonne treated)	FY26	FY25	FY24	FY23	FY22
Scope 1 intensity by source²					
Diesel	0.0032	0.0030	0.0030	0.0035	0.0030
Explosives	0.00005	0.00006	0.0001	0.0001	0.0001
Petrol	0.00002	0.00002	0.00002	0.00002	0.00002
Heating oil	0.00028	0.00034	0.0003	0.0003	0.0003
LPG ¹	0.000001	N/A	N/A	N/A	N/A
Fugitive ¹	0.00001	N/A	N/A	N/A	N/A
Land Clearing ¹	0.00030	N/A	N/A	N/A	N/A
Total scope 1, 2 and 3 emissions²					
Scope 1	0.0036	0.0034	0.0034	0.0038	0.0030
Scope 2	0.0902	0.0848	0.0793	0.0816	0.0850
Scope 3	0.0204	0.0195	0.0185	0.0192	0.0200
Total group	0.1141	0.1077	0.1012	0.1046	0.1080
	FY26	FY25	FY24	FY23	FY22
Accumulative scope 2 and scope 3 savings due to energy efficiency savings (tCO₂e)¹	2 945 414	2 531 068	2 125 500	1 786 249	1 470 686

¹ New monitoring data for PNG and Australia only from 2025.

² Intensities calculated against gold production and exclude copper for this report due to copper production not accounting for full year.

Environmental stewardship continued

Atmospheric emissions

Emissions	FY26	FY25	FY24	FY23	FY22
Oxides of nitrogen (NOx)	11.39	27.93	30.42	30.68	25.10
Particular matter (TSP)	7.52	19.40	6.80	8.66	10.24
Sulphur dioxide (SO ₂)	9.28	12.32	4.52	2.01	14.61
Grand total	28.19	59.65	41.74	41.35	49.95

Emissions for South Africa region (tonnes (000t))

	FY26	FY25	FY24	FY23	FY22
Free State					
Oxides of nitrogen (NOx)	7.49	2.46	1.88	2.02	10.63
Particular matter (TSP)	2.71	2.86	3.02	2.64	3.72
Sulphur dioxide (SO ₂)	5.76	0.26	0.27	0.25	12.66
Gauteng					
Oxides of nitrogen (NOx)	0.07	13.26	6.05	14.14	3.70
Particular matter (TSP)	3.50	7.65	0.38	0.62	0.21
Sulphur dioxide (SO ₂)	0.07	10.36	0.17	0.38	0.13
North West					
Oxides of nitrogen (NOx)	3.83	12.22	22.50	14.52	10.76
Particular matter (TSP)	1.31	8.88	3.40	5.40	6.31
Sulphur dioxide (SO ₂)	3.46	1.70	4.08	1.37	1.83
Grand total	28.20	59.65	41.75	41.35	49.95

Emissions intensities for South Africa (tonnes/tonnes treated (000t))

	FY26	FY25	FY24	FY23	FY22
Oxides of nitrogen (NOx)	0.0002	0.0006	0.0006	0.0006	0.0005
Particular matter (TSP)	0.0002	0.0004	0.0001	0.0002	0.0002
Sulphur dioxide (SO ₂)	0.00019	0.00027	0.00009	0.00004	0.00029
Grand total	0.0006	0.0013	0.0009	0.0009	0.0010

Environmental stewardship continued

Emissions intensities for South Africa (tonnes/tonnes treated (000t))

	FY26	FY25	FY24	FY23	FY22
Free State					
Oxides of nitrogen (NO _x)	0.0006	0.0002	0.0001	0.0001	0.0007
Particular matter (TSP)	0.0002	0.0002	0.0002	0.0002	0.0002
Sulphur dioxide (SO ₂)	0.00042	0.00002	0.00002	–	0.00080
Gauteng					
Oxides of nitrogen (NO _x)	0.00001	0.0017	0.0008	0.0001	–
Particular matter (TSP)	0.0005	0.0010	–	0.0001	–
Sulphur dioxide (SO ₂)	0.00001	0.00131	0.00002	0.00180	0.00050
North West					
Oxides of nitrogen (NO _x)	0.0001	0.0005	0.0009	0.0006	0.0004
Particular matter (TSP)	0.0001	0.0003	0.0001	0.0002	0.0002
Sulphur dioxide (SO ₂)	0.00013	0.00006	0.00016	0.00005	0.00007
Grand total	0.0006	0.0013	0.0009	0.0009	0.0010

Environmental stewardship continued

Materials used

Group materials used	FY26	FY25	FY24	FY23	FY22
Rock mined: ore and waste (000t)	37 961	43 465	45 258	41 547	43 216
Tonnes treated (000t)	51 403	50 897	51 319	52 135	53 802
Waste rock recycled (000t)	7 922	4 720	6 044	6 599	7 683
Slimes recycled (000t)	37 708	37 095	37 643	37 138	36 891
Liquefied petroleum gas (t)	3.36	0.93	0.64	0.48	0.53
Grease (t)	454	430	480	475	524
Cyanide (000t) ²	25	37	37	38	64
Petrol and diesel (000l)	68 817	57 052	60 164	68 859	60 030
Lubricating and hydraulic oil (000l)	3 438	3 127	3 036	2 707	2 945

Water consumption

Group water use (000m ³)	FY26	FY25	FY24	FY23	FY22
Water used for primary activities ¹	32 341	38 930	34 813	29 350	33 417
Potable water from external sources ¹	15 776	18 381	19 305	20 029	21 190
Non-potable water from external sources	16 565	20 549	15 509	9 320	12 227
Surface water used	6 228	9 725	3 830	2 477	2 756
Groundwater used	10 338	10 824	11 679	6 843	9 470
Water recycled in process	114 572	103 535	98 051	99 932	88 599
Water discharge to surface sources	4 553	5 847	5 961	5 048	5 298
Water used	27 788	33 083	28 852	24 302	28 119
Water consumption intensity (000m ³ /t treated)	0.63	0.76	0.68	0.56	0.62

¹ Assured KPI for South Africa and Hidden Valley Mine (Papua New Guinea) only (31 925 000m³.)

² Decrease in consumption due to November 2025 to January 2026 Cyanide shortage.

Environmental stewardship continued

Regional water use (000m ³)	FY26	FY25	FY24	FY23	FY22
Water for primary activities¹					
<i>South Africa</i>					
Free State	11 051	14 988	8 824	7 799	9 065
Gauteng	5 966	8 860	9 861	7 431	6 685
North West	12 798	13 035	14 017	11 934	15 736
<i>Papua New Guinea</i>	2 110	2 047	2 112	2 186	1 930
<i>Australia</i>	416	–	–	–	–
Total	32 341	38 930	34 814	29 350	33 416
Absolute potable					
<i>South Africa</i>					
Free State	6 933	7 311	7 111	7 573	8 470
Gauteng	2 858	5 450	6 635	7 367	6 620
North West	5 985	5 620	5 559	5 089	6 100
<i>Papua New Guinea</i>	–	–	–	–	–
<i>Australia</i>	0.19	–	–	–	–
Total	15 776	18 381	19 305	20 029	21 190
Non-potable					
<i>South Africa</i>					
Free State	4 118	7 677	1 713	225	595
Gauteng	3 108	3 410	2 975	64	65
North West	6 813	7 415	8 457	6 845	9 636
<i>Papua New Guinea</i>	2 110	2 047	2 112	2 186	1 930
<i>Australia</i>	416	–	–	–	–
Total	16 565	20 549	15 257	9 320	12 226
Water Discharge					
<i>South Africa</i>	2 933	3 566	3 273	3 273	3 124
Free State	147	124	144	144	408
Gauteng	2 607	3 263	2 950	2 950	2 526
North West	179	179	179	179	190
<i>Papua New Guinea</i>	1 620	2 281	2 688	2 688	1 923
<i>Australia</i>	–	–	–	–	–
Total	4 553	20 549	5 961	5 961	5 047

¹ Assured KPI for South Africa and Hidden Valley Mine (Papua New Guinea) only (31 925 000m³)

Environmental stewardship continued

Discharge receiving body:

South Africa	
Free State	Theron spruit
Gauteng	Elandsfontein spruit
Gauteng	Moorivierloop
North West	Vaal river
Papua New Guinea	Watut

Environmental stewardship continued

Waste management

Group waste generated and managed	FY26	FY25	FY24	FY22	FY21 ¹
Oils and grease					
Grease used (t)	454	430	480	475	524
Lubricating and hydraulic oil used (Ml)	3.3	3.1	3.0	2.7	3.0
Recycled oil – repurposing hydrocarbons to landfill (000l)	709	646	703	742	698
Hazardous waste					
Tailings (Mt) ¹	53	51	52	51	52
Waste rock deposited (Mt) ¹	24	27	30	28	25
Hazardous waste to landfill (t)	805	558	1 261	1 501	803
Recycled waste²					
Waste rock recycled (000t)	7 922	4 720	6 044	6 599	7 683
Timber (t)	5 515	4 238	6 097	3 251	2 727
Steel (t)	14 779	14 686	14 939	13 781	8 889
Plastic (t)	809	507	697	489	591
Paper and Cardboard (t) ³	979	N/A	N/A	N/A	N/A
Total recycled waste (000t)	7 944	4 739	6 066	6 617	7 695
Domestic, garden waste and/or building rubble (t)	12 876	10 470	7 556	8 124	8 262
Total general waste generated from operational salvage yards (t)	34 958	29 900	29 290	25 645	20 470
Mineral waste intensity (t/t treated)	1.50	1.53	1.60	1.52	1.43
General waste intensity (t/000t treated)	0.68	0.59	0.57	0.49	0.38

¹ Assured KPI for South Africa and Hidden Valley Mine (Papua New Guinea) only.

² Note that waste rock recycled is in 000 tonnes and timber, steel and plastic is in tonnes.

³ New monitoring of waste volumes for Australasia only.

Social stewardship

Employees

Employee complement

Complement	FY26	FY25	FY24	FY23	FY22
<i>Harmony – total¹</i>	50 525	47 111	46 181	45 546	47 345
Permanent	35 198	34 350	34 836	34 913	37 581
Contractors	15 327	12 761	11 345	10 633	9 764
<i>South Africa – total¹</i>	46 685	44 480	43 667	43 175	45 002
Permanent	32 977	32 688	33 123	33 341	35 989
Contractors	13 708	11 792	10 544	9 834	9 013
<i>Papua New Guinea – total</i>	2 459	2 461	2 264	2 267	2 278
Permanent	1 510	1 496	1 465	1 472	1 527
Contractors	949	965	799	795	751
<i>Australia – total</i>	1 381	170	129	104	–
Permanent	711	166	127	100	65
Contractors	670	4	2	4	–

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.

Social stewardship continued

Employee training and development	FY26	FY25	FY24	FY23	FY22
People trained ¹	48 628	43 731	42 291	36 222	31 330
South Africa – total	43 680	42 041	40 704	34 744	29 963
Permanent	29 953	30 502	30 417	31 911	33 410
Contractors	13 727	11 539	10 287	9 355	8 560
Papua New Guinea – total	3 411	1 600	1 545	1 448	1 359
Permanent	1 671	1 516	1 489	1 259	1 359
Contractors	1 740	84	56	189	–
Australia – total	1 537	90	42	30	8
Permanent	469	90	42	30	8
Contractors	1 068	–	–	–	–
Hours of training – total	2 266 302	2 111 513	2 166 067	2 071 384	2 071 384
South Africa	2 071 395	1 901 926	2 060 823	2 071 384	2 071 384
Permanent	1 635 347	1 523 030	1 764 278	1 844 964	1 956 127
Contractors	436 048	378 896	296 545	310 317	343 209
Average training hours per employee	47	45	51	52	55
Papua New Guinea	187 714	207 011	105 244	***	***
Permanent	152 578	205 960	104 755	82 124	***
Contractors	35 136	1 051	489	1 402	***
Average training hours per employee	91	136	70	65	***
Australia	7 193	2 576	***	***	***
Permanent	4 214	2 473	252	***	***
Contractors	2 979	103	–	***	***
Average training hours per employee	9	27	6	***	***

¹ The number represents training events attended by employees and contractors. A person could attend multiple events, with each attendance being recorded.

Expenditure on training (Rm) ¹	FY26	FY25	FY24	FY23	FY22
Group	913	859	840	817	665
South Africa	846	838	808	783	661
Papua New Guinea	12	17	31	33	4
Australia ²	55	4	1	1	–

Social stewardship continued

Employees drawn from local communities (%)	FY26	FY25	FY24	FY23	FY22
South Africa	86.5	85.2	84.0	83.0	81.9
Free State	88.9	88.4	81.0	81.0	0.82
Permanent	79.3	78.7	77.0	0.77	***
Contractors	98.5	98.2	98.0	0.98	***
Gauteng	89.8	90.5	84.0	84.0	0.83
Permanent	82.9	83.4	83.0	0.81	***
Contractors	96.8	97.6	98.0	0.98	***
North West	97.3	97.4	87.0	87.0	0.82
Permanent	84.5	81.7	82.0	0.81	***
Contractors	97.8	97.1	98.0	0.98	***
Papua New Guinea					
National workforce ¹	87.0	91.8	97.0	97.5	97.5
Permanent	97.8	95.7	0.97	***	***
Contractors	69.8	85.8	0.85	***	***
Local community workforce ²	32.8	31.8	37.0	0.37	***
Permanent	40.9	37.6	40.0	0.41	***
Contractors	19.8	22.7	30.8	0.79	***
Australia					
First Nations ³	1.0	1.0	0.01	***	***
Permanent	1.0	1.0	0.01	***	***
Contractors	—	—	***	***	***
Senior management drawn from local communities (%)					
South Africa	98.0	97.9	98.0	98.0	99.0
Papua New Guinea					
% of senior management (Nationals)	33.0	21.0	25.0	0.25	***
% of management (Nationals)	53.0	60.0	60.0	0.66	***
% of management (Local communities)	5.0	3.0	6.0	0.06	***

*** 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.

Social stewardship continued

Gender diversity	FY26	FY25	FY24	FY23	FY22
<i>South Africa</i>					
% of workforce who are women	22	21	20	20	19
% of women in management	32	24	23	22	21
<i>Australia</i>					
% of workforce who are women	27	29	31	33	32
% of women in management	19	15	16	21	18
<i>Papua New Guinea</i>					
% of workforce who are women	15	15	14	15	17
% of women in management	14	9	10	13	11

Social stewardship continued

Woman in mining Group

	FY26	FY25	FY24	FY23	FY22
Total females ¹	7 544	7 095	6 955	6 789	6 668
Females in core mining ²	5 087	4 840	4 697	4 781	4 811
Females in core mining (%)	16	16	16	16	15
Females in management (%)	29	23	22	22	21
Total females (%)	22	21	20	19	18
South Africa					
Total females ¹	7 131	6 832	6 705	6 537	6 668
Females in core mining ²	4 890	4 716	4 618	4 683	4 811
Females in core mining (%)	17	17	17	16	16
Females in management (%)	32	24	23	22	22
Total females (%)	22	21	20	20	20
Papua New Guinea					
Total females ¹	221	216	211	217	***
Females in core mining ²	111	117	74	94	***
Females in core mining (%)	8	8	16	7	***
Females in management (%)	14	9	10	13	***
Total females (%)	15	15	14	15	***
Australia					
Total females ¹	192	47	39	35	***
Females in core mining ²	86	7	5	4	***
Females in core mining (%)	6	15	15	11	***
Females in management (%)	19	15	16	21	***
Total females (%)	27	29	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.

*** Data not collated for this period.

Social stewardship continued

Employees covered by collective bargaining	FY26	FY25	FY24	FY23	FY22
South Africa	31 897	31 608	31 324	32 674	34 336
Absenteeism rate %					
South Africa	19.3	19.4	17.8	18.7	0.20
Papua New Guinea ¹	23.0	39.0	31.0	0.07	***
Australia ¹	11.0	9.0	15.0	5.0	–
Number of strikes and lockouts exceeding one week duration					
South Africa	–	–	–	–	–
Papua New Guinea	–	–	–	–	–
Australia	–	–	–	–	–
South Africa only					
Employment equity					
Historically disadvantaged persons/South Africans in management (%)	74	72	70	68	67
Developmental programmes for critical positions in the sector ^{2,3}	199	146	182	163	96
Housing and accommodation ²					
Employees living in single rooms	9 954	7 338	7 457	7 662	8 057

¹ Restated FY24.

² Assured KPI.

³ This KPI has been redefined for FY25, previously "Number attending critical skills training". Values are not comparable with previous years from FY24.

Employment equity performance

HDP ¹	FY26		FY25		FY24	
	HDP ² (%)	Female HDP (%)	HDP ² (%)	Female HDP (%)	HDP ² (%)	Female HDP (%)
Board ³	73	33	73	33	67	25
Executive management	63	32	62	29	57	24
Senior management	62	25	62	26	62	27
Middle management	70	32	67	31	63	29
Junior management	75	23	73	22	72	21
Core and critical skills	76	N/A	75	N/A	74	N/A
People with disabilities	0.25	N/A	0.26	N/A	0.28	N/A

¹ Assured KPI.

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

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

Social stewardship continued

Hiring and turnover

Voluntary turnover¹

Region	FY26								FY25				
	Female	Male	younger than 30	30-50	older than 50	Total	Employees	%	Female	Male	Total	Employees	%
South Africa ³	68	483	9	226	316	551	32 857	1.7	70	433	503	32 563	1.5
Papua New Guinea	11	133	18	91	35	144	1 510	9.5	20	101	121	1 496	8.1
Australia	15	35	7	26	17	50	711	7.0	8	9	17	166	10.2
Total	94	651	34	343	368	745	35 078	2.1	98	543	641	34 225	1.9
Male vs female turnover (group) (%)	13	87							15	85			

¹ Resignations, retirements, voluntary separation package.

Involuntary turnover²

Region	FY26								FY25				
	Female	Male	younger than 30	30-50	older than 50	Total	Employees	%	Female	Male	Total	Employees	%
South Africa ³	158	1 129	95	486	706	1 287	32 857	3.9	206	1 214	1 420	32 563	4.4
Papua New Guinea	14	76	20	44	26	90	1 510	6.0	8	84	92	1 496	6.1
Australia	1	5	2	2	2	6	711	0.8	2	3	5	166	–
Total	173	1 210	117	532	734	1 383	35 078	3.9	216	1 301	1 517	34 225	4.4
Male vs female turnover (group) (%)	13	87							14	86			

¹ Resignations, retirements, voluntary severance packages.

² All turnovers not included in the definition of voluntary, such as dismissals, downscaling, retrenchments.

³ The employee numbers for Margaret Water Company NPC and Covalent Water Company are excluded and not used in any calculations based on employee numbers.

Social stewardship continued

Age Distribution

Group	Permanent	Contractors ²	Total	Permanent	Contractors	Total
Age Group	Number			Percentage		
18 to 19 ¹	18	31	49	0.1 %	0.2 %	0.1 %
20 to 24	481	868	1 349	1.4 %	6.3 %	2.8 %
25 to 29	1 708	1 923	3 631	4.9 %	13.8 %	7.4 %
30 to 34	3 820	2 470	6 290	10.9 %	17.8 %	12.8 %
35 to 39	6 316	2 566	8 882	18.0 %	18.5 %	18.1 %
40 to 44	6 926	2 133	9 059	19.7 %	15.4 %	18.5 %
45 to 49	6 103	1 595	7 698	17.4 %	11.5 %	15.7 %
50 to 54	5 252	1 092	6 344	14.9 %	7.9 %	12.9 %
55 to 59	3 796	806	4 602	10.8 %	5.8 %	9.4 %
60 to 64	708	312	1 020	2.0 %	2.2 %	2.1 %
>64	23	91	114	0.1 %	0.7 %	0.2 %
Total	35 151	13 887	49 038			

¹ 5 Employees at CSA mine between ages 16 and 17 appointed under trades apprenticeship programme.

² Contractor numbers for South African operation only.

Social stewardship continued

Safety

Safety	FY26	FY25	FY24	FY23	FY22
Loss of life					
<i>Group</i>	6	11	7	6	13
South Africa	6	11	7	6	13
Employees	6	10	5	5	12
Contractors	—	1	2	1	1
Papua New Guinea	—	—	—	—	—
Employees	—	—	—	—	—
Contractors	—	—	—	—	—
Australia	—	—	—	—	—
Employees	—	—	—	—	—
Contractors	—	—	—	—	—
Loss-of-life frequency rate (per 1 million hours worked)					
<i>Group</i>	0.06	0.11	0.07	0.06	0.13
Lost-time injury frequency rate (per 1 million hours worked)¹					
<i>Group</i>	5.05	5.39	5.53	5.49	5.65
South Africa	5.06	5.69	5.79	5.74	5.90
Papua New Guinea²	0.45	—	0.46	0.34	0.17
Australia	17.36	4.44	3.52	***	***
Close out of A Hazard fatal risk control findings (%)¹					
South Africa	100	96.5	98.8	99.7	99.6

¹ Assured KPI.

² FY24-FY26 Papua New Guinea frequency rate is inclusive of Hidden Valley, Wafi-Golpu and Harmony Gold Exploration Limited.

*** Data not collated for this period.

Social stewardship continued

Health

Health – South Africa

	FY26	FY25	FY24	FY23	FY22
<i>Absenteeism (total)</i>					
Health-related absenteeism (%)	7.2	7.3	7.5	8.0	7.9
<i>Tuberculosis</i>					
TB screening of employees and contractors	45 510	43 704	43 176	43 391	44 445
% of workforce	100	100	100.0	100.0	98.5
TB incidence rate (per 100 000 employees tested)	287	364	507	604	590
Number of TB cases confirmed	131	159	219	262	267
<i>HIV/Aids</i>					
Employees identified as HIV-positive	9 120	9 508	9 588	9 762	10 582
Employees receiving antiretroviral therapy	8 194	8 709	8 704	8 934	9 595
Employees knowing their HIV status (including contractors) (%) ¹	94	93	91	89	85
Employees receiving antiretroviral therapy (medically uninsured, excluding contractors) (%) ¹	89	89	88	90	89
Employees receiving antiretroviral therapy will have viral suppression (medically uninsured) (%) ¹	87	85	88	82	78
Employees on voluntary counselling and testing programmes (%)	83	85	83	83	92

¹ Assured KPI.

*** Data not collated for this period.

Health – South Africa

	FY26	FY25	FY24	FY23	FY22
<i>Chronic diseases</i>					
Employees with a chronic condition ¹	23 279	22 893	23 230	23 149	24 728
Proportion of SA workforce (%)	71	70	70	69	69
Diabetes (%)	19	17	17	16	15
Hypertension (%)	34	33	33	33	34
HIV/Aids (%)	39	42	41	42	43

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

Social stewardship continued

Occupational health – South Africa

	FY26	FY25	FY24	FY23	FY22
<i>Heat</i>					
Heat tolerance tests conducted	25 387	27 479	25 230	24 085	17 868
Heat-related cases reported	294	324	157	192	211
<i>Noise</i>					
Early noise-induced hearing loss cases	98	102	88	158	226
Cases compensated	61	111	77	98	106
Employees with personalised hearing devices (%)	99.0	99.0	98.0	99.5	99.3
Contractor employees with personalised hearing devices (%)	77.0	77.0	80.0	98.3	85.5
<i>Silicosis</i>					
Cases submitted	67	83	103	115	108
Cases certified ¹	32	60	45	62	184

¹ Assured KPI.

Health – Papua New Guinea

	FY26	FY25	FY24	FY23	FY22
Health examinations conducted	18 217	21 336	19 459	19 969	15 539
Number of malaria cases	249	251	146	90	127
Employees treated for respiratory ailments	2 337	2 641	2 606	2 456	1 545

*** Data not collated for this period.

Social stewardship continued

Communities

	FY26	FY25	FY24	FY23	FY22
Mine community development (Rm)	190	178	193	203	157
<i>South Africa</i>	156	141	151	179	138
SLP Local Economic Development (LED) Initiatives ¹	54	52	80	114	61
Human resources development community initiatives	38	41	33	32	44
Corporate Social Investment (CSI) ¹	30	28	20	15	9
Social Trusts Investment	16	10	6	11	12
Investment in labour sending areas: (CSI and social trust)	18	–	–	–	4
Leano Initiative	–	11	12	7	7
<i>Papua New Guinea</i>	175	128	115	75	55
Wafi-Golpu Project	2	3	4	3	2
Community Social Investment	2	3	4	3	2
Hidden Valley mine	172	125	111	72	54
Community development initiatives (MoA)	9	11	15	6	5
Royalties (paid to landowners and communities)	142	89	69	47	34
Hidden Valley Mine Trust payments	12	14	12	9	7
Employees dependent school fees	10	10	15	9	7
Donations	–	1	–	–	–
<i>Australia</i>	3	1	–	–	***
Native title ancillary agreement commitments	–	0.4	–	–	–
Community Social Investment	3	0.7	–	–	***

¹ Assured KPI.

Social stewardship continued

Mine community development South Africa regions (Rm)	FY26	FY25	FY24	FY23	FY22
South Africa	121	112	140	164	122
Free State	41	52	66	56	46
SLP Mine Community Development Initiatives	22	25	43	27	30
Human resources development community initiatives	11	17	13	22	11
Corporate Social Investment (CSI)	6	6	9	4	1
Social Trusts Investment	2	4	1	4	4
Gauteng (West Rand)	53	32	38	64	50
SLP Mine Community Development Initiatives	23	12	21	52	20
Human resources development community initiatives	17	15	10	7	24
Corporate Social Investment (CSI)	5	2	5	2	2
Social Trusts Investment	8	3	2	3	4
North West	27	29	35	44	25
SLP Mine Community Development Initiatives	9	15	17	35	11
Human resources development community initiatives	10	9	10	4	9
Corporate Social Investment (CSI)	3	2	5	1	1
Social Trusts Investment	5	3	3	4	4

Supply chain

Procurement (Rbn)	FY26	FY25	FY24	FY23	FY22
South Africa					
Total procurement spend	44.2	39.1	33.5	29.1	24.4
Total discretionary spend	21.3	19.9	17.6	16.5	14.3
Total spend in host communities ¹	12.4	11.6	10.1	9.8	7.6
Preferential procurement (black-owned (BO) and BEE-compliant spend) ¹	18.4	16.3	14.7	14.0	11.2
Free State	1.8	1.7	1.6	1.7	1.5
Gauteng (West Rand)	9.7	11.9	10.1	9.5	7.6
North West	2.3	1.7	1.8	1.6	1.1
Other provinces	4.7	1.0	1.2	1.2	1.0
spend on >50% BO	13.2	11.0	10.6	8.6	5.4
spend on 100% BO	3.1	2.2	2.0	1.4	0.1

¹ Assured KPI.

Social stewardship continued

Total and host community suppliers by region (Rm)	FY26	FY25	FY24	FY23	FY22
<i>South Africa</i>					
Total suppliers	2 324	2 324	2 468	2 516	2 474
Host community suppliers	1 373	1 373	1 395	1 430	1 319
Percentage host community suppliers (%)	59.1	59.1	56.5	56.8	53.3
<i>Papua New Guinea (Rm)</i>					
Total spend in Papua New Guinea	2 462	2 538	2 714	2 078	2 324
Spend in Morobe Province (inclusive of landowner companies)	1 595	1 746	1 230	1 191	1 296
Local and preferential procurement: Hidden Valley	2 403	2 484	2 672	2 010	2 273
Expenditure in country (rest of PNG)	832	768	843	821	1 107
Expenditure in Morobe Province	996	1 063	1 220	574	559
Expenditure with landowner companies	575	653	609	615	607
Percentage spend in Morobe Province (%)	65.4	69.1	68.4	59.2	51.3
Local and preferential procurement: Wafi	59	54	42	68	51
Expenditure in country (rest of PNG)	35	24	19	28	26
Expenditure in Morobe Province	24	29	22	37	24
Expenditure with Landowner companies	—	1	1	3	1
Percentage spend in Morobe Province (%)	40.9	55.6	54.6	58.7	49.1
<i>Australia</i>					
Total spend in Australia¹	9 322	3 619	2 006	1 603	1 230
Expenditure in Australia (for Australia assets)	4 920	1 127	***	***	***
Expenditure in Australia (for PNG operations and projects)	1 946	2 492	2 006	1 603	1 230
Local and preferential procurement: Eva Copper	299	235	***	***	***
Spent on First Nations Kalkadoon-owned businesses	6	2	***	***	***
Spent on First Nations-owned businesses (excluding Kalkadoon-owned)	46	—	***	***	***
Spent in Mount Isa and Cloncurry (excluding Kalkadoon- and First Nations-owned businesses)	254	183	***	***	***
Spent in rest of Australia	1 733	348	***	***	***
<i>Impact on communities</i>					
% of operations impacting local communities	100	100	100	100	100
% of operations with local community engagement programmes in place	100	100	90	90	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.

*** Data not collated for this period.

Social stewardship continued

Security

Security	FY26	FY25	FY24	FY23	FY22
<i>South Africa</i>					
Harmony personnel impacted in line of duty ¹	–	–	–	–	–
Loss of life	–	2	–	–	–
Employees	–	1	–	–	–
Contractors	–	1	–	–	–
Injuries	26	9	2	3	2
Employees	1	2	–	1	1
Contractors	25	7	2	2	1
Number of employees trained on human rights elements associated with security policy training	484	801	906	822	610
Employees	225	248	710	511	534
Contractors	259	553	196	311	76
% 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	30	30	40	19
Number of incidences involving illegal mining (arrest, deceased and sick illegal miners). Includes underground and surface operations	962	2 320	966	985	1 533
Number of loss of life resulting from illegal mining collusions	–	–	–	–	–
<i>Papua New Guinea</i>					
Harmony personnel impacted in line of duty	–	2	2	–	***
Harmony contractors impacted in line of duty	–	1	–	3	***
Loss of life	–	–	–	–	***
Injuries ²	–	2	2	3	***
Number of employees trained on human rights policy	127	71	33	92	***
Number of police and contractors trained on human rights policy	46	128	123	39	***
% of operations subjected to human rights assessments	–	–	–	–	***
Community members impacted by security interventions	–	1	–	–	***
Loss of life	–	–	–	–	***
Injuries	3	1	–	–	***
Number of sites where illegal and artisanal mining takes place	2	1	1	1	***
Number of strikes and lock-outs exceeding one month's notice	–	–	–	–	***
Number of incidences involving illegal mining (illegal entry of mining lease)	455	2 672	6 332	3 512	7 821
Number of loss of life resulting from illegal mining collusions	–	–	1	–	***

¹ Number of people.

² Contractors injured.

*** Data not collated for this period.

Social stewardship continued

Stakeholders

Number of recorded engagements per stakeholder group

	FY26	FY25	FY24	FY23
South Africa¹				
Community ²	82	111	131	81
Government ³	115	129	124	87
Investor ⁴	327	203	134	112
Media ⁵	67	73	109	–
Other ⁶	144	155	168	49
Total South Africa	735	671	666	***
Papua New Guinea⁷				
Community ⁸	590	1 055	822	***
Government ⁹	91	148	212	***
Media	–	8	10	***
Other ¹⁰	26	165	61	***
Total Papua New Guinea	707	1 376	1 105	***
Australia¹⁰				
Community ¹¹	253	312	74	***
Government	124	73	25	***
Media	2	1	–	***
Other ¹²	90	59	26	***
Total Australia	469	445	125	***
Total	1 911	2 492	1 896	329

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 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 departments are not accounted for in the statistics provided.

² Communities includes host communities.

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

⁴ Investor-related engagement is at a group level.

⁵ Media figures include engagements through our investor relations and communication departments.

⁶ Other stakeholders include academia/educational institutions, business partners, employees, industry bodies/peers, 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 Excludes CSA mine.

¹¹ Communities encompass community members, landowners and landholders, native title interest holders, First Nations and local community organisations/associations.

¹² 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.

Social stewardship continued

Grievances

Total community grievances recorded per region

Regions	FY26	FY25	FY24	FY23	FY22
South Africa	51	75	92	92	48
Papua New Guinea	22	34	58	26	27
Australia	6	11	1	–	–
Group total	79	120	151	118	75

Total community grievances recorded by category for the group

Grievance category ¹	FY26	FY25	FY24	FY23	FY22
Employment/recruitment	9	18	34	15	15
Procurement/business opportunities/supplier development	21	29	26	24	17
Accidental impacts/other impacts	4	10	24	18	11
Environment	2	7	–	–	–
Engagements/insufficient communications	8	6	5	7	6
Community projects/social and labour plans (SLP)	12	6	18	14	6
Mineral waste dumps (waste rock dumps/tailings)	–	1	18	3	5
Access to land/agreements/claims	4	16	–	–	–
Contractors/subcontractors service payments/wages/remuneration	5	9	13	8	5
Royalties	1	1	2	5	1
Proclamation/land use/zoning	1	1	3	4	1
Education and training	4	4	3	6	2
Behaviour of company/contractor personnel	4	4	5	7	3
Other benefit streams/other agreements	1	6	–	7	3
Safety and security	2	2	–	–	–
Total	79	120	151	118	75

¹ Grievance categories expanded and represented.

Total community grievances closed/resolved per region^{1,3}

	FY26	FY25	FY24	FY23	FY22
South Africa ²	29	69	78	97	39
Papua New Guinea	23	35	51	26	23
Australia	5	9	1	–	–
Group total	57	113	130	123	62

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

² Assured KPI.

³ For this instance Grievances closed refers to Complaints, Concerns and Grievances.

Social stewardship continued

Ethics and anti-corruption

South Africa¹

Nature and total number of ethics matters opened²

	FY26		FY25		FY24	
	Number	%	Number	%	Number	%
Alleged abuse of authority	–	–	–	–	4	2.7
Alleged BEE fronting	1	0.6	1	0.5	–	–
Alleged bribery	6	3.7	6	2.7	12	8.2
Alleged corruption	3	1.8	7	3.2	11	7.5
Alleged corruption – job selling	21	12.8	55	25.0	15	10.2
Alleged dishonesty	–	–	–	–	–	–
Alleged dishonesty/violation of code of conduct	27	16.5	28	12.7	16	10.9
Alleged favouritism	–	–	–	–	–	–
Alleged fraud	40	24.4	57	25.9	17	11.6
Alleged gross negligence	–	–	–	–	–	–
Alleged harassment	4	2.4	6	2.7	2	1.4
Alleged HR irregularities	2	1.2	7	3.2	14	9.5
Alleged illegal mining	2	1.2	6	2.7	–	–
Alleged maladministration	–	–	–	–	5	***
Alleged non-compliance with Harmony procedures	–	–	–	–	2	1.4
Alleged over-payment	–	–	–	–	–	–
Alleged payroll fraud and irregularities	–	–	–	–	3	***
Alleged procurement irregularities	4	2.4	1	0.5	11	7.5
Alleged tender irregularities	1	0.6	6	2.7	–	–
Alleged theft	1	0.6	9	4.1	10	6.8
Alleged theft of company property	4	2.4	3	1.4	–	–
Alleged time and attendance fraud	–	–	–	–	4	2.7
Alleged training irregularities	–	–	–	–	–	–
Alleged unauthorised use of company property	4	2.4	3	1.4	3	2.0
Alleged unethical behaviour	23	14.0	15	6.8	16	10.9
Alleged vendor irregularities	15	9.1	8	3.6	–	–
Alleged victimisation	2	1.2	–	–	2	1.4
Alleged violation of the Mine Health and Safety Act	4	2.4	2	0.9	–	–
Total	164	100	220	100	147	95
Percentage of employees attending Harmony's code of conduct and/or anti-corruption trainings:	FY26		FY25		FY24	
Percentage of employees attending code of conduct-related training	100		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.

² Allegations expanded and represented.

Social stewardship continued

Papua New Guinea

Nature and total number of ethics matters opened

	FY26		FY25		FY24	
	Number	%	Number	%	Number	%
Allegations of misconduct or inappropriate behaviour	–	–	–	–	3	60
Concerns about corruption ¹	1	16.7	1	16.7	1	20
Environmental health and safety regulations	–	–	–	–	–	–
Human rights violations	–	–	–	–	–	–
Other	5	83.3	5	83.3	1	20
Total	6	100	6	100	5	100
corruption trainings:	FY26		FY25		FY24	
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

	FY26		FY25		FY24	
	Number	%	Number	%	Number	%
Allegations of misconduct or inappropriate behaviour	1	–	–	–	–	–
Concerns about corruption ¹	1	–	–	–	–	–
Environmental health and safety regulations	–	–	–	–	–	–
Human rights violations	–	–	–	–	–	–
Other	–	–	–	–	–	–
Total	1	–	–	–	–	–
Percentage of employees attending Harmony's code of conduct and/or anti-	FY26		FY25		FY24	
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.

Corporate governance

	FY26	FY25	FY24	FY23	FY22
Board of directors					
Number of members	15	15	12	12	14
Independent non-executives (%)	73	73	67	67	64
Non-executives (%)	7	7	8	8	14
Executive directors (%)	20	20	25	25	22
Independent board chairman	no	no	no	no	no
Lead independent director	yes	yes	yes	yes	yes
Board demographics					
HDP (%)	73	73	67	67	57
Women (%)	33	33	25	25	21
% of independent members by committee					
Audit and risk committee	100	100	100	100	100
Nomination committee	75	75	75	75	75
Shareholdings					
Controlling shareholder	no	no	no	no	no
CEO – total beneficial shareholding ¹	146 502	111 869	612 436	598 513	772 589
Financial director – total beneficial shareholding	127 152	86 985	52 918	24 753	15 988
Executive director – total beneficial shareholding	95 936	85 164	55 053	28 975	14 875
Auditors – tenure (years)					
EY	3	2	1	N/A	N/A
PwC	N/A	N/A	N/A	73	72
RSM South Africa Inc ²	N/A	7	6	5	4
BDO South Africa Inc ³	1	N/A	N/A	N/A	N/A
Executive director remuneration					
Linked to ESG	yes	yes	yes	yes	yes
Proportion of remuneration linked to ESG performance (%) ⁴	20	20	20	20	20
Ethics					
Contribution to political parties (Rm)	–	–	12	–	2
Anti-corruption and complaints hotline in place	yes	yes	yes	yes	yes

¹ Mr Peter Steenkamp retired as an employee and resigned as executive director effective from 31 December 2024.

Effective from 1 January 2025, Mr Beyers Nel was appointed as the group chief executive officer and executive director of the company.

² Prior to August 2023 known as Ngubane & Co.

³ Appointed in 2026.

⁴ From FY22 is inclusive of 15% safety proportion of remuneration linked to ESG.

