

GRI STANDARDS CONTENT INDEX



We have adopted the GRI's Sustainability Reporting Standards (core compliance) and their Mining Sector Supplement as the basis for Harmony's Integrated Annual Report 2020.

Ngubane & Company (Jhb) Inc. have assured selected sustainability information in this report (see the Assurance Report on pages 173 to 175 of the Integrated Annual Report 2020). The full set of 2020 annual reports is available online at www.har.co.za.

GRI Standard	Disclosure number	Disclosure title	Section and page reference in the Integrated Annual Report 2020
GENERAL DISCLOSURES			
Organisational profile	102-1	Name of the organisation	Corporate profile: 2
	102-2	Activities, brands, products, and services	Corporate profile: 2
	102-3	Location of headquarters	Corporate profile: 2
	102-4	Location of operations	Corporate profile: 3
	102-5	Ownership and legal form	Corporate profile: 2 Harmony timeline: our story: 6-9
	102-6	Markets served	Our external operating environment: 28
	102-7	Scale of the organisation	Corporate profile: 2-3 Delivering on our strategy and capital trade-offs: 15 Chairman's vision: 27
	102-8	Information on employees and other workers	Employee relations: 76-78
	102-9	Supply chain	Socio-economic development: 108
	102-10	Significant changes to the organisation and its supply chain	Socio-economic development: 108-110 Environmental management and stewardship: 116
	102-11	Precautionary Principle or approach	Delivering on our strategy and capital trade-offs: 14 and 17
	102-12	External initiatives	About this report: IFC Our sustainable development framework – responsible stewardship: 18
	102-13	Membership of associations	About this report: IFC Sustainable development – delivering on responsible stewardship and the SDGs: 18
Strategy	102-14	Statement from senior decision-maker	Chairman's vision: 26-27
	102-15	Key impacts, risks, and opportunities	Our risks and opportunities: 32-43
Ethics and integrity	102-16	Values, principles, standards, and norms of behaviour	Our values: 3 Sustainable development – delivering on responsible stewardship and the SDGs: 18 Corporate governance: 132-135
	102-17	Mechanisms for advice and concerns about ethics	Corporate governance: 135

GRI STANDARDS CONTENT INDEX CONTINUED

GRI Standard	Disclosure number	Disclosure title	Section and page reference in the Integrated Annual Report 2020	
GENERAL DISCLOSURES <i>continued</i>				
Governance	102-18	Governance structure	Corporate governance: 133	
	102-19	Delegating authority	Social and ethics committee: chairman's report: 148-149	
	102-20	Executive-level responsibility for economic, environmental, and social topics	Social and ethics committee: chairman's report: 148-149	
	102-21	Consulting stakeholders on economic, environmental, and social topics	Social and ethics committee: chairman's report: 148-149	
	102-22	Composition of the highest governance body and its committees	Corporate governance: 138	
	102-23	Chair of the highest governance body	Corporate governance: 138	
	102-24	Nominating and selecting the highest governance body	Corporate governance: 138	
	102-25	Conflicts of interest	Corporate governance: 139	
	102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate governance: 138	
	102-27	Collective knowledge of highest governance body	Corporate governance: 138	
	102-28	Evaluating the highest governance body's performance	Corporate governance: 139	
	102-29	Identifying and managing economic, environmental, and social impacts	Social and ethics committee: chairman's report: 148-149	
	102-30	Effectiveness of risk management processes	Corporate governance: 142	
	102-31	Review of economic, environmental, and social topics	Social and ethics committee: chairman's report: 148-149	
	102-32	Highest governance body's role in sustainability reporting	Social and ethics committee: chairman's report: 148-149	
	102-33	Communicating critical concerns	Stakeholder engagement and material issues: 44	
	102-34	Nature and total number of critical concerns	Stakeholder engagement and material issues: 45-48	
	102-35	Remuneration policies	Remuneration report: 153-167	
	102-36	Process for determining remuneration	Remuneration report: 153-167	
	102-37	Stakeholders' involvement in remuneration	Remuneration report: 153-167	
	102-38	Annual total compensation ratio	Remuneration report: 153-167	
	102-39	Percentage increase in annual total compensation ratio	Remuneration report: 153-167	
	Stakeholder engagement	102-40	List of stakeholder groups	Stakeholder engagement and material issues: 45-46
		102-41	Collective bargaining agreements	Employee relations: 81
		102-42	Identifying and selecting stakeholders	Stakeholder engagement and material issues: 44-48
		102-43	Approach to stakeholder engagement	Stakeholder engagement and material issues: 44
		102-44	Key topics and concerns raised	Stakeholder engagement and material issues: 44-48

GRI STANDARDS CONTENT INDEX CONTINUED

GRI Standard	Disclosure number	Disclosure title	Section and page reference in the Integrated Annual Report 2020
GENERAL DISCLOSURES <i>continued</i>			
Reporting practice	102-45	Entities included in the consolidated financial statements	About this report: IFC
	102-46	Defining report content and topic boundaries	About this report: IFC
	102-47	List of material topics	Stakeholder engagement and material issues: 47-48
	102-48	Restatements of information	None
	102-49	Changes in reporting	None
	102-50	Reporting period	About this report: IFC
	102-51	Date of most recent report	About this report: IFC
	102-52	Reporting cycle	About this report: IFC
	102-53	Contact point for questions regarding the report	Feedback: 1
	102-54	Claims of reporting in accordance with the GRI Standards	About this report: IFC
	102-55	GRI content index	GRI Standards scorecard: www.har.co.za/20/download/HAR-GRI20.pdf
	102-56	External assurance	Assurance report: 173-175
MANAGEMENT APPROACH			
	103-1	Explanation of the material topic and its boundary	Stakeholder engagement and material issues: 47-48
	103-2	The management approach and its components	Stakeholder engagement and material issues: 47-48 Throughout this report
	103-3	Evaluation of the management approach	Stakeholder engagement and material issues: 47-48
ECONOMIC PERFORMANCE			
Economic performance	201-1	Direct economic value generated and distributed	How we performed: 52-53
	201-2	Financial implications and other risks and opportunities due to climate change	Environmental management and stewardship: 112-114
	201-3	Defined benefit plan obligations and other retirement plans	Employee relations: 77 and 82 Remuneration report: 160
	201-4	Financial assistance received from government	None
Market presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Employee relations: 77-79 Remuneration report: 154
	202-2	Proportion of senior management hired from the local community	Employee relations: 77-79
Indirect economic impacts	203-1	Infrastructure investments and services supported	Socio-economic development: 107
	203-2	Significant indirect economic impacts	Socio-economic development: 102-111
Procurement practices	204-1	Proportion of spending on local suppliers	Creating and sharing value: 13

GRI STANDARDS CONTENT INDEX CONTINUED

GRI Standard	Disclosure number	Disclosure title	Section and page reference in the Integrated Annual Report 2020
ECONOMIC PERFORMANCE <i>continued</i>			
Anti-corruption	205-1	Operations assessed for risks related to corruption	Our risks and opportunities: 34 and 39 Stakeholder engagement and material issues: 46
	205-2	Communication and training about anti-corruption policies and procedures	Corporate governance: 134
	205-3	Confirmed incidents of corruption and actions taken	Corporate governance: 134
Anti-competitive behaviour	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Corporate governance: 134-135
ENVIRONMENTAL PERFORMANCE			
Materials	301-1	Materials used by weight or volume	Environmental management and stewardship: 117-120
	301-2	Recycled input materials used	Environmental management and stewardship: 117-119
	301-3	Reclaimed products and their packaging materials	Environmental management and stewardship: 117-119
Energy	302-1	Energy consumption within the organisation	Environmental management and stewardship: 120-121
	302-2	Energy consumption outside of the organisation	Environmental management and stewardship: 120-121
	302-3	Energy intensity	Environmental management and stewardship: 117 and 120
	302-4	Reduction of energy consumption	Environmental management and stewardship: 120-121
	302-5	Reductions in energy requirements of products and services	Environmental management and stewardship: 120-121
Water	303-1	Water withdrawal by source	Environmental management and stewardship: 121-122
	303-2	Water sources significantly affected by withdrawal of water	Environmental management and stewardship: 121-122
	303-3	Water recycled and reused	Environmental management and stewardship: 117
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental management and stewardship: 122-124
	304-2	Significant impacts of activities, products, and services on biodiversity	Environmental management and stewardship: 124
	304-3	Habitats protected or restored	Environmental management and stewardship: 122-124
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	None
	MM1	Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	Environmental management and stewardship: 122-124
	MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Environmental management and stewardship: 122-124

GRI STANDARDS CONTENT INDEX CONTINUED

GRI Standard	Disclosure number	Disclosure title	Section and page reference in the Integrated Annual Report 2020
ENVIRONMENTAL PERFORMANCE <i>continued</i>			
Emissions	305-1	Direct (Scope 1) GHG emissions	How we performed: 53
	305-2	Energy indirect (Scope 2) GHG emissions	How we performed: 53
	305-3	Other indirect (Scope 3) GHG emissions	How we performed: 53 Environmental management and stewardship: 116
	305-4	GHG emissions intensity	Environmental management and stewardship: 117
	305-5	Reduction of GHG emissions	Environmental management and stewardship: 119-122
	305-6	Emissions of ozone-depleting substances (ODS)	None
	305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Environmental management and stewardship: 122
Effluents and Waste	306-1	Water discharge by quality and destination	Environmental management and stewardship: 121-122
	306-2	Waste by type and disposal method	Environmental management and stewardship: 119
	306-3	Significant spills	None
	306-4	Transport of hazardous waste	Environmental management and stewardship: 119
	306-5	Water bodies affected by water discharges and/or runoff	Environmental management and stewardship: 121-122
	MM3	Total amounts of overburden, rock, tailings and sludges, and their associated risks	Environmental management and stewardship: 118
Environmental compliance	307-1	Non-compliance with environmental laws and regulations	Environmental management and stewardship: 115-116
	MM10	Number and percentage of operations with closure plans	Environmental management and stewardship: 114 and 124
Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria	Stakeholder engagement and material issues: 46 Environmental management and stewardship: 108-110
	308-2	Negative environmental impacts in the supply chain and actions taken	Environmental management and stewardship: 115-116

GRI STANDARDS CONTENT INDEX CONTINUED

GRI Standard	Disclosure number	Disclosure title	Section and page reference in the Integrated Annual Report and ESG Report 2020
SOCIAL PERFORMANCE			
Employment	401-1	New employee hires and employee turnover	Employee relations: 77
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee relations: 77 and 82 Remuneration report: 160
Labour/management relations	402-1	Minimum notice periods regarding operational changes	Remuneration report: 160
	MM4	Number of strikes and lockouts exceeding one week's duration by country	Employee relations: 81
Occupational health and safety	403-1	Workers representation in formal joint management-worker health and safety committees	Employee relations: 85
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Safety and health: 88-90
	403-3	Workers with high incidence or high risk of diseases related to their occupation	Safety and health: 96-100
	403-4	Health and safety topics covered in formal agreements with trade unions	Stakeholder engagement and material issues: 45
Training and education	404-1	Average hours of training per year per employee	ESG Report 2020: 29
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Employee relations: 79-81
	404-3	Percentage of employees receiving regular performance and career development reviews	Employee relations: 81
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	Corporate governance: 130
	405-2	Ratio of basic salary and remuneration of women to men	Remuneration report: 153
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	None
Freedom of association and collective bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None
Child labour	408-1	Operations and suppliers at significant risk for incidents of child labour	None
Forced or compulsory labour	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	None
Security practices	410-1	Security personnel trained in human rights policies or procedures	None

GRI STANDARDS CONTENT INDEX CONTINUED

GRI Standard	Disclosure number	Disclosure title	Section and page reference in the Integrated Annual Report 2020
SOCIAL PERFORMANCE <i>continued</i>			
Rights of indigenous peoples	411-1	Incidents of violations involving rights of indigenous peoples	None
Human rights assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	None
	412-2	Employee training on human rights policies or procedures	None
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	None
Local communities	413-1	Operations with local community engagement, impact assessments, and development programmes	Socio-economic development: 102-111
	413-2	Operations with significant actual and potential negative impacts on local communities	Socio-economic development: 102-111
	MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities	None
Supplier social assessment	414-1	New suppliers that were screened using social criteria	None
	414-2	Negative social impacts in the supply chain and actions taken	None
Public policy	415-1	Political contributions	Corporate governance: 133
Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	Not material
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None
Marketing and labelling	417-1	Requirements for product and service information and labelling	Not material
	417-2	Incidents of non-compliance concerning product and service information and labelling	None
	417-3	Incidents of non-compliance concerning marketing communications	None
Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None
Socio-economic compliance	419-1	Non-compliance with laws and regulations in the social and economic area	None