



MINING WITH PURPOSE

ESG DATA TABLES
30 June 2023

ESG DATA TABLES

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

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

Economic contributions

	FY23	FY22	FY21	FY20	FY19
Production					
Total Tonnes Mined (Mt)					
South Africa ¹	16	19	18	13	17
Papua New Guinea	26	24	23	30	30
Group	42	43	41	43	47
Total Tonnes Processed (Mt)					
South Africa ¹	48	51	46	22	22
Papua New Guinea	4	3	3	4	4
Group	52	54	49	25	26
Total Gold Produced ('000oz)					
South Africa ¹	1 327	1 367	1 385	1 061	1 238
Papua New Guinea	140	119	151	157	200
Group	1 467	1 486	1 536	1 218	1 438

¹ Decreased tonnes mined in FY23 due to amongst other reasons, the closure of Bambanani shaft and other operational factors.

ESG data tables *continued*

	FY23	FY22	FY21	FY20	FY19
Payments to governments (Rm)					
South Africa					
Royalties	484	284	561	221	106
Income Tax	518	296	584	24	55
Dividend Withholding Tax	2	2	2	—	—
Carbon Tax ¹	0.5	0.4	0.4	0.1	n/a
Total	1 005	582	1 147	245	161
Papua New Guinea					
Royalties (paid to Government) ²	60	43	57	52	46
Production Levy	23	19	25	23	12
Foreign Contractors Withholding Tax	17	5	3	6	12
Employee Taxes	169	158	181	158	136
Customs and Excise	28	24	24	14	15
Total	297	249	290	253	221
Australia					
Employee Taxes	76	74	60	69	66
Payroll Tax	12	16	13	8	12
Fringe Benefits Tax	1	—	—	—	—
Total	89	90	73	77	78

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

² In previous years we have reported total royalties. In FY23 we have indicated royalties paid to Government, and royalties paid to landowners and communities.

ESG data tables *continued*

Direct contributions to our host countries' GDP (Rm)

	FY23			FY22			FY21		
	Group	PNG	South Africa	Group	PNG	South Africa	Group	PNG	South Africa
Working Cost	34 501	3 310	31 191	32 942	2 799	30 143	29 079	2 419	26 660
Capex	7 597	1 737	5 860	6 193	1 423	4 770	5 108	1 436	3 672
Cash flow from operations	42 098	5 047	37 051	39 135	4 222	34 913	34 187	3 855	30 332
Employment termination and restructuring costs	596	—	596	218	—	218	331	—	331
Corporate, Statutory, Administration and Other expenditure	1 006	225	781	924	129	795	1 138	114	1 024
Care and Maintenance and Rehabilitation*	259	19	240	277	1	276	107	2	105
SA Exploration and Pre-Feasibility	144	—	144	120	—	120	85	—	85
Social Investment**	215	7	208	149	5	144	129	5	124
Golpu Exploration and Management	110	110	—	86	86	—	92	92	—
Eva Copper Exploration and Management	151	151	—	n/a	n/a	n/a	n/a	n/a	n/a
SEAsia Exploration and Pre-Feasibility (Excl. Golpu and Eva Copper)	129	129	—	21	21	—	12	12	—
Total GDP Contribution	44 708	5 688	39 020	40 930	4 464	36 466	36 081	4 080	32 001

* 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).

	FY23	FY22	FY21	FY20	FY19
Membership fees (R'000) in respect of key trade associations were as follows:					
Minerals Council South Africa	30 832	28 875	55 239	11 014	32 472
University of Pretoria	3 307	2 789	2 811	514	388
Energy Intensive User Group	290	276	—	—	—
Papua New Guinea Chamber of Mines and Petroleum	0.730	0.649	0.670	0.671	0.655
Queensland Resources Council	0*	n/a	n/a	n/a	n/a
Total	34 430	31 941	58 051	11 529	32 861

* Acquired Copper Mountain's membership to Queensland Resources Council through the acquisition; did not pay fee in FY23.

ESG data tables *continued***Environment**

	FY23	FY22	FY21	FY20	FY19
Expenditure – environmental management (Rm)					
South Africa					
Environmental Compliance	349	249	198	64	83
Environmental Rehabilitation	82	52	49	65	79
Papua New Guinea	31	27	26	32	30
Group	462	328	273	161	192

	FY23	FY22	FY21	FY20	FY19
Environmental capital investments (Rm)					
South Africa					
Energy ¹	6	2	8	11	13
Water ²	29	25	31	21	30
Renewables ³	15	5	1	—	—
Papua New Guinea					
Energy ⁴	30	7	—	1	12
Water	—	—	—	—	—
Renewables	—	—	—	—	—
Total	80	39	40	33	55

¹ South Africa operations energy efficiency projects.

² South Africa operations water treatment and reticulation optimisation projects.

³ Phase 1 of the South Africa operations Renewable energy program including Nufcor and Randfontein.

⁴ Papua New Guinea internal power generation capital expenditure.

	FY23	FY22	FY21	FY20	FY19
Environmental incidents					
South Africa	5	4	6	1	2
Papua New Guinea	—	—	—	—	2
Australia	—	—	—	—	—
Total group	5	4	6	1	4
Group (Serious Level 3, 4, and 5 Environmental Incidents)					
Level 3 incidents	5	4	6	1	4
Level 4 incidents	—	—	—	—	—
Level 5 incidents	—	—	—	—	—

ESG data tables *continued*

	FY23	FY22	FY21	FY20	FY19
Number of Environmental Penalties and Fines¹					
Number of Environmental Fines					
South Africa	—	—	—	—	—
Papua New Guinea	—	—	—	—	—
Land Ownership (ha)					
South Africa					
Harmony Owned land	48 227	49 038	***	***	***
Community Donated land	547	811	***	***	***
Amount of land disturbed (ha)					
South Africa ¹	13 259	13 259	13 341	10 430	***
Papua New Guinea	665	652	582	533	***
Amount of land rehabilitated (ha)					
South Africa	72	32	4	24	***
Papua New Guinea	—	—	—	20	***
Land rehabilitation liabilities (Rm)					
South Africa	6 104	5 752	5 559	3 038	2 884
Papua New Guinea	1 474	1 374	1 306	1 378	1 039
Wafi Golpu Project	2	—	—	—	—
Eva Copper Project	3	n/a	n/a	n/a	n/a
Group	7 583	7 126	6 865	4 416	3 923

¹ Figures restated for FY21 and FY22.

*** Data not collated for this period.

ESG data tables *continued*

Biodiversity

Harmony operations in relation to key biodiversity areas	Region	High Biodiversity Value Area – Flora (km ²)	Position relative to key biodiversity area (KBA)	Biodiversity Area – Fauna # of species
SOUTH AFRICA	North West	<p>Kalgold: Kalgold falls across a (Critical Biodiversity Area) CBA2 classified area. 1,7km. CBA 2s include Critical Patches: Ecosystem Status (Endangered and Vulnerable Ecosystems), Critical Patches: Endemic Vegetation Types, Important Habitats: Features and Important Habitats: Focus Wildlife Areas.</p>	<p>Kalgold: Brachystelma canum is Critically Endangered (CR) according to the Red List of South African Plants (SANBI, 2017). This species is endemic to South Africa where it occurs in the North West in the Mafikeng vegetation type. This species is only known from the type collection, dating from 1956. Several attempts to relocate this species at the type locality and surrounding areas have been futile (Hahn, 2013). It is possibly extinct due to habitat loss.</p> <p>Aloe braamvanwykii is listed as Endangered (EN) according to the Red List of South African Plants (SANBI, 2017). This species is endemic to South Africa and more specifically the North West. It is found in thornveld and deep sandy soils. Based on rates of habitat loss, it is estimated that the aloes population has declined by at least 50% within the past 30 years (one generation of this slow-growing, long-lived species).</p>	<p>Kalgold: One species is listed as Critically Endangered (CR) 1. Gyps africanus Vulture, White-backed</p> <p>Four species that are listed as Endangered (EN) on a regional basis 1. Gyps coprotheres Vulture, Cape, 2. Mycteria ibis Stork, Yellow-billed 3. Polemaetus bellicosus Eagle, Martial 4. Torgos tracheliotus Vulture, Lappet-faced</p> <p>Four species that are listed as Vulnerable (VU) on a regional basis 1. Ciconia nigra Stork, Black 2. Falco biarmicus Falcon, Lanner 3. Pelecanus rufescens Pelican, Pink-backed 4. Sagittarius serpentarius Secretarybird</p>
		<p>Mine Waste Solutions/Chemwes: The last assessment for Mine Waste Solutions was conducted in 2008 during the EIA phase. The details may need an update and a more in-depth specialist study</p>	<p>Mine Waste Solutions/Chemwes: No adequate/ up to date information to declare</p>	<p>Mine Waste Solutions/Chemwes: No adequate/ up to date information to declare</p>

ESG data tables *continued*

Harmony operations in relation to key biodiversity areas	Region	High Biodiversity Value Area – Flora (km ²)	Position relative to key biodiversity area (KBA)	Biodiversity Area – Fauna # of species
SOUTH AFRICA	Free State	<p>Harmony Free State Operations: Harmony Free State Operations are located within the Vaal-Vet Sandy Grassveld and the Western Free State Clay Grassland, vegetation Biomes. The Riverine areas of the Harmony Free State Operations fall within the Highveld Alluvial Vegetation. The Conservation status of the Vaal-Vet Sandy Grassland regional vegetation area is considered "Endangered" given the conserved areas in the Bloemhof dam, Schoonspruit, Sandveld, Faan Meintjies, Wolvespruit and Soetdoring Nature Reserves. There is no Artificial Conservation areas within the Western Free State Clay Grassland. The Highveld Alluvial Grassland is considered as "Least Threatened" given the conservation areas in the Barberspan Ramsar site, Bloemhof dam, Christiana, Fan Meintjies, Sandveld, Schoonspruit, Soetdoring and Wolvespruit 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 (NFEPAs) wetlands have been identified at any of the mining sites.</p>	<p>Harmony Free State Operations: Harmony Free State Operations within the Vaal-Vet Sandy Grassveld, the Western Free State Clay Grassland, and the Highveld Alluvial vegetation Biomes. However, the Conserved sites are located 130-300kms away from the mining operations.</p>	<p>Harmony Free State Operations: No Red Data species were observed at any of the Harmony Free State Operations. However, a total of 15 Red Data faunal species may occur in the area. Of these, four (4) are Near Threatened, six (6) are Vulnerable, one (1) is Endangered, two (2) are of Least Concern and two (2) of these species are Data Deficient. The habitat suitability for Red Data species is low for all species within the sites investigated, except the Reddish-grey Musk Shrew. This is mainly due to the fact that the area is highly disturbed due to mining activities and therefore unlikely to sustain the Red Data species which are likely to occur in the region.</p>

ESG data tables *continued*

Harmony operations in relation to key biodiversity areas	Region	High Biodiversity Value Area – Flora (km ²)	Position relative to key biodiversity area (KBA)	Biodiversity Area – Fauna # of species
SOUTH AFRICA	Gauteng	<p>Kusasaletu: The Kusasaletu Operation is situated 4 km north of the Rand Highveld Grassland Threatened Ecosystem and surface mining right area covers over 5000ha. 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.</p>	<p>Kusasaletu: The Abe Bailey Nature Reserve is situated 17 km north of Kusasaletu Operations and is an officially Protected Area. The reserve is associated with the Mooirivierloop and is adjacent to the Khutsong Township. The approximate area is 4 200 ha and predominantly consists of Carletonville Dolomite Grassland. An estimated 260 bird species are recorded for the reserve, including both grassland and wetland species. Although the Protected Area does not coincide with, or in proximity to, the Kusasaletu operation, there may be an exchange of bird species between the two sites.</p>	None
		<p>Doornkop: Does not fall within a high biodiversity area (surrounding by urban areas i.e. Soweto)</p>	<p>Doornkop: N/A</p>	<p>Doornkop: In terms of IUCN it falls under the category of Least Concern.</p>
		<p>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.</p> <p><i>Near Threatened Plant Species observed:</i> Adromischus umbraticola subsp. umbraticola Ithops lesliei subsp. lesliei</p> <p><i>Declining Plant Species observed:</i> Boophone disticha, Eucomis autumnalis subsp. clavata, Gunnera perpensa and Hypoxis hemerocaliidea</p> <p>Other threatened species of "amphibian, reptile and birds" are expected to be present but have not been observed yet.</p>	<p>Distance to Operations (km); N/A</p> <p>1km from Savuka Shaft 0,5km from Mponeng Gold Plant</p>	<p><i>Amount of Species:</i> 0 (critically endangered species) 2 (near threatened plant species observed) 4 (declining plant species observed) 12 Other threatened species of "amphibian, reptile and birds" are expected to be present but have not been observed yet.</p>

ESG data tables *continued*

Harmony Assets in relation to biodiversity values	Region	Regional Overview	Biodiversity value area	Flora and fauna species
PAPUA NEW GUINEA	Morobe Province	<p>Papua New Guinea contains the third largest block of unbroken tropical forest and is the largest tract of primary forest remaining in the Asia-Pacific region. Papua New Guinea's forests support more than 5% of the world's plant and animal species. Approximately two thirds of Papua New Guinea's flora and fauna is endemic.</p> <p>Morobe Province contains a variety of habitats and flora and fauna communities. The Huon Peninsula, forming most of the province, has moderate to high species richness with a variety of threatened mammal fauna. Of the approximately 3.3 million hectares, approximately two thirds is forest, although the areas of lowland forest have been heavily deforested or degraded.</p> <p>Papua New Guinea currently has three areas formally protected as national parks, namely Lake Kutubu, Varirata National Park and McAdam National Park. Only the McAdam National Park is located in Morobe Province. It is located in the adjacent catchment to the Hidden Valley mine however there is no interaction between mine workings and the national park area.</p> <p>Papua New Guinea has two wetlands listed under the Ramsar Convention, Lake Kutubu in the Southern Highlands and Tonda Wildlife Management Area in the Western Province. These and other protected/conservation areas are beyond the influences of both Hidden Valley and the Wafi-Golpu Project.</p> <p>Per IFC definitions, the vegetation condition of the proposed Wafi-Golpu Special Mining Lease (SML) 10 area and the Hidden Valley ML151 area prior to the mine's development, can be considered as "Intact" on account of remoteness and steep, mountainous terrain.</p>	<p>Hidden Valley: The area hosting Hidden Valley mine has been disturbed over a relatively long period of time by human activities. Although the affected area is not known to contain plants or plant communities of particular significance or rarity, the extensive disturbance that has already occurred (including damage from the 1997 fires), means care is required to minimise damage to the remnant original vegetation. Threatened mammal species are however known.</p>	<p>Hidden Valley: A number of species of mammals or birds that are protected under Papua New Guinea's Fauna (Protection and Control) Act 1976 or listed in the IUCN (2003) Red List of Threatened Species or in the Convention on International Trade in Endangered Species of Wild Flora and Fauna are known to inhabit the Hidden Valley area pre-development and likely still exist in surrounding undisturbed forests.</p> <p>Mammals that are known to occur in the area (but not seen) and which are listed in the 2003 IUCN (2003) Red List of Threatened Species as 'vulnerable' or 'endangered' include two species of tree kangaroos (Dendrolagus dorianus and D. goodfellowi), the long-snouted or giant echidna (Zaglossus bruijnii), the rare nectar bat (Syconycteris hobbit) and the New Guinea harpy eagle (Harpyopsis novaeguineae)</p>

ESG data tables *continued*

Harmony Assets in relation to biodiversity values	Region	Regional Overview	Biodiversity value area	Flora and fauna species
			<p>Wafi-Golpu: Three ecological subdivisions were made to assess conservation status (at a national level) of the principal forest types present in the area studies as part of the baseline characterisation for the Project:</p> <p><i>Floodplain Forest</i> The Floodplain Forest vegetation community was assessed as Vulnerable, since its extent has reduced by more than 30% over the past 50 years. This has been attributed to the recent and ongoing commercial logging across Papua New Guinea</p> <p><i>Mixed Hill Forest</i> The reduction in extent of Mixed Hill Forest was estimated to be less than 30% over the past 50 years, and was therefore not considered to be threatened. Furthermore, this vegetation type has an estimated area of occurrence of approximately 13.3 million hectares across Papua New Guinea.</p> <p><i>Swamp Forest</i> Swamp Forest was not assessed to be threatened due to the difficulty of safely accessing these forest types, and because Papua New Guinea has not yet experienced broad-scale draining and clearing of swamps for agriculture.</p>	<p>Wafi-Golpu: Seventeen flora species of conservation significance were recorded. Two species are classified as Critically Endangered; however terrestrial ecology consultants (BAAM) report that based on recent records, <i>Disopyros lolinopsis</i> is unlikely to meet the Critically Endangered criteria and speculate that it should be revised to Vulnerable. Three species are classified as Endangered, four as Vulnerable and the remaining nine as Near Threatened.</p> <p>A further 32 IUCN-listed species were assessed as either likely to occur (four) or to possibly occur (28) based on their respective habitat requirements and geographic distribution, but were not found during surveys for the Project. These include one listed as Critically Endangered, one listed as Endangered, 17 listed as Vulnerable and the remaining 13 either Near Threatened (nine), Data Deficient (two) or Least Concern (two).</p> <p>Seven fauna species of conservation significance were recorded. One species was classified as Critically Endangered, three species as Vulnerable, one as Near Threatened and the remaining two as Data Deficient. Two other Near Threatened species, Doria's goshawk (<i>Megatriorchis doriae</i>) and forest bittern (<i>Zonerodius heliosylus</i>), were identified as being likely (Doria's goshawk), or having potential to occur (forest bittern) in the terrestrial ecology study area.</p>

ESG data tables *continued*

Harmony Assets in relation to biodiversity values	Region	Regional Overview	Biodiversity value area	Flora and fauna species
AUSTRALIA	North West Region, Queensland	<p>The Eva Copper site and immediate surrounding area is comprised of native Australian vegetation communities that are commonly found within this region.</p> <p>The Eva Copper site is gently undulating across the entire tenement, with occasional sharp hilly outcrops of the Knapdale Range. The most prominent geological feature on site is the discrete north-south ridgeline rising to approximately 285m above sea level and characterised by ridges of exposed silicified rock, comprising what is known as Mount Rose Bee and Green Hills. Geological features of the Knapdale Range provide habitat for many mammal and reptile species, including the Queensland (State) listed 'Vulnerable' Purple-necked Rock Wallaby.</p>	<p>Eva Copper: The site is comprised of five main vegetation communities, of which four are not of concern and one is endangered according to the QEPAs Biodiversity Status:</p> <ul style="list-style-type: none"> • Feather-top wiregrass grassland – Not of concern • Gidgee woodland – Not of concern • Cloncurry Box low open woodland – Not of concern • Snappy Gum open woodland – Not of concern • River Redgum riparian woodland – Endangered (QEPAs), represents ~7% of site's vegetation cover. <p>Floristically the most diverse community of the project area and helps maintain the physical integrity of the watercourses. This vegetation community is classed as 'endangered' due to impacts from processes other than clearing.</p> <p>Diverse range of vegetation communities provide habitat for 177 vertebrate species.</p>	<p>Eva Copper: The site does not host any flora species of International or Australian national conservation significance.</p> <p>There are a number of fauna species of Queensland (State) conservation significance that are known to or may occur on the project site, represented by five birds and two mammals:</p> <p>Birds:</p> <ul style="list-style-type: none"> • Black-necked Stork (<i>Ephippiorhynchus asiaticus</i>) - Rare (NCWR) • Black Bittern (<i>Ixobrychus flavicollis</i>) - Rare (NCWR) • Black-chinned Honeyeater (<i>Melithreptus gularis</i>) - Rare (NCWR) • Pictorella Mannikin (<i>Heteromunia pectoralis</i>) - Rare (NCWR) • Square-tailed Kite (<i>Lophoictinia isura</i>) - Rare (NCWR) <p>Mammals:</p> <ul style="list-style-type: none"> • Purple-necked Rock Wallaby (<i>Petrogale purpureicollis</i>) - Vulnerable (NCWR) • Troughton's Sheath-tail Bat (<i>Taphozous troughtoni</i>) - Endangered (NCWR) <p>No fauna species of national or international species are known to occur on site.</p>

ESG data tables *continued*

Biodiversity Moab Khotsong

Biodiversity Management Unit	Vegetation Types / Variations and soil types	Distribution within Vaal River Operations	Surface area (ha)	Biodiversity Conservation Value
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	871.83	High
BMU2. Riverine Vegetation Jagspruit	Includes marginal and floodplain vegetation of the Jagspruit (Rg soils)	Along the Jagspruit	8.43	High
BMU3. Drainage lines - non-perennia; streams and valley bottom wetlands	Includes seasonal marsh wetlands of non-perennial or "valley bottom wetland" (Oa soils and un-mapped hydri soils within Hu1 soil unit)	On the northern boundary of Mine Area adjacent to Klerksdorp road and in south-eastern corner of Mine Area	171.37	High
BMU4. Acacia karoo Closed Woodland	Closed Woodland in which A. Karoo is totally dominant and few other trees occur (Ms1, Hu1 and Hu3 soils)	Eastern parts of study area, to both north and south of Vaal River, and near northern boundary of study area to north of ridge along Klerksdorp road	196.01	Moderate
BMU5. Acacia caffre-Euclea crispa Thicket	Closed Woodland on rocky, north-facing slopes. Dominant trees are A. caffra, A. karoo and Euclea crispa (Ms2 soils)	on ridge near northern boundary of Mine Area adjacent to Klerksdorp road	50.24	High
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	5 838.92	Very High
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	147.48	Very High
BMU8. Infrastructure	Includes all mine infrastructure and residential areas (various soils)	Scattered throughout Mine Area	3 240.89	Negligible
BMU9. Cultivation	Maize fields (Av and Hu2 soils)	Almost entirely restricted to Mine Area south of Vaal River	0	Low
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	1 219.45	Low-Moderate
BMU11. Secondary Wetlands associated with dams and mine effluent and seepage	Large Phragmites reed beds surrounded by seasonal inundated or saturated soils vegetated by Cynodon dactylon and Juncus of. Punctorius (unmapped hydric soils within Hu3 and soil unit and Oa soils)	Williams GR and north of easternmost bridge over Vaal River	917.02	Low
BMU12. Plantations and areas invaded by alien tree species	Plantations of Eucalyptus and other exotic trees, as well as areas planed with trees as part of the Woodlands Project (various soils)	Widespread	73.21	Negligible

ESG data tables *continued*

Cyanide management

Operation / Plant	Cyanide-related incidents: Site level (no. incidents)	Release off site requires response or remediation	Adverse effects on human health	Adverse effects to the environment	Required reporting under applicable regulations / code	Exceedances of applicable limits of Cyanide Code	Confirm if plant has ICMC (International Cyanide Management Code) Certification (Yes or 0)	Comments
Hidden Valley (PNG)	—	—	—	—	Environment Permit	Minor exceedances were recorded in slurry discharge to the TSF and rectified as per the trigger action response plan. No wildlife mortalities or WAD exceedances were recorded in the TSF return water or subsequent down-stream water treatment discharge.	0	ICMI recertification in progress. Current outstanding Gap audit actions 90% complete with follow up on-site gap audit scheduled to be conducted by Golders in FY24Q1.
Kusasaletu Plant	—	—	—	—	Cyanide code	Exceedances were recorded and were as a result of higher Cyanide dosages to improve leach efficiency. Subsequently the Cyanide dosage was reduced to meet WAD Cyanide criteria	Yes	ICMI recertification process due before April 2024.
Doornkop Plant	—	—	—	—	Cyanide code	—	Yes	ICMI recertification process due before April 2024.
Kalgold Plant	1	—	—	—	Environmental Permit	The residue pipeline valve was dysfunctional which led to some of residue spillage discharge into the storm water trench that leads into the Morokwa Spruit/River. The residue valve was replaced and clean-up operation was conducted. Due to the non-perennial nature of the water stream, there was no water flow at the time of the incident thus limiting the flow of the spillage within the plant footprint. The cyanide levels monitored were quite below the cyanide allowable limit, therefore there was no impact on the receiving environment and no wildlife mortalities were recorded.	0	Not ICMI accredited due to the nature ore body/ natural geology underlying Kalgold mining operations, which requires higher dosage of cyanide in the gold extraction process.
Noligwa Gold Plant	—	—	—	—	Cyanide code	None reported	Yes	ICMI recertification audit September 2023
Chemwes Mine Waste Solutions	1	—	—	—	MHSA	Individual exposed to cyanide liquid splash while offloading. First Aid applied as per cyanide rescue procedure and individual transported to the hospital and discharged the following morning with no reported adverse effects from the exposure.	0	N/A
Kopangang Plant	—	—	—	—	N/A	—	0	N/A. Kopangang Plant is decommissioned and is under going rehabilitation.
Mponeng Gold Plant	—	—	—	—	Cyanide code	—	Yes	ICMI re-certification completed in February 2023 with full compliance, awaiting ICMI completeness review report.

ESG data tables *continued*

Operation / Plant	Cyanide-related incidents: Site level (no. incidents)	Release off site requires response or remediation	Adverse effects on human health	Adverse effects to the environment	Required reporting under applicable regulations / code	Exceedances of applicable limits of Cyanide Code	Confirm if plant has ICMC (International Cyanide Management Code) Certification (Yes or 0)	Comments
Savuka Gold Plant	—	—	—	—	Cyanide code	—	Yes	ICMI re-certification completed in February 2023 with full compliance, awaiting ICMI completeness review report.
Target Plant	—	—	—	—	Cyanide code	0	Yes	ICMI recertification audit is scheduled for October 2023
Central Plant	—	—	—	—	Environmental Permit	Yes, there are exceedances and corrective actions are being investigated for restoration in WAD CN compliance levels in the slurry deposition.	0	Central Plant has submitted a Non Compliance Corrective Action Plan to ICMI.
Saaiplaas Plant	—	—	—	—	Environmental Permit	There are few exceedances recorded on the residue and TSF cyclone deposition WAD cyanide limit due to the nature of the operation, however 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.
Harmony One Plant	—	—	—	—	Cyanide code	0	Yes	ICMI Certified
Joel Plant	—	—	—	—	N/A	—	0	N/A under care and maintenance
Total	2							

Certification and compliance

	FY23	FY22	FY21	FY20	FY19
Gold plants certified under Cyanide Code	7	7	6	6	7
% certified vs total gold plants	50	54	46	67	70
Total number of Operations ¹	14	14	8	9	7
Operations with ISO14001 certification ²	13	13	11	9	8
% with ISO certification	93	93	78	100	89

¹ Operations with more than 5 years life of mine.

² In FY23 and 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.

ESG data tables *continued*

Energy Consumption

Group Energy consumption (000GJ)

	FY23	FY22	FY21	FY20	FY19
Electricity (000GJ)					
South Africa	14 601	15 085	14 472	10 985	11 554
Papua New Guinea ¹	199	228	372	431	422
Total	14 800	15 313	14 844	11 416	11 976
Diesel (000GJ)					
South Africa	484	470	449	351	416
Papua New Guinea	1 989	1 705	1 165	1 312	1 342
Total	2 473	2 175	1 614	1 663	1 758
Other sources (petrol and heating oil) (000GJ)					
South Africa	230	239	215	16	17
Papua New Guinea	0.04	0.07	0.01	0.04	0.08
Total	230	239	215	16	17
Total South Africa	15 315	15 794	15 136	11 352	11 987
Total Papua New Guinea	2 188	1 933	1 537	1 743	1 764
Total group	17 503	17 727	16 673	13 095	13 751
Energy consumption intensity (GJ/t treated)	0.336	0.329	0.339	0.515	0.529

¹ Grid purchased power.

ESG data tables *continued***Regional Energy consumption (000GJ)¹**

	FY23	FY22	FY21	FY20	FY19
Regions					
South Africa					
Free State	4 853	5 384	5 420	5 358	5 740
Gauteng	6 435	6 324	5 528	2 904	3 020
North West	4 027	4 086	4 187	3 090	3 227
Papua New Guinea	2 188	1 933	1 537	1 743	1 764
Total	17 503	17 727	16 672	13 095	13 751

Electricity (000GJ)

South Africa					
Free State	4 656	5 165	5 190	5 239	5 591
Gauteng	6 313	6 242	5 498	2 894	3 010
North West	3 632	3 678	3 784	2 852	2 953
Papua New Guinea ²	199	228	372	431	422
Total	14 800	15 313	14 844	11 416	11 976

Diesel (000GJ)

South Africa					
Free State	98	107	118	108	137
Gauteng	119	78	27	9	9
North West	267	286	304	234	270
Papua New Guinea	1 989	1 705	1 165	1 312	1 342
Total	2 473	2 176	1 614	1 663	1 758

Other sources petrol and heating oil (000GJ)

South Africa					
Free State	99	112	112	11	12
Gauteng	3	4	3	1	1
North West	128	122	99	4	4
Papua New Guinea	0.04	0.07	0.01	0.04	0.08
Total	230	238	214	16	17

¹ Energy consumption includes the diesel, other sources petrol and heating oil and Electricity consumption.² Grid purchased power.

ESG data tables *continued*

Group energy consumption (000MWh)¹	FY23	FY22	FY21	FY20	FY19
Electricity (000MWh)					
South Africa	4 056	4 191	4 020	3 051	3 209
Papua New Guinea ²	55	63	103	120	117
Total³	4 111	4 254	4 123	3 171	3 326
Diesel (000MWh)					
South Africa	134	131	125	97	115
Papua New Guinea	552	474	324	364	373
Total	686	605	449	461	488
Other sources (Petrol and heating oil) (000MWh)					
South Africa	64.01	66.29	59.71	4.53	4.69
Papua New Guinea	0.011	0.019	0.004	0.011	0.022
Total	64.02	66.31	59.71	4.54	4.71
Total South Africa	4 254	4 388	4 205	3 153	3 329
Total Papua New Guinea	607	537	427	484	490
Total group	4 861	4 925	4 632	3 637	3 819
Energy consumption intensity (MWh/t treated)	0.09	0.09	0.09	0.14	0.15

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

² Grid purchased power.

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

ESG data tables *continued***Regional energy consumption (000MWh)**

	FY23	FY22	FY21	FY20	FY19
Regions					
South Africa					
Free State	1 348	1 496	1 506	1 488	1 594
Gauteng	1 788	1 757	1 535	806	838
North West	1 119	1 135	1 164	858	896
Papua New Guinea	607	537	427	484	490
Total	4 862	4 925	4 632	3 636	3 818

Electricity (000MWh)

South Africa					
Free State	1 293	1 435	1 442	1 455	1 553
Gauteng	1 754	1 734	1 527	804	836
North West	1 009	1 022	1 051	792	820
Papua New Guinea ¹	55	63	103	120	117
Total	4 111	4 254	4 123	3 171	3 326

Diesel (000MWh)

South Africa					
Free State	27	30	33	30	38
Gauteng	33	22	7	2	2
North West	74	79	85	65	75
Papua New Guinea	552	474	324	364	373
Total	686	605	449	461	488

Other sources petrol and heating oil (000MWh)

South Africa					
Free State	28	31	31	3	3
Gauteng	1	1	1	—	—
North West	36	34	28	1	1
Papua New Guinea	0.01	0.02	—	0.01	0.02
Total	65	66	60	4	4

¹ Grid purchased power.

ESG data tables *continued***Energy per Ounce Produced (GJ/oz)**

	FY23	FY22	FY21	FY20	FY19
South Africa	11.54	11.55	10.93	10.70	9.68
Papua New Guinea	15.57	16.22	10.19	11.13	8.82
Australia	—	—	—	—	—
Total	11.93	11.93	10.85	10.75	9.56

Energy per Ounce Produced (MWh/oz)

	FY23	FY22	FY21	FY20	FY19
South Africa	3.21	3.21	3.04	2.97	2.69
Papua New Guinea	4.32	4.51	2.83	3.09	2.45
Australia	—	—	—	—	—
Total	3.31	3.31	3.02	2.99	2.66

Energy per Tonne Treated (GJ/tonne)

	FY23	FY22	FY21	FY20	FY19
South Africa	0.32	0.31	0.33	0.53	0.54
Papua New Guinea	0.57	0.60	0.45	0.45	0.45
Australia	—	—	—	—	—
Total	0.34	0.33	0.34	0.51	0.53

Energy per Tonne Treated (MWh/tonne)

	FY23	FY22	FY21	FY20	FY19
South Africa	0.09	0.09	0.09	0.15	0.15
Papua New Guinea	0.16	0.17	0.12	0.12	0.13
Australia	—	—	—	—	—
Total	0.09	0.09	0.09	0.14	0.15

ESG data tables *continued***Regional Energy Spend (Rm)**

	FY23	FY22	FY21	FY20	FY19
South Africa ¹	22	6	9	11	13
Papua New Guinea	330	234	272	307	272
Australia	—	—	—	—	—
Total	352	240	281	318	285

¹ South Africa operations energy efficiency and renewable projects

Energy spend (% of Opex)

	FY23	FY22	FY21	FY20	FY19
South Africa ¹	19	18	17	16	16
Papua New Guinea ²	15	11	16	18	20

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

² Papua New Guinea operating expenditure includes both external 3rd party and internal own power generation.

Reduction of energy consumption in South Africa

	FY23	FY22	FY21	FY20	FY19
Total energy saved annually from energy efficiency & renewable energy (MWh)*	295 391	269 000	274 000	241 000	205 000
Cumulative energy savings (MWh)**	1 591 680	1 296 289	1 027 289	753 289	512 289
Total CO ₂ equivalent emissions avoided from renewable energy initiatives (MtCO ₂ e)*	0.0058	—	—	—	—
Cumulative GHG emissions avoided (MtCO ₂ e)	0.0058	—	—	—	—
Accumulative scope 2 and scope 3 savings due to energy efficiency savings (MtCO ₂ e)**	1.82	1.49	1.16	0.86	0.59
Annual cost savings (Rm)	395	364	309	267	183
Cumulative cost savings (Rm)**	1 748	1 353	1 003	694	427
Gold production ('000oz)	1 327	1 367	1 385	1 061	1 238
Cost reduction (Rand per ounce)	297	267	223	252	148

* Renewable energy production started in FY23.

** Cumulative energy savings from FY08.

ESG data tables *continued*

Electricity Consumption

Group Electricity consumption (000GJ)

	FY23	FY22	FY21	FY20	FY19
South Africa	14 601	15 085	14 472	10 985	11 554
Papua New Guinea ¹	199	228	372	431	422
Total	14 800	15 313	14 844	11 416	11 976
Electricity consumption intensity (GJ/t treated)	0.28	0.28	0.30	0.45	0.46
Total energy saved from energy efficiency & renewable energy	1 063	968	986	868	738

¹ Grid purchased power.

Group Electricity consumption (000MWh)

	FY23	FY22	FY21	FY20	FY19
South Africa	4 056	4 191	4 020	3 051	3 209
Papua New Guinea ¹	55	63	103	120	117
Total	4 111	4 254	4 123	3 171	3 326
Electricity consumption intensity (MWh/t treated)	0.08	0.08	0.08	0.12	0.13
Total energy saved from energy efficiency & renewable energy	295	269	274	241	205

¹ Grid purchased power.

Electricity per Ounce Produced (GJ/oz)

	FY23	FY22	FY21	FY20	FY19
South Africa	11.00	11.03	10.45	10.36	9.33
Papua New Guinea	1.42	1.91	2.47	2.75	2.11
Australia	—	—	—	—	—
Total	10.09	10.30	9.66	9.37	8.33

Electricity per Ounce Produced (MWh/oz)

	FY23	FY22	FY21	FY20	FY19
South Africa	3.06	3.07	2.90	2.88	2.59
Papua New Guinea	0.39	0.53	0.68	0.77	0.58
Australia	—	—	—	—	—
Total	2.80	2.86	2.68	2.60	2.31

Electricity per Tonne Treated (GJ/tonne)

	FY23	FY22	FY21	FY20	FY19
South Africa	0.30	0.30	0.32	0.51	0.52
Papua New Guinea	0.05	0.07	0.11	0.11	0.11
Australia	—	—	—	—	—
Total	0.28	0.28	0.30	0.45	0.46

Electricity per Tonne Treated (MWh/tonne)

	FY23	FY22	FY21	FY20	FY19
South Africa	0.08	0.08	0.09	0.14	0.15
Papua New Guinea	0.01	0.02	0.03	0.03	0.03
Australia	—	—	—	—	—
Total	0.08	0.08	0.08	0.12	0.13

ESG data tables *continued*

Hydrocarbon Consumption

Group Hydrocarbon consumption (MI)

	FY23	FY22	FY21	FY20	FY19
Diesel (MI)					
South Africa	12.704	12.342	11.784	9.200	10.924
Papua New Guinea	55.679	47.196	32.382	36.458	37.322
Total	68.383	59.538	44.165	45.658	48.246
Petrol (MI)					
South Africa	0.474	0.490	0.566	0.477	0.493
Papua New Guinea	0.001	0.002	—	0.001	0.002
Total	0.475	0.492	0.567	0.478	0.496
Heating oil (MI)					
South Africa	5.425	5.471	4.913	n/a	n/a
Papua New Guinea	—	—	—	—	—
Total	5.425	5.471	4.913	—	—
Total South Africa	18.604	18.303	17.263	9.677	11.418
Total Papua New Guinea	55.680	47.198	32.382	36.459	37.324
Total group	74.284	65.501	49.646	46.137	48.742

Regional Hydrocarbon consumption (MI)

	FY23	FY22	FY21	FY20	FY19
South Africa					
Free State	5.009	5.488	5.853	3.139	3.942
Gauteng	3.211	2.120	0.801	0.261	0.259
North West	10.384	10.695	10.609	6.277	7.217
Papua New Guinea	55.680	47.198	32.382	36.459	37.324
Total	74.284	65.501	49.646	46.137	48.742

ESG data tables *continued*

Diesel (MI)	FY23	FY22	FY21	FY20	FY19
South Africa					
Free State	2.568	2.806	3.091	2.822	3.598
Gauteng	3.126	2.036	0.708	0.229	0.230
North West	7.010	7.500	7.985	6.150	7.096
Papua New Guinea	55.679	47.196	32.382	36.458	37.322
Total	68.383	59.538	44.165	45.658	48.246

Petrol (MI)	FY23	FY22	FY21	FY20	FY19
South Africa					
Free State	0.280	0.292	0.348	0.317	0.344
Gauteng	0.085	0.084	0.093	0.033	0.028
North West	0.109	0.114	0.125	0.127	0.121
Papua New Guinea	0.001	0.002	—	0.001	0.002
Total	0.475	0.492	0.567	0.478	0.496

Heating oil (MI)	FY23	FY22	FY21	FY20	FY19
South Africa					
Free State	2.160	2.390	2.414	n/a	n/a
Gauteng	—	—	—	n/a	n/a
North West	3.265	3.081	2.500	n/a	n/a
Papua New Guinea	—	—	—	—	—
Total	5.425	5.471	4.913	—	—

ESG data tables *continued*

Carbon Emissions

Group Scope 1 carbon emissions (CO₂e tonnes)¹Scope 1 breakdown by source (CO₂e tonnes)

	FY23	FY22	FY21	FY20	FY19
Diesel	181 857	161 081	118 710	122 683	129 676
Explosives	2 745	2 862	2 732	2 412	2 295
Petrol	1 115	1 151	1 312	1 107	1 143
Heating oil	14 636	14 929	13 376	—	—
Total	200 353	180 023	136 130	126 202	133 114

% breakdown

Diesel	91	89	87	97	97
Explosives	1	2	2	2	2
Petrol	1	1	1	1	1
Heating oil	7	8	10	—	—
Total	100	100	100	100	100

¹ A significant increase in tonnes treated with the inclusion of Chemwex (Mine Waste Solutions) has resulted in Harmony's carbon intensity improvement.

Group Scope 1 carbon emissions (CO₂e tonnes)Diesel (CO₂e tonnes)

	FY23	FY22	FY21	FY20	FY19
South Africa	33 785	33 392	31 672	24 721	29 362
Papua New Guinea	148 072	127 689	87 038	97 962	100 314
Total	181 857	161 081	118 710	122 683	129 676

Explosives (CO₂e tonnes)

South Africa	1 980	2 337	2 254	1 584	1 763
Papua New Guinea	765	525	478	828	532
Total	2 745	2 862	2 732	2 412	2 295

Petrol (CO₂e tonnes)

South Africa	1 112	1 146	1 311	1 104	1 137
Papua New Guinea	3	5	1	3	6
Total	1 115	1 151	1 312	1 107	1 143

Heating oil (CO₂e tonnes)

South Africa	14 636	14 929	13 376	n/a	n/a
Papua New Guinea	—	—	—	n/a	n/a
Total	14 636	14 929	13 376	—	—

Total South Africa

	51 513	51 804	48 613	27 409	32 262
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Total Papua New Guinea

	148 840	128 219	87 517	98 793	100 852
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Total group	200 353	180 023	136 130	126 202	133 114
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ESG data tables *continued***Regional Scope 1 carbon emissions (CO₂e tonnes)**

	FY23	FY22	FY21	FY20	FY19
Diesel (CO₂e tonnes)					
South Africa					
Free State	6 830	7 592	8 308	7 582	9 671
Gauteng	8 313	5 509	1 902	615	619
North West	18 642	20 291	21 462	16 524	19 072
Papua New Guinea	148 072	127 689	87 038	97 962	100 314
Total	181 857	161 081	118 710	122 683	129 676
Explosives (CO₂e tonnes)					
South Africa					
Free State	678	901	824	674	789
Gauteng	814	846	726	415	382
North West	488	590	704	495	592
Papua New Guinea	765	525	478	828	532
Total	2 745	2 862	2 732	2 412	2 295
Petrol (CO₂e tonnes)					
South Africa					
Free State	657	683	806	735	793
Gauteng	200	197	216	75	65
North West	255	266	289	294	279
Papua New Guinea	3	5	1	3	6
Total	1 115	1 151	1 312	1 107	1 143
Heating oil (CO₂e tonnes)					
South Africa					
Free State	5 953	6 593	6 657	n/a	n/a
Gauteng	—	—	—	n/a	n/a
North West	8 683	8 336	6 719	n/a	n/a
Papua New Guinea	—	—	—	n/a	n/a
Total	14 636	14 929	13 376	—	—
Total South Africa - Free State	14 118	15 769	16 595	8 991	11 253
Total South Africa - Gauteng	9 327	6 552	2 844	1 105	1 066
Total South Africa - North West	28 068	29 483	29 174	17 313	19 943
Total Papua New Guinea	148 840	128 219	87 517	98 793	100 852
Total group	200 353	180 023	136 130	126 202	133 114

ESG data tables *continued***Group Scope 2 carbon emissions (CO₂e tonnes)****Scope 2 breakdown by source (CO₂e tonnes)**

	FY23	FY22	FY21	FY20	FY19
South African Electricity Grid	4 214 643	4 525 257	4 180 860	3 234 476	3 113 129
Papua New Guinea Electricity Grid	37 518	42 988	70 192	81 196	79 622
Total	4 252 161	4 568 245	4 251 052	3 315 672	3 192 751
% breakdown					
South African Electricity Grid	99	99	98	98	98
Papua New Guinea Electricity Grid	1	1	2	2	2
Total	100	100	100	100	100

Regional Scope 2 carbon emissions (CO₂e tonnes)**Electricity (CO₂e tonnes)**

	FY23	FY22	FY21	FY20	FY19
South Africa					
Free State	1 342 318	1 549 441	1 499 428	1 542 638	1 506 523
Gauteng	1 823 542	1 872 563	1 588 189	852 200	811 056
North West	1 048 783	1 103 253	1 093 243	839 638	795 550
Papua New Guinea	37 518	42 988	70 192	81 196	79 622
Total	4 252 161	4 568 246	4 251 053	3 315 672	3 192 751

Group Scope 3 carbon emissions (CO₂e tonnes)**Scope 3 breakdown by category and source (CO₂e tonnes)**

	FY23	FY22	FY21	FY20	FY19
Category 1					
Explosives	40 518	42 254	40 323	35 000	33 286
Cement	27 452	27 166	26 044	21 351	23 542
Timber	1 803	2 764	2 401	1 625	1 874
Cyanide	349 223	359 136	273 185	127 703	130 636
Caustic soda	21 060	19 975	18 175	5 031	5 358
Lime	87 712	92 795	83 303	54 084	58 176
Total	527 768	544 090	443 431	244 794	252 872
Category 3	470 348	517 654	424 962	324 271	278 318
Category 6	4 991	3 424	2 459	1 171	1 514
Total Scope 3 emissions	1 003 107	1 065 168	870 852	570 236	532 704
% breakdown					
Category 1	53	51	51	43	48
Category 3	47	49	49	57	52
Category 6	—	—	—	—	—
Total	100	100	100	100	100

ESG data tables *continued*

Group Scope 3 carbon emissions (CO₂e tonnes)	FY23	FY22	FY21	FY20	FY19
Category 1 (CO₂e tonnes)					
South Africa					
Explosives	29 223	34 505	33 271	22 985	25 573
Cement	27 448	27 158	25 988	21 326	23 130
Timber	1 803	2 764	2 401	1 625	1 874
Cyanide	331 046	346 234	258 448	110 978	117 339
Caustic soda	21 054	19 956	18 175	5 031	5 358
Lime	81 740	86 520	79 145	40 356	48 902
Total South Africa	492 314	517 137	417 428	202 301	222 176
Papua New Guinea					
Explosives	11 295	7 749	7 052	12 015	7 713
Cement	4	8	56	25	412
Timber	—	—	—	—	—
Cyanide	18 177	12 902	14 737	16 725	13 297
Caustic soda ¹	6	19	n/a	n/a	n/a
Lime	5 972	6 275	4 158	13 728	9 274
Total Papua New Guinea	35 454	26 953	26 003	42 493	30 696
Total Group	527 768	544 090	443 431	244 794	252 872

¹ Caustic soda only measured since FY22.

Group Scope 3 carbon emissions (CO₂e tonnes)	FY23	FY22	FY21	FY20	FY19
Category 3 (CO₂e tonnes)					
South Africa	469 075	516 196	422 585	321 515	278 318
Papua New Guinea ¹	1 273	1 458	2 377	2 756	n/a
Group	470 348	517 654	424 962	324 271	278 318

¹ No detail from Papua New Guinea's energy producer. Included under Scope 2 emissions for FY19.

Group Scope 3 carbon emissions (CO₂e tonnes)	FY23	FY22	FY21	FY20	FY19
Category 6 (CO₂e tonnes)					
South Africa	1 672	676	236	1 171	1 514
Papua New Guinea ¹	3 319	2 748	2 223	n/a	n/a
Group	4 991	3 424	2 459	1 171	1 514

¹ Only monitored since FY21.

ESG data tables *continued***Group Scope 3 carbon emissions (CO₂e tonnes)**

	FY23	FY22	FY21	FY20	FY19
Total South Africa	963 061	1 034 009	840 249	524 987	502 008
Total Papua New Guinea	40 046	31 159	30 603	45 249	30 696
Total Group	1 003 107	1 065 168	870 852	570 236	532 704

Group carbon emissions (CO₂e)**Total emissions – scope 1, 2 and 3 (CO₂e tonnes)¹**

	FY23	FY22	FY21	FY20	FY19
Scope 1	200 353	180 023	136 130	126 202	133 114
Scope 2	4 252 161	4 568 245	4 251 052	3 315 672	3 192 751
Scope 3	1 003 107	1 065 168	870 852	570 236	532 704
Total group	5 455 621	5 813 436	5 258 034	4 012 110	3 858 569

% Breakdown

Scope 1	4	3	3	3	3
Scope 2	78	79	81	83	83
Scope 3	18	18	16	14	14
Total group	100	100	100	100	100

¹ Assured KPI for scope 1, scope 2 and scope 3.**Group carbon emissions intensity (CO₂e tonnes/tonne treated)**

	FY23	FY22	FY21	FY20	FY19
Scope 1 intensity by source					
Diesel	0.0035	0.0030	0.0024	0.0050	0.0050
Explosives	0.00005	0.00005	0.0001	0.0001	0.0001
Petrol	0.00002	0.00002	0.00003	0.00004	0.00004
Heating oil	0.00028	0.00028	0.0003	n/a	n/a

Total scope 1, 2 and 3 emissions

Scope 1	0.0038	0.0030	0.0030	0.0050	0.0051
Scope 2	0.0816	0.0850	0.0860	0.1300	0.1229
Scope 3	0.0192	0.0200	0.0180	0.0220	0.0205
Total group	0.1046	0.1080	0.1070	0.1570	0.1485

	FY23	FY22	FY21	FY20	FY19
Accumulative scope 2 and scope 3 savings due to energy efficiency savings (tCO₂e)	1 820 958	1 486 323	1 162 563	860 689	585 159

ESG data tables *continued*

Atmospheric Emissions

Emissions ¹	FY23	FY22	FY21	FY20	FY19
Oxides of nitrogen (NOx)	30.68	25.10	47.34	13.42	3.63
Particular matter (TSP)	8.66	10.24	12.18	5.66	5.68
Sulphur dioxide (SO ₂)	2.01	14.61	1.97	0.46	0.25
Grand total	41.35	49.95	61.49	19.53	9.57

¹ Nufcor is excluded from the emission totals.

Emissions for South Africa Region (tonnes (000t))	FY23	FY22	FY21	FY20	FY19
Free State					
Oxides of nitrogen (NOx)	2.02	10.63	9.21	8.55	3.33
Particular matter (TSP)	2.64	3.72	5.27	4.77	5.57
Sulphur dioxide (SO ₂)	0.25	12.66	0.86	0.13	0.21
Gauteng					
Oxides of nitrogen (NOx)	14.14	3.70	22.99	0.00	0.00
Particular matter (TSP)	0.62	0.21	0.61	0.00	0.00
Sulphur dioxide (SO ₂)	0.38	0.13	0.00	0.00	0.00
North West					
Oxides of nitrogen (NOx)	14.52	10.76	15.15	4.88	0.30
Particular matter (TSP)	5.40	6.31	6.31	0.88	0.12
Sulphur dioxide (SO ₂)	1.37	1.83	1.11	0.33	0.05
Grand total	41.35	49.95	61.49	19.53	9.57

Emissions Intensities for South Africa (tonnes/tonnes treated (000t))	FY23	FY22	FY21	FY20	FY19
Oxides of nitrogen (NOx) ¹	0.0006	0.0005	0.0010	0.0006	0.0002
Particular matter (TSP) ²	0.0002	0.0002	0.0003	0.0003	0.0003
Sulphur dioxide (SO ₂) ³	0.00004	0.00029	0.00004	0.00002	0.00001
Grand total	0.0009	0.0010	0.0013	0.0009	0.0004

¹ NOx intensity increased in the past 5 years as a result of the new acquisitions of operations including Mponeng and Mine Waste Solutions in FY21 that added to the group's NOx accountability.

² TSP intensity decreased due to improved management practices.

³ SO₂ Intensity increased due to increased concentration at one of the processing plants although it did not exceed the legal requirements.

For more information refer to page 93 within the **ESG report**.

ESG data tables *continued***Emissions Intensities for South Africa (tonnes/tonnes treated (000t))**

	FY23	FY22	FY21	FY20	FY19
Free State					
Oxides of nitrogen (NOx)	0.0001	0.0007	0.0006	0.0006	0.0002
Particular matter (TSP)	0.0002	0.0002	0.0004	0.0003	0.0004
Sulphur dioxide (SO ₂)	0.00000	0.00080	0.00010	0.00000	0.00000
Gauteng					
Oxides of nitrogen (NOx)	0.0001	0.0000	0.0001	0.0000	0.0000
Particular matter (TSP)	0.0001	0.0000	0.0000	0.0000	0.0000
Sulphur dioxide (SO ₂)	0.00180	0.00050	0.00410	0.00000	0.00000
North West					
Oxides of nitrogen (NOx)	0.0006	0.0004	0.0006	0.0013	0.0001
Particular matter (TSP)	0.0002	0.0002	0.0003	0.0002	0.0000
Sulphur dioxide (SO ₂)	0.00005	0.00007	0.00004	0.00009	0.00001
Grand total	0.0009	0.0010	0.0013	0.0009	0.0004

ESG data tables *continued*

Materials and water used

Materials used

	FY23	FY22	FY21	FY20	FY19
Rock mined: ore and waste (000t)	41 547	43 216	41 025	43 052	47 095
Tonnes treated (000t)	52 135	53 802	49 252	25 429	25 980
Waste rock recycled (000t)	6 599	7 683	10 405	6 383	6 575
Slimes recycled (000t)	37 138	36 891	29 568	10 247	9 992
Liquefied petroleum gas (t)	0.48	0.53 ¹	1.00	1.00	1.00
Grease (t)	475	524	552	424	426
Cyanide (000t)	38	64	49	23	23
Petrol and diesel (000l)	68 859	60 030	44 732	46 137	48 742
Lubricating and hydraulic oil (000l)	2 707	2 945	2 693	2 456	3 163

¹ Figure for FY22 was restated.

Group water use (000m³)

	FY23	FY22	FY21	FY20	FY19
Water used for primary activities ¹	29 350	33 417	30 306	19 692	23 158
Potable water from external sources ^{1,2}	20 029	21 190	19 467	14 576	15 933
Non-potable water from external sources ³	9 320	12 227	10 838	5 117	7 225
Surface water used	2 477	2 756	2 784	2 688	4 050
Groundwater used ³	6 843	9 470	8 054	2 429	3 175
Water recycled in process ⁴	99 932	88 599	83 392	60 325	48 512
Water discharge to surface sources ⁵	5 061	5 298	3 787	3 164	2 677
Water used	24 288	29 577	27 526	16 607	20 904
Water consumption intensity (000m ³ /t treated)	0.56	0.62	0.62	0.77	0.89

¹ Assured KPI.

² Reduction for FY23 was due to the installation of the sand filters at Saaiplaas.

³ Reduction for FY23 was due to closure of Bambanani shaft and the operation of the Reverse Osmosis Plants.

⁴ Increase for FY23 due to increased production at Hidden Valley, the operation of the Reverse Osmosis Plants and improved water monitoring.

⁵ Reduction for FY23 was due to Increased production at Hidden Valley and the operation of the Reverse Osmosis Plants at Target and Harmony One Plant.

ESG data tables *continued***Regional Water use (000m³)****Water for primary activities****South Africa**

	FY23	FY22	FY21	FY20	FY19
Free State	7 799	9 065	8 075	8 210	10 378
Gauteng	7 431	6 685	5 869	3 381	3 472
North West	11 934 ¹	15 736	14 379	6 281	7 481

Papua New Guinea

	2 186	1 930	1 983	1 820	1 827
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Total

	29 350	33 416	30 306	19 692	23 158
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Absolute potable**South Africa**

Free State	7 573	8 470	8 063	8 210	9 559
Gauteng	7 367	6 620	5 782	3 271	3 315
North West	5 089	6 100	5 622	3 095	3 060

Papua New Guinea

	—	—	—	—	—
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Total

	20 029	21 190	19 467	14 576	15 934
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Non-potable**South Africa**

Free State	225	595	12	—	819
Gauteng	64	65	87	110	157
North West	6 845 ¹	9 636	8 757	3 186	4 421

Papua New Guinea

	2 186	1 930	1 983	1 820	1 827
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Total

	9 320	12 226	10 839	5 116	7 224
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¹ Decrease due to closure of Kopanang Plant.

ESG data tables *continued*

Group Waste generated	FY23	FY22	FY21 ¹	FY20	FY19
Oils and grease					
Grease used (t)	475	524	552	424	506
Lubricating and hydraulic oil used (Ml)	2.7	3.0	3.0	2.5	3.2
Recycled oil – repurposing hydrocarbons to landfill (000l)	742	698	527	813	978
Hazardous waste					
Tailings (Mt) ²	51	52	47	24	24
Waste rock deposited (Mt) ²	28	25	24	28	29
Hazardous waste to landfill (t)	1 501	803	524	250	399
Recycled waste³					
Waste rock recycled (000t)	6 599	7 683	10 405	6 383	6 575
Timber (t)	3 251	2 727	3 121	1 868	2 377
Steel (t)	13 781	8 889	8 739	5 863	7 765
Plastic (t)	489	591	625	509	479
Total recycled waste (000t)	6 617	7 695	10 417	6 391	6 586
Total general waste generated from operational salvage yards	25 644	20 470	12 485	8 241	10 621
Mineral waste intensity (tonne/tonne treated)	1.52	1.43	1.44	2.05	2.05
General waste intensity (tonne/000 tonne treated)	0.49	0.38	0.25	0.32	0.41

¹ Includes Mponeng and related assets.² Assured KPI.³ Waste rock recycled is disclosed in 000 tonnes, while timber, steel and plastic is disclosed in tonnes.

ESG data tables *continued***Social
Employees**

Employee complement	FY23	FY22	FY21	FY20	FY19
Harmony – total	45 546	47 345	48 112	39 582	39 773
Permanent	34 913	37 581	38 472	32 990	32 876
Contractors	10 633	9 764	9 640	6 592	6 897
South Africa – total	43 175	45 002	45 733	37 343	37 360
Permanent	33 341	35 989	36 873	31 502	31 201
Contractors	9 834	9 013	8 860	5 841	6 159
Papua New Guinea – total	2 267	2 278	2 314	2 182	2 413
Permanent	1 472	1 527	1 536	1 434	1 675
Contractors	795	751	778	748	738
Australia – total	104	65	65	57	—
Permanent	100	65	63	54	—
Contractors	4	—	2	3	—

Employee training and development

	FY23	FY22	FY21	FY20	FY19
People trained*	42 744	43 337	36 211	31 533	29 345
South Africa - total	41 266	41 970	34 744	29 963	29 345
Permanent	31 911	33 410	***	***	***
Contractors	9 355	8 560	***	***	***
Papua New Guinea - total¹	1 448	1 359	1 459	1 570	***
Permanent	1 259	1 359	1 459	1 570	***
Contractors	189	—	—	—	***
Australia - total	30	8	8	—	***
Permanent	30	8	8	—	***
Contractors	—	—	—	—	***
Hours of training – total					
South Africa	2 155 281	2 299 336	2 071 384	1 780 056	1 920 016
Permanent	1 844 964	1 956 127	***	***	***
Contractors	310 317	343 209	***	***	***
Average training hours per employee	52	55	60	59	65
Papua New Guinea	83 526	***	***	***	***
Permanent	82 124	***	***	***	***
Contractors	1 402	***	***	***	***
Average training hours per employee	58	***	***	***	***

¹ The numbers for FY21 and FY22 have been restated.

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

*** Data not collated for this period.

ESG data tables *continued*

Expenditure on training (Rm)	FY23	FY22	FY21	FY20	FY19
South Africa (includes permanent employees and contractors)	783	661	468	458	484
Papua New Guinea	33	4	20	24	—
Permanent	33	4	***	***	***
Contractors	—	—	***	***	***
Australia	1	—	—	—	—
Permanent	1	—	***	***	***
Contractors	—	—	***	***	***

*** Data not collated for this period.

Employees drawn from local communities (%)	FY23	FY22	FY21	FY20	FY19
South Africa	83.0	81.9	78.0	76	79
<i>Free State</i>	81	82	***	***	***
Permanent	77	***	***	***	***
Contractors	98	***	***	***	***
<i>Gauteng</i>	84	83	***	***	***
Permanent	81	***	***	***	***
Contractors	98	***	***	***	***
<i>North West</i>	87	82	***	***	***
Permanent	81	***	***	***	***
Contractors	98	***	***	***	***
Papua New Guinea	97.5	97.5	97.0	96	96
Permanent	97	***	***	***	***
Contractors	79	***	***	***	***

Senior management drawn from local communities (%)

South Africa	98	99	98	98	100
Papua New Guinea	13	22	1	—	—

*** Data not collated for this period.

ESG data tables *continued*

Gender diversity	FY23	FY22	FY21	FY20	FY19
South Africa					
% of workforce who are women	20	19	18	17	17
% of women in management	22	21	20	19	19
Australia					
% of workforce who are women	33	32	13	37	14
% of women in management	49	5	0.1	0.7	***
Papua New Guinea					
% of workforce who are women	15	17	14	14	***
% of women in management	23	11	10	7	***
Group female employees (%)					
Junior management	21	20	19	***	***
Middle Management	29	27	26	***	***
Senior Management	28	28	27	***	***
Executive management	26	26	25	***	***

*** Data not collated for this period.

Woman in Mining

Region	FY23				
	Total Females ¹	Females in Core ² Mining	% Females in core mining	% Females in management	% Females
South Africa	6 537	4 683	16	22	20
Papua New Guinea	217	94	7	23	15
Australia	35	4	11	49	33

Region	FY22				
	Total Females ¹	Females in Core ² Mining	% Females in core mining	% Females in management	% Females
South Africa	6 668	4 811	15	21	19
Papua New Guinea	***	***	***	***	***
Australia	n/a	n/a	n/a	n/a	n/a

Region	FY21				
	Total Females ¹	Females in Core ² Mining	% Females in core mining	% Females in management	% Females
South Africa	6 595	4 766	14	20	18
Papua New Guinea	***	***	***	***	***
Australia	n/a	n/a	n/a	n/a	n/a

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 (Geology, Mine planning, Projects, Exploration roles), Ventilation and Business Improvement.

*** Data not collated for this period

ESG data tables *continued*

	FY23	FY22	FY21	FY20	FY19
Employees covered by collective bargaining					
South Africa	32 674	34 336	36 003	30 829	30 514
Absenteeism rate %					
South Africa	18.7	20.0	***	***	***
Papua New Guinea	7.0	***	***	***	***
Australia	5.0	—	—	—	—
Number of strikes and lockouts exceeding one week duration					
South Africa	—	—	—	—	—
Papua New Guinea	—	—	—	—	—
Australia	—	—	—	—	—
South Africa only					
Employment equity¹					
Historically disadvantaged persons/South Africans in management (%)	68	67	65	64	62
Number attending critical skills training	163	96	83	81	109
Housing and accommodation¹					
Employees living in single rooms	7 662	8 057	8 547	8 008	8 019

¹ Assured KPI.

*** Data not collated for this period.

ESG data tables *continued*Employment equity performance¹

	FY23		FY22	
	HDP ² (%)	Female HDP (%)	HDP ² (%)	Female HDP (%)
Board ³	67	25	57	21
Executive management	60	25	55	25
Senior management	58	27	59	28
Middle management	60	28	57	27
Junior management	70	21	68	19
Core and critical skills	73	n/a	72	n/a
People with disabilities	0.28	n/a	0.14	n/a

¹ Assured KPI.² HDPs include women and exclude white males and foreign nationals.³ Harmony's three executive directors are included as board members.

ESG data tables *continued*

Hiring and turnover

Voluntary turnover 2023¹

Region	FY23			Employees	%
	Female	Male	Total		
South Africa	21	186	207	33 341	0.6
Papua New Guinea	30	156	186	1 472	12.6
Australia	8	7	15	100	15.0
Total	59	349	408	34 913	1.2
Male vs female turnover (Group) (%)	14	86			

¹ Resignations, Retirements, VSPInvoluntary turnover 2023¹

Region	FY23			Employees	%
	Female	Male	Total		
South Africa	50	332	382	33 341	1.1
Papua New Guinea	9	99	108	1 472	7.3
Australia	—	—	—	100	—
Total	59	431	490	34 913	1.4
Male vs female turnover (Group) (%)	12	88			

¹ All turnovers not included in the definition of voluntary ie. dismissals, downscaling, retrenchments, etc.

ESG data tables *continued*

Safety and Health

Safety	FY23	FY22	FY21	FY20	FY19
Loss of life					
Group	6	13	11	6	11
<i>South Africa</i>	6	13	11	6	11
Employees	5	12	9	6	10
Contractors	1	1	2	—	1
<i>Papua New Guinea</i>	—	—	—	—	—
Employees	—	—	—	—	—
Contractors	—	—	—	—	—
<i>Australia</i>	—	—	—	—	—
Employees	—	—	—	—	—
Contractors	—	—	—	—	—
Loss of life-injury frequency rate (per 1 million hours worked)					
Group	0.06	0.13	0.11	0.08	0.12
Lost-time injury frequency rate (per 1 million hours worked)¹					
Group	5.49	5.65	6.18	6.33	6.16
South Africa	5.74	5.90	6.46	6.69	6.48
Papua New Guinea	0.34	0.17	—	0.77	0.35

¹ Assured KPI.

ESG data tables *continued*

	FY23	FY22	FY21	FY20	FY19
Health – South Africa					
Absenteeism (total)					
Health-related absenteeism (%)	8.0	7.9	9.9	6.2	7.7
Tuberculosis					
TB screening of employees and contractors	43 391	44 445	44 301	34 815	37 666
% of workforce	100.0	98.5	98.0	93.0	99.0
TB incidence rate (per 100 000 employees tested)	604	590	483	680	841
Number of TB cases confirmed	262	267	***	***	***
HIV/Aids					
Employees identified as HIV-positive	9 762	10 582	10 593	9 125	8 947
Employees receiving antiretroviral therapy	8 934	9 595	9 328	7 980	8 024
Employees knowing their HIV status (including contractors) (%) ¹	89	85	76	83	82
Employees receiving antiretroviral therapy (medically uninsured, excluding contractors) (%) ¹	90	89	86	85	88
Employees receiving antiretroviral therapy will have viral suppression (medically uninsured) (%) ¹	82	78	78	71	73
Employees on voluntary counselling and testing programmes (%)	83	92	***	***	***
¹ Assured KPI.					
*** Data not collated for this period.					
	FY23	FY22	FY21	FY20	FY19
Chronic diseases					
Employees with a chronic condition ¹	23 149	24 728	21 612	19 294	18 924
Proportion of SA workforce (%)	69	69	61	61	61
Diabetes (%)	16	15	10	10	9
Hypertension (%)	33	34	32	33	34
HIV/Aids** (%)	42	43	49	47	47
¹ Employees with more than one chronic disease are counted in each condition.					
Occupational health – South Africa					
Heat					
Heat tolerance tests conducted	24 085	17 868	15 364	17 654	22 157
Heat-related cases reported	192	211	126	78	88
Noise					
Early noise-induced hearing loss cases	158	226	217	230	272
Cases compensated	98	106	71	80	62
Employees with personalised hearing devices (%)	99.5	99.3	97.1	99.3	99.5
Contractor employees with personalised hearing devices (%)	98	86	74	88	86
Silicosis					
Cases submitted	115	108	141	164	204
Cases certified ¹	62	184	54	67	58
¹ Assured KPI.					
	FY23	FY22	FY21	FY20	FY19
Health – Papua New Guinea					
Health examinations conducted	19 969	15 539	11 489	20 452	17 601
Number of malaria cases	90	127	***	***	***
Employees treated for respiratory ailments	2 456	1 545	707	1 905	2 191
*** Data not collated for this period.					

ESG data tables *continued***Communities**

	FY23	FY22	FY21	FY20	FY19
Mine community development (Rm)	253.8	193.2	165.1	213.9	171.1
South Africa	179.3	138.0	101.9	149.6	115.0
SLP Mine Community Development Initiatives ¹	113.5	60.8	61.3	65.2	42.9
Human resources development community initiatives	32.4	44.3	15.0	32.0	31.7
Corporate Social Investment (CSI) ¹	15.4	8.9	10.3	29.0	13.7
Social Trusts Investment	10.9	12.5	—	—	—
Investment in labour sending areas: (CSI and Social trust)	—	4.4	0.6	2.7	2.8
Leano Initiative	7.0	7.1	14.7	20.7	23.9
Papua New Guinea	74.5	55.2	63.2	64.3	56.1
Wafi-Golpu Project	2.9	1.5	0.1	—	0.2
Community Social Investment	2.9	1.5	0.1	—	0.2
Hidden Valley Mine	71.7	53.7	63.1	64.3	55.9
Community development initiatives (MoA)	6.4	5.0	4.2	10.6	12.5
Royalties (paid to Landowners and communities)	47.1	34.1	44.8	40.8	36.2
Hidden Valley Mine Trust payments	9.2	7.1	8.4	8.2	7.2
Employees dependent school fees	8.6	7.3	5.5	4.7	***
Donations	0.4	0.2	0.2	***	***

¹ Assured KPI.**Mine community development South Africa regions**

	FY23	FY22	FY21	FY20	FY19
South Africa	179.0	121.8	82.0	98.7	76.2
Free State	56.3	46.1	43.8	60.7	31.3
SLP Mine Community Development Initiatives	26.6	29.8	34.9	48.5	19.3
Human resources development community initiatives	21.9	11.0	6.0	12.0	11.0
Corporate Social Investment (CSI)	4.0	1.0	2.9	0.2	1.0
Social Trusts Investment	3.9	4.3	—	—	—
Gauteng (West Rand)	63.8	50.5	25.5	13.2	20.1
SLP Mine Community Development Initiatives	52.2	20.0	15.7	8.3	12.2
Human resources development community initiatives ¹	6.5	24.3	8.0	4.0	7.4
Corporate Social Investment (CSI)	2.0	1.8	1.8	0.9	0.5
Social Trusts Investment	3.0	4.4	—	—	—
North West	43.8	25.2	12.7	24.8	24.8
SLP Mine Community Development Initiatives	34.8	11.0	10.7	8.4	11.4
Human resources development community initiatives	4.0	9.0	1.0	16.0	13.3
Corporate Social Investment (CSI)	1.0	1.4	1.0	0.4	0.1
Social Trusts Investment	4.0	3.8	—	—	—

ESG data tables *continued*

Procurement (Rbn)	FY23	FY22	FY21	FY20	FY19
South Africa					
Total procurement spend	29.1	24.4	19.2	14.2	12.0
Total discretionary spend ¹	16.5	14.3	10.7	7.7	8.5
Total spend in host communities ²	9.8	7.6	***	***	***
Preferential procurement (black-owned and BEE compliant spend)	14.0	11.2	8.0	5.7	6.3
Free State	1.7	1.5	1.2	0.8	1.1
Gauteng (West Rand)	9.5	7.6	5.5	3.8	4.0
North West	1.6	1.1	0.7	0.5	0.6
Other provinces	1.2	1.0	0.6	0.6	0.6
spend on >50% BO	8.6	5.4	5.1	3.3	2.7
spend on 100% BO	1.4	0.1	0.8	0.6	0.4

¹ Of the total discretionary spend R15.8 billion was spent on goods and services and is an assured KPI.

² Assured KPI.

Total and Host community suppliers by region	FY23	FY22	FY21	FY20	FY19
South Africa					
Total suppliers	2 516	2 474	2 261	2 257	2 378
Host community suppliers	1 430	1 319	1 178	1 087	1 277
Percentage host community suppliers (%)	56.84	53.31	52.10	48.16	53.70
Papua New Guinea (Rm)					
Total spend	2 078	2 324	2 148	2 233	2 072
Local and Preferential Procurement: Hidden Valley	2 010	2 273	2 101	2 180	2 072
Expenditure in country (rest of Papua New Guinea)	821	1 107	826	847	805
Expenditure in Morobe Province	574	559	653	728	753
Expenditure with Landowner companies	615	607	622	605	514
Percentage spend in Morobe Province (%)	59	51	61	61	61
Local and Preferential Procurement: Wafi	68	51	47	53	***
Expenditure in country (rest of Papua New Guinea)	28	26	25	30	***
Expenditure in Morobe Province	37	24	19	21	***
Expenditure with Landowner companies	3	1	3	2	***
Percentage spend in Morobe Province (%)	59	49	46	45	***
Spend in Morobe Province (inclusive of Landowner companies)	1 230	1 191	1 296	1 357	1 267
Impact on communities					
% of operations impacting local communities	100	100	100	100	100
% of operations with local community engagement programmes in place	100	90	90	100	100
Community complaints procedure/hotline in place (South Africa and Papua New Guinea)	Yes	Yes	Yes	Yes	Yes

ESG data tables *continued*

Security	FY23	FY22	FY21	FY20	FY19
South Africa					
<i>Harmony personnel impacted in line of duty¹</i>	—	—	—	—	—
Loss of life	—	—	—	—	—
Employees	—	—	—	—	—
Contractors	—	—	—	—	—
Injuries	3	2	2	1	—
Employees	1	1	1	—	—
Contractors	2	1	1	1	—
<i>Number of employees trained on human rights elements associated with security policy training</i>	822	610	600	586	331
Employees	511	534	534	528	280
Contractors	311	76	66	58	51
<i>Number of employees trained on human rights policies</i>	—	n/a	n/a	n/a	n/a
<i>% of operations subjected to human rights assessments</i>	100	100	100	100	100
<i>Community members impacted by security interventions</i>	1	—	—	—	—
Loss of life	—	—	—	—	—
Injuries	—	—	—	—	—
Number of sites where illegal and artisanal mining takes place	40	19	19	21	16
Number of incidences involving illegal mining (Arrest, deceased and sick illegal miners)	985	1 533	1 592	1 579	1 589
Number of loss of life resulting from illegal mining collusions	—	—	***	***	***
Papua New Guinea					
<i>Harmony personnel impacted in line of duty</i>	—	***	***	***	***
Harmony contractors impacted in line of duty	3	***	***	***	***
Loss of life	—	***	***	***	***
<i>Injuries²</i>	3	***	***	***	***
<i>Number of employees trained on human rights policy</i>	92	***	***	***	***
<i>Number of police and contractors trained on human rights policy</i>	39	***	***	***	***
<i>% of operations subjected to human rights assessments</i>	—	***	***	***	***
Community members impacted by security interventions	—	***	***	***	***
Loss of life	—	***	***	***	***
Injuries	—	***	***	***	***
Number of sites where illegal and artisanal mining takes place	1	***	***	***	***
Number of strikes and lock-outs exceeding one month's notice	—	***	***	***	***
Number of incidences involving illegal mining (Illegal entry of Mining Lease)	520	***	***	***	***
Number of fatalities resulting from illegal mining collusions	—	***	***	***	***

¹ Number of people.² Contractors injured.

*** Data not collated for this period.

ESG data tables *continued*

Stakeholders

Number of engagements per stakeholder group

South Africa ¹	FY23
Communities ²	81
Governments ³	87
Other stakeholders ⁴	49
Total	217

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

² Communities includes host communities.

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

⁴ Other stakeholders includes academia/ educational institutions, business partners, employees, industry bodies/peers, media, NGOs, organised labour, political parties, private entities, state owned enterprises, suppliers and contractors, traditional authorities and trusts/foundations.

ESG data tables *continued***Grievances****Total community grievances recorded per Region**

Regions	FY23	FY22	FY21	FY20	FY19
South Africa	92	48	***	***	***
Papua New Guinea	26	27	***	***	***
Australia	—	—	***	***	***
Group Total	118	75	***	***	***

*** Data not collated for this period.

Total community grievances recorded by category for the Group

Grievance category	FY23	FY22	FY21	FY20	FY19
Employment/Recruitment	15	15	***	***	***
Procurement/Business Opportunities	24	17	***	***	***
Accidental/Environmental Impacts (property, livelihoods and wellbeing)	18	11	***	***	***
Engagements/ Insufficient Communications	7	6	***	***	***
Social and Labour Plan (SLP)/Benefit Sharing	10	6	***	***	***
Access to Land/ Mineral Waste Dumps	3	5	***	***	***
Contractors and Subcontractor Labour relations (Compensation/Service Payments)	8	5	***	***	***
Royalties	5	1	***	***	***
Proclamation/Land Use/Zoning	4	1	***	***	***
Education and Training	6	2	***	***	***
Corporate Social Investments	4	—	***	***	***
Behaviour of Company/Contractor Personnel	7	3	***	***	***
Other Benefit streams	7	3	***	***	***
Total	118	75	***	***	***

*** No reliable data for the reporting period.

Total community grievances Closed/Resolved per Region¹

	FY23	FY22	FY21	FY20	FY19
South Africa ²	97	39	***	***	***
Papua New Guinea	26	23	***	***	***
Australia	—	—	***	***	***
Group Total	123	62	***	***	***

¹ Number of grievances closed which includes grievances for the current financial year and those carried over from the previous years.² Assured KPI.

*** Data not collated for this period.

ESG data tables *continued*

Ethics and anti-corruption

South Africa

Nature and total number of ethics matters opened

	FY23	
	Number	Percentage
Alleged abuse of authority	1	1
Alleged bribery	2	3
Alleged corruption	14	18
Alleged corruption - job selling	1	1
Alleged dishonesty	1	1
Alleged dishonesty/violation of Code of Conduct	4	5
Alleged favouritism	1	1
Alleged fraud	18	24
Alleged gross negligence	1	1
Alleged harassment	1	1
Alleged HR irregularities	6	8
Alleged non-compliance with Harmony procedures	1	1
Alleged over-payment	1	1
Alleged procurement irregularities	2	3
Alleged theft	5	7
Alleged time and attendance fraud	1	1
Alleged training irregularities	1	1
Alleged unauthorised use of company property	1	1
Alleged unethical behaviour	13	17
Alleged victimisation	1	1
Total	76	100
Percentage of employees attending Harmony's Code of Conduct and/or anti-corruption trainings:	FY23	
<i>Percentage of employees attending Code of Conduct-related training</i>	100	

ESG data tables *continued***Papua New Guinea****Nature and total number of ethics matters opened**

	FY23		FY22		FY21	
	Number	Percentage	Number	Percentage	Number	Percentage
<i>Allegations of misconduct or inappropriate behaviour</i>	3	75	1	100	3	75
<i>Concerns about corruption¹</i>	—	—	—	—	—	—
<i>Environmental health and safety regulations</i>	—	—	—	—	—	—
<i>Human Rights Violations</i>	—	—	—	—	—	—
<i>Other</i>	1	25	—	—	1	25
Total	4	100	1	100	4	100

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

	FY23	FY22	FY21
<i>Percentage of employees attending Code of Conduct-related training</i>	100	100	100

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

ESG data tables *continued*

Governance

	FY23	FY22	FY21	FY20	FY19
Board of directors					
Number of members	12	14	15	18	17
Independent non-executives (%)	67	64	60	61	64
Non-executives (%)	8	14	20	17	18
Executive directors (%)	25	22	20	22	18
Independent board chairman	no	no	no	no	no
Lead independent director	yes	yes	yes	yes	yes
Board demographics					
HDP (%)	67	57	67	61	65
Women (%)	25	21	27	28	24
% of independent members by committee					
Audit and risk committee	100	100	100	100	100
Nomination committee	75	75	60	60	60
Shareholdings					
Controlling shareholder	no	no	no	no	no
CEO – total beneficial shareholding	598 513	772 589	746 085	512 000	512 000
Financial director – total beneficial shareholding ¹	24 753	15 988	3 581	—	1 142 010
Executive director – total beneficial shareholding	28 975	14 875	3 319	—	593
Auditors – tenure (years)					
PwC	73	72	71	70	69
Ngubane & Co ²	5	4	3	2	1
Executive director remuneration					
Linked to ESG ³	yes	yes	yes	yes	yes
Proportion of remuneration linked to ESG performance (%) ⁴	20	20	20	20	20
Ethics					
Contribution to political parties (Rm) ⁵	—	2	10	*	*
Anti-corruption and complaints hotline in place	yes	yes	yes	yes	yes

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

² As at September 2023 known as RSM South Africa Inc.

³ New scheme in place since FY19.

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

⁵ Refer to the governance section within the **ESG Report** on our website for further information on political party contributions.

⁶ Restated figures from FY19 to FY22.

* Figures have been recorded and reported on from FY21.

ESG data tables *continued*


	FY23	FY22	FY21	FY20	FY19
Payments to government (Rm)					
South Africa					
Taxation and royalties paid ⁶	1 005	582	1 147	245	161
Paid on behalf of employees	3 021	2 956	2 214	1 800	2 100
Papua New Guinea					
Royalties (paid to Government)	60	43	57	52	46
Production levy	23	19	25	23	12
Foreign contractors withholding tax	17	5	3	6	12
Employee taxes	169	158	181	158	136
Customs and excise	28	24	24	14	15
Australia					
Employee tax	76	74	60	69	66
Payroll tax	12	16	13	8	12
Fringe benefits tax	1	—	—	—	—

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

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⁶ Restated figures from FY19 to FY22.

* Figures have been recorded and reported on from FY21.