

ABOUT THIS REPORT

Harmony's integrated report is the primary platform we use to provide our stakeholders with an overview of how integrated thinking and our approach to mining with purpose impact our value creation. It presents a balanced, holistic and transparent overview of our strategy, business model and performance. The report content is available for all our stakeholders, but primarily considers the information needs of our investors, financiers and other providers of financial capital.

We create, preserve or deplete value over time (being short term (12 months), medium term (one to three years) and long term (more than four years) through our primary business activities and ESG commitments.

Scope and boundary

Harmony's 2023 integrated annual report includes financial and non-financial information about our operational and ESG performance and activities in South Africa and South-east Asia (Papua New Guinea and Australia) for the financial year ended 30 June 2023 (FY23). We include significant events between year end and the date of approving this report.

Harmony acquired full ownership of the Eva Copper Project in Queensland, Australia. As it is still a project, performance data will only be included in our reporting once the mine becomes operational within the next three years.

Our overarching governance framework, using an integrated risk-based approach, guides all our decisions and is critical in ensuring and protecting value creation and delivery of our strategic objectives.

In compiling this report, we have determined our reporting boundary by taking into account:

Our reporting boundary

- Strategy (page 20)
- Governance (page 74)
- Risk and opportunity profile (page 50)
- Material matters (page 68)
- Business model (page 24)
- Operational performance (page 93)

Financial reporting boundary

- Wholly owned subsidiaries/entities
- Joint arrangements
- Investments where we have significant influence

Stakeholders

- Investors and financiers
- Employees and unions
- Communities, traditional leaders and NGOs
- Government and regulators
- Suppliers

Materiality

Harmony follows the principle of materiality to determine our report content. In 2023, we conducted a double materiality assessment to identify matters that impact our ability to create value (financial materiality) and our impact on society, communities and the environment (impact materiality). We consider these matters as key to our performance now and in future, and therefore our ability to deliver on our strategy.



Key to determining materiality is engaging with stakeholders to identify their primary concerns. For a better understanding, refer to **Stakeholder engagement**. Our materiality process and material matters are detailed on page 68, and risks and opportunities are discussed from page 50. These sections provide context for how we manage material matters.

Reporting frameworks, guidelines and standards

In compiling our reporting suite, we are guided by:

	IAR	ESG	FR	MRR
Integrated Reporting Framework	✓	✓		
Companies Act 71 2008, as amended (Companies Act)	✓	✓	✓	
JSE Listings Requirements, www.jse.co.za	✓	✓	✓	✓
King IV Report on Corporate Governance™ for South Africa, 2016 (King IV)*	✓	✓	✓	
International Financial Reporting Standards (IFRS)	✓	✓	✓	
CDP Water	✓	✓		
Task Force on Climate-related Financial Disclosures (TCFD)	✓	✓		
UN SDGs	✓	✓		
World Gold Council Responsible Mining Principles	✓	✓		
South African Code for the Reporting of Exploration Results, Mineral Resources and Mineral Reserves (SAMREC)	✓			✓
South African Mineral Asset Valuation Code (SAMVAL)	✓			✓
Global Reporting Initiative (GRI) Standards for sustainability reporting	✓	✓		
International Council on Mining and Metals – 10 principles	✓	✓		
United Nations Global Compact (UNGC)	✓	✓		
Voluntary Principles on Security and Human Rights	✓	✓		

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We have also considered the Principles for Responsible Investment, a UN-supported international network of investors, which reflect the increasing prominence of ESG issues to investors.

About this report *continued*

Our 2023 reporting suite

This report is supplemented by and should be read with our full reporting suite, comprising:



ESG report

This report provides insight into our ESG performance for 2023 and over the past five years, along with our aspirations. It is intended as a useful guide to support analysis and provides information about our shared value.



Climate-related financial disclosures (TCFD report)

Harmony made a strategic decision to align its annual reporting with international best practice in terms of global climate reporting. We use this report to disclose our TCFD governance, risk management, strategy and metrics and targets.



Report to shareholders

We outline our contributions to key stakeholders and recent developments impacting these relationships in this report. It also includes the summarised consolidated financial statements, notice of annual general meeting (AGM) and proxy form.



Financial report

The financial report is a comprehensive report of our 2023 financial performance. It includes the consolidated and separate parent company annual financial statements.



Mineral Resources and Mineral Reserves

We produce the statement of Harmony's Mineral Resources and Mineral Reserves in accordance with SAMREC and section 12.13 of the JSE Listings Requirements (as updated from time to time).



Operational report

We provide detailed technical and operational information about our operations in this report.



Form 20-F

This is an annual report filed with the United States Securities and Exchange Commission, in compliance with the listing requirements of the New York Stock Exchange.



Scan QR code to download our full suite of 2023 annual reports.

These reports and supporting documents are available at www.harmony.co.za.

Combined assurance

We use a combined assurance model for assurance from management and internal and external providers. PricewaterhouseCoopers Inc. (PwC) audited our consolidated annual financial statements and subsequently gave an unmodified opinion thereon. Ernst & Young Inc. has been appointed as the company's external auditor for the 2024 financial year.

RSM South Africa Inc (The assurance engagement was previously performed by Ngubane (JHB) Inc, who merged with RSM South Africa on 1 August 2023) undertook an assurance engagement on selected elements of our ESG key performance indicators (KPIs), including scope 1 and 2 greenhouse gas (GHG) emissions. This is detailed in our [ESG report](#).

The audit and risk committee provides assurance to the board and reports annually via an audit and risk committee report, in line with the combined assurance plan. The group's internal audit function assesses financial, operating, compliance and risk management controls. The audit and risk committee oversees the assessment.

Directors' responsibility for the 2023 integrated annual report

The Harmony board of directors has ultimate accountability for the integrity and accuracy of this integrated annual report. The board believes this report has been prepared in accordance with the Integrated Reporting Framework. Based on the recommendations of the audit and risk committee and the social and ethics committee, the board has reviewed the report and confirms it addresses the most material issues currently facing Harmony and presents a balanced, accurate and representative view of the company and its strategy, performance in the past financial year, and future ability to create and preserve value. The remuneration report was reviewed and approved by the remuneration committee.

The board approved this report on 25 October 2023.

Dr Patrice Motsepe
Chairman

Peter Steenkamp
Chief executive officer

Boipelo Lekubo
Financial director

Dr Mavuso Msimang
Lead independent non-executive director

John Wetton
Chairperson: audit and risk committee

Karabo Nondumo
Chairperson: social and ethics committee

Vishnu Pillay
Chairperson: remuneration committee