



HARMONY™

**GRI standards
content index**

30 June 2025

75 *years of*
Mining
with purpose

GRI content index

Statement of use
GRI 1 used
Applicable GRI Sector Standard(s)

Harmony Gold Mining Company Limited has reported in accordance with the GRI Standards for the period 1 July 2024 to 30 June 2025.
GRI 1: Foundation 2021
We will include disclosure requirements in the **GRI Sector Standard for Mining** from 1 January 2026.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, section and page number	REQUIREMENT(S)	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
			OMITTED			
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability report Our business: 6 to 8 Administrative and contact details: 149	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	Sustainability report About this report: 3 Our operations:8				
	2-3 Reporting period, frequency and contact point	Sustainability report About this report: 3 Contents page: 1				
	2-4 Restatements of information	Sustainability report Measuring our performance: 26 Climate and energy management: 51				
	2-5 External assurance	Sustainability report About this report:3 Sustainability governance: 17 Assurance report: 141				
	2-6 Activities, value chain and other business relationships	Sustainability report Our business: 6 to 8 Stakeholder engagement: 27 Building a lasting positive legacy: 36 Empowering communities: 117 Creating value along our supply chain: 126 Integrated report Business model: 17 to 20				
	2-7 Employees	Sustainability report An engaged workforce: 110 Sustainability data tables Employees: 42 to 49				
	2-8 Workers who are not employees	Sustainability report An engaged workforce: 110 Stakeholder engagement (Employees, contractors and unions): 29				
	2-9 Governance structure and composition	Sustainability report Sustainability governance: 16 Integrated report Governing with purpose: 65 Sustainability data tables Corporate governance: 61				
	2-10 Nomination and selection of the highest governance body	Integrated report Governing with purpose: 72 and 77				
	2-11 Chair of the highest governance body	Integrated report Governing with purpose: 72 Chairman's statement: 6				
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability report Sustainability governance: 16 and 17 Building a lasting positive legacy: 36 Our approach to social stewardship: 78				
	2-13 Delegation of responsibility for managing impacts	Sustainability report Sustainability governance: 16 and 17 Building a lasting positive legacy: 36 Our approach to social stewardship: 78				
	2-14 Role of the highest governance body in sustainability reporting	Sustainability report About this report: 3 Sustainability governance: 16 and 17				

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GRI 2: General Disclosures 2021 continued	2-15 Conflicts of interest	Integrated report Governing with purpose: 73				
	2-16 Communication of critical concerns	Integrated report Governing with purpose: 68 and 70				
	2-17 Collective knowledge of the highest governance body	Integrated report Governing with purpose: 72				
	2-18 Evaluation of the performance of the highest governance body	Integrated report Governing with purpose: 73				
	2-19 Remuneration policies	Remuneration report Remuneration policy: 3 to 9				
	2-20 Process to determine remuneration	Remuneration report Chairperson's report: 1 and 2				
	2-21 Annual total compensation ratio	Remuneration report Chairperson's report: 1 Remuneration implementation report: 11				
	2-22 Statement on sustainable development strategy	Sustainability report Sustainability framework: 12 and 13 Social and ethics committee: Chairperson's report 33				
	2-23 Policy commitments	Sustainability report Sustainability framework: 13 Sustainability governance: 16: 36 Building a lasting positive legacy Climate and energy management: 48 Our approach to social stewardship: 78 and 79 <i>The sustainability report contains references to policy commitments, which can be found under policies on our website.</i>				
	2-24 Embedding policy commitments	Sustainability report Sustainability framework: 13 Sustainability governance: 16 Building a lasting positive legacy: 36 Our approach to social stewardship: 78 and 79 An engaged workforce: 108				
	2-25 Processes to remediate negative impacts	Sustainability report Sustainability framework: 12 Contributing to the UN SDGs: 21 to 24 Stakeholder engagement: 27 and 28 Building a lasting positive legacy: 36 Our approach to social stewardship: 78				
		Integrated report Governing with purpose: 69				
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability report Stakeholder engagement: 30 An engaged workforce: 108				
		Integrated report Governing with purpose: 69				
	2-27 Compliance with laws and regulations	Sustainability report Measuring our performance: 26 Building a lasting positive legacy: 36 to 38 Mining charter III – compliance scorecard: 145 to 146				
	2-28 Membership associations	Sustainability data tables Grievances: 58 Ethics and anti-corruption: 59 and 60				
	2-28 Membership associations	Sustainability report Sustainability framework: 13 Safety transformation towards zero harm: 91 An engaged workforce: 117				
		Sustainability data tables Membership fees: 4				
	2-29 Approach to stakeholder engagement	Sustainability report Stakeholder engagement: 27				
	2-30 Collective bargaining agreements	Sustainability report Stakeholder engagement: 29 An engaged workforce: 116				
	Sustainability data tables Employees covered by collective bargaining: 48					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, section and page number	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability report About this report: 3 Material matters: 18	<i>A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.</i>			
	3-2 List of material topics	Sustainability report Material matters: 19 and 20				
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Biodiversity and conservation: 71 and 72				
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Sustainability report Biodiversity and conservation: 71				
	101-2 Management of biodiversity impacts	Sustainability report Material matters: 20 Biodiversity and conservation: 72 and 75				
	101-3 Access and benefit-sharing	Sustainability Report Land management and rehabilitation:39 Biodiversity and conservation: 75 Empowering communities: 117 to 119				
	101-4 Identification of biodiversity impacts	Sustainability report Biodiversity and conservation: 71 and 72				
	101-5 Locations with biodiversity impacts	Sustainability Data Tables Environmental impact: 7 Biodiversity: 8 to 16				
	101-6 Direct drivers of biodiversity loss	Sustainability report Biodiversity and conservation: 72				
	101-7 Changes to the state of biodiversity	Sustainability report Biodiversity and conservation: 74 Sustainability Data Tables Biodiversity: 8 to 16				
	101-8 Ecosystem services	Sustainability report Biodiversity and conservation: 71 and 72				
Climate Change						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report Climate and energy management: 47 to 49 Climate action and impact report Governance: 7 to 9 Strategy: 10				
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	Sustainability Report Sustainability framework: 12 to 14 Climate and energy management: 47 to 49 Climate action and impact report Strategy: 16 to 18				
	102-2 Climate change adaptation plan	Sustainability Report Climate and energy management: 47, 52 and 53 Climate action and impact report Strategy: 10 to 16				
	102-3 Just transition	Sustainability Report Climate and energy management: 49 Climate action and impact report Strategy: 12, 15 and 16				
	102-4 GHG emissions reduction targets and progress	Sustainability Report Measuring our performance: 25 Climate and energy management: 50 and 51 Sustainability data tables Carbon emissions: 30 Climate action and impact report Strategy: 18 Metrics and targets: 23 to 27				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, section and page number	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
GRI 102: Climate Change 2025 continued	102-5 Scope 1 GHG emissions	Sustainability Report Climate and energy management: 51 Sustainability data tables Carbon emissions: 30 to 32 Climate action and impact report Metrics and targets: 24				
	102-6 Scope 2 GHG emissions	Sustainability Report Climate and energy management: 51 Sustainability data tables Carbon emissions: 33 Climate action and impact report Metrics and targets: 24				
	102-7 Scope 3 GHG emissions	Sustainability Report Climate and energy management: 51 Sustainability data tables Carbon emissions: 34 to 36 Climate action and impact report Metrics and targets: 24				
	102-8 GHG emissions intensity	Sustainability Report Climate and energy management: 51 Sustainability data tables Carbon emissions: 37 Climate action and impact report Metrics and targets: 27				
	102-9 GHG removals in the value chain	Climate action and impact report Strategy: 19				
	102-10 Carbon credits	Climate action and impact report Strategy: 19				
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Material matters: 19 Climate and energy management: 47 to 49				
GRI 103: Energy 2025	103-1 Energy policies and commitments	Sustainability report Climate and energy management: 47 and 48				
	103-2 Energy consumption and self-generation within the organization	Sustainability report Climate and energy management: 50 to 51 Sustainability data tables Energy consumption: 20 to 27				
	103-3 Upstream and downstream energy consumption	Sustainability report Climate and energy management: 51 Climate action and impact report Metrics and targets: 24				
	103-4 Energy intensity	Sustainability report Climate and energy management: 51 Climate action and impact report Metrics and targets: 26				
	103-5 Reduction in energy consumption	Sustainability report Climate and energy management: 50 and 51 Sustainability data tables Energy consumption: 25				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, section and page number	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Sustainability framework: 15 Integrated report Our strategy: 54 Risk and opportunity management: 34 to 36 Operating context: 27 to 29				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Integrated report FY25 impact: 2 Performance summary: 90 Sustainability data tables Economic contributions: 2-4				
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability report Climate and energy management: 49 Climate action and impact report Strategy: 12 to 14				
	201-3 Defined benefit plan obligations and other retirement plans	Remuneration report Part 1: 8 and 11				
	201-4 Financial assistance received from government	None		Not applicable		14
Market presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report An engaged workforce: 105 and 107 Empowering communities: 117 to 119				
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Remuneration report Part 2: 3 and 11				
	202-2 Proportion of senior management hired from the local community	Sustainability report An engaged workforce: 111 Mining charter III – compliance scorecard: 144 Sustainability data tables Employees: 45				
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Material matters: 19 Empowering communities: 117 to 119 Creating value along our supply chain: 126 to 128				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainability report Empowering communities: 120 to 123				
	203-2 Significant indirect economic impacts	Sustainability report Empowering communities: 120, 122 and 123 Creating value along our supply chain: 129 to 131				
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Stakeholder engagement: 32 Creating value along our supply chain: 126 to 128				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability report Creating value along our supply chain: 129 and 130 Mining charter III – compliance scorecard: 145 Sustainability data tables Supply chain: 54 and 55				
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Sustainability governance: 16 and 17 Creating value along our supply chain: 127 and 128 Integrated report Governing with purpose:69				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, section and page number	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Integrated report Operating context:24 Risk and opportunity management: 40				
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability data tables Ethics and anti-corruption: 60 and 61				
	205-3 Confirmed incidents of corruption and actions taken	Sustainability data tables Ethics and anti-corruption: 60 and 61				
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	Integrated report Governing with purpose: 69				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Integrated report Governing with purpose: 69 (None)				
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	Integrated report Governing with purpose: 70				
GRI 207: Tax 2019	207-1 Approach to tax	Sustainability report Sustainability governance: 16 and 17 Integrated report Governing with purpose: 70				
	207-2 Tax governance, control, and risk management	Integrated report Governing with purpose: 70				
	207-3 Stakeholder engagement and management of concerns related to tax	Sustainability report Stakeholder engagement: 31				
	207-4 Country-by-country reporting	Sustainability data tables Economic contributions: 2				
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Material matters: 20 Tailings management: 59 to 61 Waste management: 64 and 65				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainability data tables Materials used: 40				
	301-2 Recycled input materials used	Sustainability report Measuring our performance: 26 Waste management: 66 and 67 Sustainability data tables Materials used: 40				
	301-3 Reclaimed products and their packaging materials	Sustainability report Waste management: 66 and 67				
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Material matters: 19 Water stewardship: 54 to 56				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability report Water stewardship: 54 Land management and rehabilitation: 41 and 42				
	303-2 Management of water discharge-related impacts	Sustainability report Sustainability framework: 14 and 15 Contributing to the UN SDGs: 22 Building a lasting positive legacy: 38 Climate and energy management: 51 Water stewardship: 54				
	303-3 Water withdrawal	Sustainability report Climate and energy management: 51 Water stewardship: 57 Sustainability data tables Water consumption: 40 and 41				
	303-4 Water discharge	Sustainability report Climate and energy management: 51 Water stewardship: 54 Sustainability data tables Water consumption: 40 and 41				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, section and page number	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
GRI 303: Water and Effluents 2018 continued	303-5 Water consumption	Sustainability report Measuring our performance: 26 Water stewardship: 57 Sustainability data tables Water consumption: 40 and 41				
Spills						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Waste management: 65				
GRI 306: Effluents and Waste 2016	306-3 Significant spills	Sustainability report Building a lasting positive legacy: 38				14
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Material matters: 20 Waste management: 64 and 65				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts					
	306-2 Management of significant waste-related impacts	Sustainability report Waste management: 64 and 65				
	306-3 Waste generated	Sustainability report Waste management: 66 and 67 Sustainability data tables Waste generated: 42				
	306-4 Waste diverted from disposal	Sustainability report Waste management: 66 and 67 Empowering communities: 125 Sustainability data tables Waste generated: 42				
	306-5 Waste directed to disposal	Sustainability report Waste management: 66 and 67				
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Creating value along our supply chain: 126 to 128				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	None	Not disclosed in FY25 Sustainability Report	Information unavailable/incomplete	Lacking sufficient detail to support this disclosure.	14
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability report Creating value along our supply chain: 130				
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report 3-3 Management of material topics Sustainability report An engaged workforce: 105 to 108				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability report An engaged workforce: 110 Sustainability data tables Hiring and turnover: 49				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability report Holistic health and wellness: 102 An engaged workforce: 115				
	401-3 Parental leave	Sustainability report An engaged workforce: 115				
Labor/management relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Stakeholder engagement: 29 Our approach to social stewardship: 78 An engaged workforce: 108 and 115				
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Sustainability report An engaged workforce: 115				
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Safety transformation towards zero harm: 79 to 82 Holistic health and wellness: 91 to 95				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, section and page number	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability report Safety transformation towards zero harm: 79 to 81				
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability report Safety transformation towards zero harm: 80 and 81				
	403-3 Occupational health services	Sustainability report Holistic health and wellness: 91 and 92				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability report Safety transformation towards zero harm: 80, 81, 91 and 92				
	403-5 Worker training on occupational health and safety	Sustainability report Safety transformation towards zero harm: 85 to 87 Holistic health and wellness: 93				
	403-6 Promotion of worker health	Sustainability report Holistic health and wellness: 94, 95, 99 to 101				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability report Safety transformation towards zero harm: 80 and 81				
	403-8 Workers covered by an occupational health and safety management system	Sustainability report Safety transformation towards zero harm: 91				
	403-9 Work-related injuries	Sustainability report Safety transformation towards zero harm: 83 and 84 Sustainability data tables Safety: 50				
	403-10 Work-related ill health	Sustainability report Holistic health and wellness: 95 Sustainability data tables Health: 51				
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report An engaged workforce: 113				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability report An engaged workforce: 113				
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability report An engaged workforce: 113 and 114				
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability report An engaged workforce: 113				
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report An engaged workforce: 105 and 106				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability report An engaged workforce: 111 Sustainability data tables Woman in mining: 47 Corporate governance: 61				
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability report An engaged workforce: 110 Remuneration report Part 1: 3				
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Our approach to social stewardship: 78 An engaged workforce: 105 and 106				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability report An engaged workforce: 111 (None)				
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics	3-3 Management of material topics Sustainability report An engaged workforce: 115				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, section and page number	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None	Not disclosed in FY25 Sustainability Report	Not applicable		
Child labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Our approach to social stewardship: 78 An engaged workforce: 106 and 107				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability report An engaged workforce: 115 (None)				
Forced or compulsory labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Our approach to social stewardship: 78				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability report An engaged workforce: 115 (None)				
Security practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Our approach to social stewardship: 78 Combatting illegal mining and unauthorised access: 134 to 138				
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Sustainability report Combatting illegal mining and unauthorised access: 137 Sustainability data tables Security: 56				
Rights of Indigenous Peoples						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Our approach to social stewardship: 78				
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Sustainability report Our approach to social stewardship: 78 (None)				
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Stakeholder engagement: 30 Empowering communities: 117 to 119				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability report Empowering communities: 120, 122, 123 and 124				
	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability report Empowering communities: 119 Sustainability data tables Grievances: 58				
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Creating value along our supply chain: 126 to 128				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	None	Not disclosed in FY25 Sustainability Report	Information unavailable/incomplete	Lacking sufficient detail to support this disclosure.	14
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability report Creating value along our supply chain: 130 Sustainability data tables Grievances: 58				
Public policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report Stakeholder engagement: 31 Integrated report Governing with purpose: 68				
GRI 415: Public Policy 2016	415-1 Political contributions	Integrated report Governing with purpose: 68 Sustainability data tables Corporate governance: 61				

Topics in the applicable GRI Sector Standards determined as not material

TOPIC	EXPLANATION
Topic Standards	
GRI 416: Customer Health and Safety 2016	Harmony produces refined gold and silver for industrial and investment markets, with no direct consumer health or safety impacts associated with its products.
GRI 417: Marketing and Labeling 2016	Harmony does not produce or market consumer-facing products; its commodities are sold through regulated exchanges and refineries under international assurance standards rather than through retail marketing or labelling.
GRI 418: Customer Privacy 2016	Harmony does not maintain consumer-facing relationships or handle personal customer data, as its products are sold through regulated refineries and commodity markets rather than to individual customers.