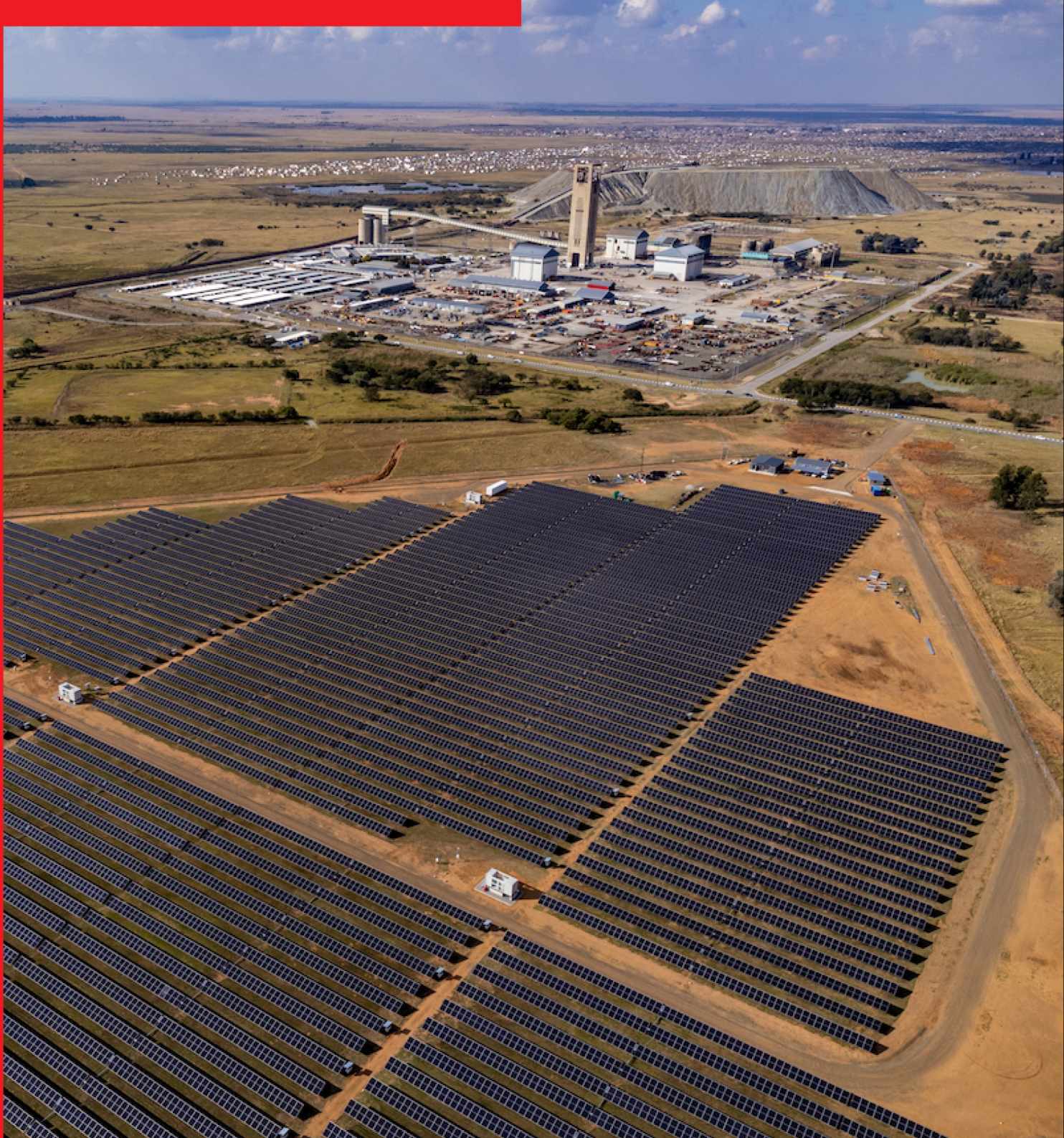




**HARMONY™**

Sustainability  
data tables  
30 June 2025

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## GRI referencing

For convenience, this document consolidates data tables used in the **Sustainability report**. Refer to **Glossary** 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).*

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| ESG Topic                    | GRI Disclosure                                                                                                                                                                                                                                                                    | GRI Code                                                                                                                                       |
|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| Economic contribution        | 201 Economic performance, 201-1 Direct economic value generated and distributed, 207-4 Country-by-country reporting, 2-28 Membership associations                                                                                                                                 | GRI 2: General Disclosures 2021, GRI 201: Economic Performance 2016, GRI 207: Tax 2019                                                         |
| Environmental impact         | 2-27 Compliance with laws and regulations                                                                                                                                                                                                                                         | GRI 2: General Disclosures 2021                                                                                                                |
| Biodiversity                 | 101-5 Locations with biodiversity impacts, 101-7 Changes to the state of biodiversity                                                                                                                                                                                             | GRI 101: Biodiversity 2024                                                                                                                     |
| Cyanide management           | 301-1 Materials used by weight or volume                                                                                                                                                                                                                                          | GRI 301: Materials 2016                                                                                                                        |
| Certification and compliance | 2-27 Compliance with laws and regulations                                                                                                                                                                                                                                         | GRI 2: General Disclosures 2021                                                                                                                |
| Energy consumption           | 103-2 Energy consumption and self-generation within the organisation, 103-3 Upstream and downstream energy consumption, 103-4 Energy intensity, 103-5 Reduction in energy consumption                                                                                             | GRI 103: Energy 2025                                                                                                                           |
| Electricity consumption      | 103-2 Energy consumption and self-generation within the organisation, 103-3 Upstream and downstream energy consumption, 103-4 Energy intensity, 103-5 Reduction in energy consumption                                                                                             | GRI 103: Energy 2025                                                                                                                           |
| Hydrocarbon consumption      | 301-1 Materials used by weight or volume                                                                                                                                                                                                                                          | GRI 301: Materials 2016                                                                                                                        |
| Carbon emissions             | 102-5 Scope 1 GHG emissions, 102-6 Scope 2 GHG emissions, 102-7 Scope 3 GHG emissions, 102-8 GHG emissions intensity, 102-9 GHG removals in the value chain                                                                                                                       | GRI 102: Climate Change 2025                                                                                                                   |
| Atmospheric emissions        | 305-7 NOx, SOx, and other significant air emissions                                                                                                                                                                                                                               | GRI 305: Emissions 2016                                                                                                                        |
| Materials used               | 301-1 Materials used by weight or volume, 301-2 Recycled input materials used                                                                                                                                                                                                     | GRI 301: Materials 2016                                                                                                                        |
| Water consumption            | 303-3 Water withdrawal, 303-4 Water discharge, 303-5 Water consumption                                                                                                                                                                                                            | GRI 303: Water and Effluents 2018                                                                                                              |
| Waste management             | 306-3 Waste generated, 306-4 Waste diverted from disposal, 306-5 Waste directed to disposal                                                                                                                                                                                       | GRI 306: Waste 2020                                                                                                                            |
| Employees                    | 2-30 Collective bargaining agreements, 401-1 New employee hires and employee turnover, 404-1 Average hours of training per year per employee, 404-2 Programs for upgrading employee skills and transition assistance programs, 405-1 Diversity of governance bodies and employees | GRI 2: General Disclosures 2021, GRI 401: Employment 2016, GRI 404: Training and education 2016, GRI 405: Diversity and equal opportunity 2016 |
| Safety                       | 403-9 Work-related injuries, 403-10 Work-related ill health                                                                                                                                                                                                                       | GRI 403: Occupational Health and Safety 2018                                                                                                   |
| Health                       | 403-9 Work-related injuries, 403-10 Work-related ill health                                                                                                                                                                                                                       | GRI 403: Occupational Health and Safety 2018                                                                                                   |
| Communities                  | 203-2 Significant indirect economic impacts, 413-2 Operations with significant actual and potential negative impacts on local communities                                                                                                                                         | GRI 203: Indirect Economic Impacts 2016, GRI 413: Local Communities 2016                                                                       |
| Supply chain                 | 203-2 Significant indirect economic impacts, 204-1 Proportion of spending on local suppliers                                                                                                                                                                                      | GRI 203: Indirect Economic Impacts 2016, GRI 204: Procurement Practices 2016                                                                   |
| Security                     | 410-1 Security personnel trained in human rights policies or procedures                                                                                                                                                                                                           | GRI 410: Security Practices 2016                                                                                                               |
| Stakeholders                 | 2-29 Approach to stakeholder engagement                                                                                                                                                                                                                                           | GRI 2: General Disclosures 2021                                                                                                                |
| Grievances                   | 2-27 Compliance with laws and regulations, 413-2 Operations with significant actual and potential negative impacts on local communities, 414-2 Negative social impacts in the supply chain and actions taken                                                                      | GRI 2: General Disclosures 2021, GRI 413: Local Communities 2016, GRI 414: Supplier Social Assessment 2016                                     |
| Ethics and anti-corruption   | 2-27 Compliance with laws and regulations, 205-2 Communication and training about anti-corruption policies and procedures, 205-3 Confirmed incidents of corruption and actions taken, 406-1 Incidents of discrimination and corrective actions taken                              | GRI 2: General Disclosures 2021, GRI 205: Anti-corruption 2016, GRI 406: Non-discrimination 2016                                               |
| Corporate governance         | 2-5 External assurance, 2-9 Governance structure and composition, 405-1 Diversity of governance bodies and employees, 415-1 Political contributions                                                                                                                               | GRI 2: General Disclosures 2021, GRI 405: Diversity and Equal Opportunity 2016, GRI 415: Public Policy 2016                                    |

## Economic contribution

|                                     | FY25         | FY24         | FY23         | FY22         | FY21         |
|-------------------------------------|--------------|--------------|--------------|--------------|--------------|
| <b>Production</b>                   |              |              |              |              |              |
| <i>Total tonnes processed (Mt)</i>  |              |              |              |              |              |
| South Africa                        | 47           | 48           | 48           | 51           | 46           |
| Papua New Guinea                    | 4            | 3            | 4            | 3            | 3            |
| <b>Group</b>                        | <b>51</b>    | <b>51</b>    | <b>52</b>    | <b>54</b>    | <b>49</b>    |
| <i>Total gold produced (000oz)</i>  |              |              |              |              |              |
| South Africa                        | 1 315        | 1 398        | 1 327        | 1 367        | 1 385        |
| Papua New Guinea                    | 164          | 164          | 140          | 119          | 151          |
| <b>Group</b>                        | <b>1 479</b> | <b>1 562</b> | <b>1 467</b> | <b>1 486</b> | <b>1 536</b> |
|                                     |              |              |              |              |              |
|                                     | FY25         | FY24         | FY23         | FY22         | FY21         |
| <b>Payments to governments (Rm)</b> |              |              |              |              |              |
| <i>South Africa</i>                 |              |              |              |              |              |
| Royalties                           | 1 703        | 1 172        | 484          | 284          | 561          |
| Income tax                          | 4 295        | 2 388        | 518          | 296          | 584          |
| Employee taxes                      | 3 703        | 3 261        | 3 021        | 2 956        | 2 214        |
| Dividend withholding tax            | 6            | 3            | 2            | 2            | 2            |
| Carbon tax <sup>1</sup>             | 0.6          | 0.5          | 0.5          | 0.4          | 0.4          |
| <b>Total</b>                        | <b>9 708</b> | <b>6 825</b> | <b>4 026</b> | <b>3 538</b> | <b>3 361</b> |
| <i>Papua New Guinea</i>             |              |              |              |              |              |
| Royalties (paid to government)      | 114          | 87           | 60           | 43           | 57           |
| Production levy                     | 51           | 39           | 23           | 19           | 25           |
| Foreign contractors withholding tax | 16           | 7            | 17           | 5            | 3            |
| Employee taxes                      | 228          | 213          | 169          | 158          | 181          |
| Customs and excise                  | 33           | 32           | 28           | 24           | 24           |
| <b>Total</b>                        | <b>442</b>   | <b>378</b>   | <b>297</b>   | <b>249</b>   | <b>290</b>   |
| <i>Australia</i>                    |              |              |              |              |              |
| Employee taxes                      | 192          | 124          | 76           | 66           | 58           |
| Payroll tax                         | 31           | 19           | 12           | 14           | 13           |
| <b>Total</b>                        | <b>223</b>   | <b>143</b>   | <b>88</b>    | <b>80</b>    | <b>71</b>    |

<sup>1</sup> Carbon tax paid for emissions recorded in the calendar year.

## Economic contribution continued

### Direct contributions to our host countries' GDP (Rm)

| Group                                                            | FY25          | FY24          | FY23          | FY22          | FY21          |
|------------------------------------------------------------------|---------------|---------------|---------------|---------------|---------------|
| Working cost                                                     | 39 370        | 36 602        | 34 501        | 32 942        | 29 079        |
| Capex                                                            | 10 997        | 8 327         | 7 597         | 6 193         | 5 108         |
| <b>Cash flow from operations</b>                                 | <b>50 367</b> | <b>44 929</b> | <b>42 098</b> | <b>39 135</b> | <b>34 187</b> |
| Employment termination and restructuring costs                   | 200           | 86            | 596           | 218           | 331           |
| Corporate, statutory, administration and other expenditure       | 1 732         | 1 268         | 1 006         | 924           | 1 138         |
| Care and maintenance and rehabilitation*                         | 514           | 281           | 259           | 277           | 107           |
| South Africa exploration and pre-feasibility                     | 140           | 171           | 144           | 120           | 85            |
| Social investment**                                              | 177           | 195           | 215           | 149           | 129           |
| Golpu exploration and management                                 | 117           | 126           | 110           | 86            | 92            |
| Eva Copper exploration and management                            | 1 469         | 753           | 151           | —             | —             |
| SEAsia exploration and pre-feasibility (excluding Golpu and Eva) | 22            | 62            | 129           | 21            | 12            |
| <b>Total GDP contribution</b>                                    | <b>54 738</b> | <b>47 871</b> | <b>44 708</b> | <b>40 930</b> | <b>36 081</b> |

| South Africa                                               | FY25          | FY24          | FY23          | FY22          | FY21          |
|------------------------------------------------------------|---------------|---------------|---------------|---------------|---------------|
| Working cost                                               | 36 420        | 33 630        | 31 191        | 30 143        | 26 660        |
| Capex                                                      | 9 377         | 6 786         | 5 860         | 4 770         | 3 672         |
| <b>Cash flow from operations</b>                           | <b>45 797</b> | <b>40 416</b> | <b>37 051</b> | <b>34 913</b> | <b>30 332</b> |
| Employment termination and restructuring costs             | 200           | 86            | 596           | 218           | 331           |
| Corporate, statutory, administration and other expenditure | 1 381         | 1 057         | 781           | 795           | 1 024         |
| Care and maintenance and rehabilitation*                   | 514           | 266           | 240           | 276           | 105           |
| Exploration and pre-feasibility                            | 140           | 171           | 144           | 120           | 85            |
| Social investment**                                        | 166           | 180           | 208           | 144           | 124           |
| <b>Total GDP contribution</b>                              | <b>48 198</b> | <b>42 176</b> | <b>39 020</b> | <b>36 466</b> | <b>32 001</b> |

\* Care and maintenance, and rehabilitation undertaken at closed shafts and plants, excluding credit from the trust fund.

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

## Economic contribution continued

| Papua New Guinea                                                        | FY25         | FY24         | FY23         | FY22         | FY21         |
|-------------------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|
| Working cost                                                            | 2 950        | 2 972        | 3 310        | 2 799        | 2 419        |
| Capex                                                                   | 1 620        | 1 541        | 1 737        | 1 423        | 1 436        |
| <b>Cash flow from operations</b>                                        | <b>4 570</b> | <b>4 513</b> | <b>5 047</b> | <b>4 222</b> | <b>3 855</b> |
| Corporate, statutory, administration and other expenditure <sup>1</sup> | 14           | 29           | 225          | 129          | 114          |
| Care and maintenance and rehabilitation                                 | —            | 15           | 19           | 1            | 2            |
| Social investment**                                                     | 11           | 15           | 7            | 5            | 5            |
| Golpu exploration and management                                        | 117          | 126          | 110          | 86           | 92           |
| SEAsia exploration and pre-feasibility (excluding Golpu and Eva)        | 22           | 62           | 129          | 21           | 12           |
| <b>Total GDP contribution<sup>1</sup></b>                               | <b>4 734</b> | <b>4 760</b> | <b>5 537</b> | <b>4 464</b> | <b>4 080</b> |
| Australia                                                               | FY25         | FY24         | FY23         | FY22         | FY21         |
| Corporate, statutory, administration and other expenditure <sup>1</sup> | 337          | 182          | —            | —            | —            |
| Eva Copper exploration and management                                   | 1 469        | 753          | 151          | n/a          | n/a          |
| <b>Total GDP contribution<sup>1</sup></b>                               | <b>1 806</b> | <b>935</b>   | <b>n/a</b>   | <b>n/a</b>   | <b>n/a</b>   |

<sup>1</sup> Restated FY24 to correctly allocate amounts between Papua New Guinea and Australia.

\* 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).

|                                                                                     | FY25          | FY24          | FY23          | FY22          | FY21          |
|-------------------------------------------------------------------------------------|---------------|---------------|---------------|---------------|---------------|
| <b>Membership fees (R000) in respect of key trade associations were as follows:</b> |               |               |               |               |               |
| Minerals Council South Africa                                                       | 63 868        | 32 624        | 30 832        | 28 875        | 55 239        |
| University of Pretoria                                                              | 2 505         | 1 980         | 3 307         | 2 789         | 2 811         |
| Energy Intensive User Group                                                         | 306           | 290           | 290           | 276           | —             |
| Papua New Guinea Chamber of Mines and Petroleum                                     | 1             | 1             | 1             | 1             | 1             |
| Minerals Council of Australia*                                                      | 123           | 308           | —             | n/a           | n/a           |
| Queensland Resources Council*                                                       | 81            | 81            | —             | n/a           | n/a           |
| <b>Total</b>                                                                        | <b>66 680</b> | <b>34 895</b> | <b>34 430</b> | <b>31 941</b> | <b>58 051</b> |

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

# Environmental stewardship

## Environmental impact

|                                                    | FY25         | FY24 | FY23 | FY22 | FY21 |
|----------------------------------------------------|--------------|------|------|------|------|
| <b>Expenditure – environmental management (Rm)</b> |              |      |      |      |      |
| <i>South Africa</i>                                | <b>1 705</b> | 632  | 543  | 397  | 317  |
| Environmental compliance <sup>1</sup>              | <b>1 627</b> | 545  | 461  | 345  | 268  |
| Environmental rehabilitation                       | <b>78</b>    | 87   | 82   | 52   | 49   |
| <i>Papua New Guinea</i>                            | <b>47</b>    | 59   | 60   | 38   | 28   |
| Environmental compliance and management            | <b>47</b>    | 59   | 60   | 38   | 28   |
| <i>Australia</i>                                   | <b>91</b>    | 33   | n/a  | n/a  | n/a  |
| Environmental compliance and management            | <b>88</b>    | 31   | n/a  | n/a  | n/a  |
| Cultural heritage management                       | <b>3</b>     | 2    | n/a  | n/a  | n/a  |
| <b>Group</b>                                       | <b>1 843</b> | 724  | 603  | 435  | 345  |

<sup>1</sup> Restated FY21 to FY24 figures to include water pumping costs related to KOSH and Margaret shaft.

|                                               | FY25         | FY24 | FY23 | FY22 | FY21 |
|-----------------------------------------------|--------------|------|------|------|------|
| <b>Environmental capital investments (Rm)</b> |              |      |      |      |      |
| <i>South Africa</i>                           |              |      |      |      |      |
| Energy <sup>1</sup>                           | <b>10</b>    | 8    | 6    | 2    | 8    |
| Water <sup>2</sup>                            | <b>80</b>    | 53   | 29   | 25   | 31   |
| Renewables <sup>3</sup>                       | <b>1 042</b> | 40   | 15   | 5    | 1    |
| <i>Papua New Guinea</i>                       |              |      |      |      |      |
| Energy <sup>4</sup>                           | <b>3</b>     | 49   | 30   | 7    | —    |
| Water                                         | <b>—</b>     | —    | —    | —    | —    |
| Renewables                                    | <b>—</b>     | —    | —    | —    | —    |
| <b>Total</b>                                  | <b>1 135</b> | 150  | 80   | 39   | 40   |

<sup>1</sup> South Africa operations energy efficiency projects.

<sup>2</sup> South Africa operations water treatment and reticulation optimisation projects.

<sup>3</sup> South Africa operations renewable energy programme.

<sup>4</sup> Papua New Guinea internal power generation capital expenditure.

## Environmental stewardship continued

|                                                                  | FY25     | FY24     | FY23     | FY22     | FY21     |
|------------------------------------------------------------------|----------|----------|----------|----------|----------|
| <b>Environmental incidents</b>                                   |          |          |          |          |          |
| South Africa                                                     | 4        | 5        | 5        | 4        | 6        |
| Papua New Guinea                                                 | —        | —        | —        | —        | —        |
| Australia                                                        | —        | —        | —        | —        | —        |
| <b>Total group</b>                                               | <b>4</b> | <b>5</b> | <b>5</b> | <b>4</b> | <b>6</b> |
| <b>Group (serious level 3, 4, and 5 environmental incidents)</b> |          |          |          |          |          |
| Level 3 incidents                                                | 4        | 5        | 5        | 4        | 6        |
| Level 4 incidents                                                | —        | —        | —        | —        | —        |
| Level 5 incidents                                                | —        | —        | —        | —        | —        |
|                                                                  |          |          |          |          |          |
|                                                                  | FY25     | FY24     | FY23     | FY22     | FY21     |
| <b>Number of environmental penalties and fines</b>               |          |          |          |          |          |
| <i>Number of environmental fines</i>                             |          |          |          |          |          |
| <b>South Africa</b>                                              | —        | —        | —        | —        | —        |
| <b>Papua New Guinea</b>                                          | —        | —        | —        | —        | —        |
| <b>Australia</b>                                                 | —        | —        | n/a      | n/a      | n/a      |
| <i>Number of environmental directives (issued and resolved)</i>  |          |          |          |          |          |
| <b>South Africa</b>                                              |          |          |          |          |          |
| Issued                                                           | —        | —        | 2        | —        | ***      |
| Resolved                                                         | —        | —        | —        | —        | ***      |
| <b>Papua New Guinea</b>                                          |          |          |          |          |          |
| Issued                                                           | —        | —        | —        | —        | ***      |
| Resolved                                                         | —        | —        | —        | —        | ***      |
| <b>Australia</b>                                                 |          |          |          |          |          |
| Issued                                                           | —        | —        | n/a      | n/a      | n/a      |
| Resolved                                                         | —        | —        | n/a      | n/a      | n/a      |

\*\*\* Data not collated for this period.

## Environmental stewardship continued

|                                                            | FY25         | FY24         | FY23         | FY22         | FY21         |
|------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|
| <b>Land ownership (ha)</b>                                 |              |              |              |              |              |
| South Africa                                               |              |              |              |              |              |
| Harmony-owned land                                         | 48 427       | 48 227       | 48 227       | 49 038       | ***          |
| Community-donated land                                     | —            | 547          | 547          | 811          | ***          |
| <b>Amount of land disturbed (ha)</b>                       |              |              |              |              |              |
| South Africa                                               | 13 732       | 13 259       | 13 259       | 13 259       | 13 341       |
| Papua New Guinea <sup>1</sup>                              | 982          | 884          | 816          | 803          | 733          |
| Australia                                                  | 174          | —            | —            | n/a          | n/a          |
| <b>Amount of land rehabilitated (ha)</b>                   |              |              |              |              |              |
| South Africa                                               | 38           | 84           | 72           | 32           | 4            |
| Papua New Guinea <sup>2</sup>                              | 1            | 1            | —            | —            | —            |
| Australia <sup>2</sup>                                     | 19           | 18           | —            | n/a          | n/a          |
| <b>Land rehabilitation liabilities (Rm) (undiscounted)</b> |              |              |              |              |              |
| South Africa                                               | 7 181        | 6 586        | 6 104        | 5 752        | 5 559        |
| Papua New Guinea                                           | 1 755        | 1 780        | 1 474        | 1 374        | 1 306        |
| Australia                                                  | 119          | 22           | 3            | n/a          | n/a          |
| <b>Group</b>                                               | <b>9 055</b> | <b>8 388</b> | <b>7 581</b> | <b>7 126</b> | <b>6 865</b> |

\*\*\* Data not collated for this period.

<sup>1</sup> Restated FY21 to FY24 figures to include Wafi-Golpu land disturbed.

<sup>2</sup> Restated FY23 to FY24 figures to reflect annual rehabilitation (previously reflected cumulative).

## Biodiversity

| Harmony operations in relation to key biodiversity areas | Region     | High biodiversity value area – flora (km <sup>2</sup> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Position relative to key biodiversity area (KBA)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Biodiversity area – fauna # of species                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|----------------------------------------------------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SOUTH AFRICA                                             | North West | <p><b>Kalgold:</b><br/>Situating within Savanna Biome. The Savanna Biome comprises a number of vegetation units. The most recent, national vegetation classification, describe the broad vegetation within the study areas as Mafeking Bushveld (SVk 1). This vegetation type grows mainly on Kalahari sands mixed with black clays (turf) and comprises low-to-medium-high, deciduous microphyllous trees (eg <i>Acacias</i>) and shrubs with a few broad-leaved tree species, while the herbaceous layer is dominated by grasses.</p> <ul style="list-style-type: none"> <li>Of the 72 vegetation types in the biome, two are listed as critically endangered, 18 are endangered and 27 are classed as vulnerable</li> <li>Red data species found in the area include <i>Acacia erioloba</i> (camel thorn), <i>Boscia albitrunca</i> (shepherd's tree), <i>Combretum imberbe</i> (Leadwood).</li> </ul> | <p><b>Kalgold:</b><br/><i>Brachystelma canum</i> is critically endangered (CR) according to the Red List of South African Plants (SANBI, 2017). This species is endemic to South Africa where it occurs in the North West in the Mafikeng vegetation type. This species is only known from the type collection, dating from 1956. Several attempts to relocate this species at the type locality and surrounding areas have been futile (Hahn, 2013). It is possibly extinct due to habitat loss.</p> <p><i>Aloe braamvanwykii</i> is listed as endangered (EN) according to the Red List of South African Plants (SANBI, 2017). This species is endemic to South Africa and more specifically the North West. It is found in thornveld and deep sandy soils. Based on rates of habitat loss, it is estimated that the aloes population has declined by at least 50% within the past 30 years (one generation of this slow-growing, long-lived species).</p> | <p><b>Kalgold:</b></p> <ul style="list-style-type: none"> <li>Total of 74 bird species, of which 22 bird species are considered endangered, vulnerable or endemic</li> <li>Six mammal species</li> <li>29 Hertzpofauna species.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                                          |            | <p><b>Mine Waste Solutions/Chemwes:</b><br/>The last assessment for Mine Waste Solutions was conducted in 2019.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>Mine Waste Solutions surface rights area, there are three BMUs with very high biodiversity conservation value (<b>BMU7</b>: Clay grassland, <b>BMU8</b>: Dolomite grassland and <b>BMU9</b>: Sandy grassland), while another six BMUs have high biodiversity conservation value (<b>BMU1</b>: Vaal River ecosystem, <b>BMU2</b>: Koekemoerspruit ecosystem, <b>BMU3</b>: Valley bottom wetlands, <b>BMU4</b>: <i>Acacia</i> karroo woodlands, <b>BMU5</b>: <i>Acacia erioloba</i> woodland, <b>BMU6</b>: Mixed <i>Acacia</i> woodland).</p>                                                                                                                                                                                                                                                                                                                                                                                                               | <p><b>Mine Waste Solutions/Chemwes:</b><br/>The following mammal species occur in the Kareerand expansion areas:<br/><b>Protected:</b></p> <ol style="list-style-type: none"> <li>Black-footed cat</li> <li>Aardvark</li> <li>Black wildebeest</li> </ol> <p><b>Two TOP birds are confirmed (secretary bird and lanner falcon)</b><br/>The only red-listed frog that may occur in the greater area is the near-threatened giant bullfrog, also protected under GN151, 2007.</p> <p>The Wildebeest Pan and surrounds support a variety of ground beetles. Of those observed, none are protected, but several ground beetles are protected under GN151 and could also occur in the area.</p> |

## Environmental stewardship continued

| Harmony operations in relation to key biodiversity areas | Region | High biodiversity value area – flora (km <sup>2</sup> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Position relative to key biodiversity area (KBA) | Biodiversity area – fauna # of species                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|----------------------------------------------------------|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                          |        | <p><b>BMU1: Vaal River ecosystem: Floodplain of Vaal River</b><br/>Plant species richness typical of this habitat type with 20 species/100m<sup>2</sup>. One of the six plant “species of conservation concern” is namely <i>Crinum bulbispermum</i>. Also contains potentially suitable habitat for one of the other five plant “species of conservation concern”, namely <i>Hypoxis hemerocallide</i>.</p> <p><b>BMU2: Koekemoerspruit ecosystem</b><br/>Plant species richness typical of this habitat type with 20 species/100m<sup>2</sup>. One of the six plant “species of conservation concern” is namely <i>Crinum bulbispermum</i>. Also contains potentially suitable habitat for one of the other five plant “species of conservation concern”, namely <i>Eucomis autumnalis</i>.</p> |                                                  | <p>The following mammals species occur in the MWS areas:</p> <p><b>Protected</b></p> <ol style="list-style-type: none"> <li>1. Brown hyaena</li> <li>2. Black-footed cat</li> <li>3. Cape fox</li> <li>4. Burchell’s (plains) zebra</li> <li>5. Aardvark</li> <li>6. Black wildebeest</li> <li>7. Blue wildebeest</li> <li>8. Blesbok</li> </ol> <p><b>Near-threatened</b></p> <ol style="list-style-type: none"> <li>1. Natal long-fingered bat</li> </ol>                                                                                                                                                                 |
|                                                          |        | <p><b>BMU3: Valley bottom wetlands</b><br/>Fifty recorded plant species (average of 24.7/100m<sup>2</sup>) and two of the six plant “species of conservation concern” recorded within the study area were recorded within this unit, namely <i>Crinum bulbispermum</i> and <i>Eucomis autumnalis</i>.</p> <p><b>BMU4: Acacia karoo woodland</b><br/>Sixty-three recorded plant species (38.5/100m<sup>2</sup>). Two of the six plant “species of conservation concern” recorded within the study area were recorded within this unit, namely <i>Boophone disticha</i> (declining) and <i>Hypoxis hemerocallide</i> (declining).</p>                                                                                                                                                               |                                                  | <p>The following reptile species occur in the MWS areas:</p> <p><b>Threatened/Protected</b><br/>There are no threatened reptile species expected to occur in the area.</p> <p><b>Endemic</b></p> <ol style="list-style-type: none"> <li>1. Aurora house snake (<i>Lamprophis aurora</i>)</li> </ol> <p>The following frog species occur in the MWS areas:</p> <p><b>Threatened/Protected</b></p> <ol style="list-style-type: none"> <li>1. Giant bullfrog (<i>Pyxicephalus adspersus</i>)</li> </ol> <p><b>Endemic</b></p> <ol style="list-style-type: none"> <li>1. Raucous toad (<i>Amietophrynus rangeri</i>)</li> </ol> |

## Environmental stewardship continued

| Harmony operations in relation to key biodiversity areas | Region | High biodiversity value area – flora (km <sup>2</sup> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Position relative to key biodiversity area (KBA) | Biodiversity area – fauna # of species                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------------------------------------|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                          |        | <p><b>BMU5: <i>Acacia erioloba</i> woodland</b><br/>Thirty-one recorded plant species (31/100m<sup>2</sup>) and this BMU contain potentially suitable habitat for one of the six plant “species of conservation concern” recorded within the study area, namely <i>Hypoxis hemerocallidea</i>. One of the three protected plant species recorded within the study area, namely the dominant tree <i>Acacia erioloba</i>, is confined largely to this BMU.</p> <p><b>BMU6: Mixed <i>Acacia</i> woodland</b><br/>Forty-four recorded plant species (44/100m<sup>2</sup>). One of the six plant “species of conservation concern” recorded within the study area was recorded within this unit, namely <i>Boophone disticha</i> (declining), and one of the three Protected plant species recorded within the study area, namely <i>Boscia albitrunca</i>, was recorded only form this BMU.</p>                                                                  |                                                  | <p>The following birds species occur in the MWS areas:</p> <p><b>Threatened/Endangered</b></p> <ol style="list-style-type: none"> <li>1. African white-backed vulture</li> <li>2. Cape vulture</li> </ol> <p><b>Near-threatened</b></p> <ol style="list-style-type: none"> <li>1. Greater flamingo</li> <li>2. Lesser flamingo</li> <li>3. Yellow-billed stork</li> <li>4. Black stork (<i>Ciconia nigra</i>)</li> <li>5. Secretary bird</li> <li>6. Lanner falcon</li> <li>7. Black harrier</li> <li>8. Greater painted-snipe</li> <li>9. Black-winged pratincole</li> <li>10. Half-collared kingfisher</li> </ol> <p><b>Vulnerable</b></p> <ol style="list-style-type: none"> <li>1. Black stork (<i>Anthropoides paradisea</i>)</li> <li>2. African marsh harrier</li> <li>3. White-bellied korhaan</li> <li>4. Martial eagle</li> <li>5. Lesser kestrel</li> </ol> |
|                                                          |        | <p><b>BMU7: Clay grassland</b><br/>Hundred-and-eighteen recorded plant species (41.4/100m<sup>2</sup>). Three of the six plant “species of conservation concern” recorded within the study area were recorded within this unit, namely the Declining species <i>Eucomis autumnalis</i>, <i>Boophone disticha</i> and <i>Hypoxis hemerocallidea</i> and, within the study area, the latter two species are most abundant within this BMU.</p> <p><b>BMU8: Dolomite grassland</b><br/>One-hundred recorded plant species (44.8/100m<sup>2</sup>). Four of the six plant “species of conservation concern” recorded within the study area were recorded within this unit, namely the Declining species <i>Boophone disticha</i> and <i>Hypoxis hemerocallidea</i>, and the near-threatened species: <i>Lithops lesliei</i> subsp. <i>lesliei</i> and <i>Drimia sanguinea</i>. The protected plant: <i>Acacia erioloba</i> was also recorded within this BMU.</p> |                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

## Environmental stewardship continued

| Harmony operations in relation to key biodiversity areas | Region            | High biodiversity value area – flora (km <sup>2</sup> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Position relative to key biodiversity area (KBA)                                                                                                                                                                                                                                      | Biodiversity area – fauna # of species                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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|                                                          |                   | <b>BMU9: Sandy grassland</b><br>Hundred-and-nine recorded plant species (56.7/100m <sup>2</sup> ). The grasslands comprising this BMU are the most species-rich (highest $\alpha$ -diversity) plant communities found within the study area; the grassland on the low quartzite ridges is extremely species-rich and recorded species richness in one of the surveyed plots was 67 species per 100m <sup>2</sup> . Two of the six plant "species of conservation concern" recorded within the study area were recorded within this unit, namely the Declining species <i>Boophone disticha</i> and <i>Hypoxis hemerocallidea</i> .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>SOUTH AFRICA</b>                                      | <b>Free State</b> | <b>Harmony Free State operations:</b><br>Harmony Free State operations are located within the Vaal-Vet Sandy Grassland and the Western Free State Clay Grassland, vegetation biomes. The Riverine areas of the Harmony Free State operations fall within the Highveld Alluvial Vegetation. The conservation status of the Vaal-Vet Sandy Grassland regional vegetation area is considered "Endangered" given the conserved areas in the Bloemhof dam, Schoonspruit, Sandveld, Faan Meintjies, Wolvespruit and Soetdoring Nature Reserves. There are no Artificial Conservation areas within the Western Free State Clay Grassland. The Highveld Alluvial Grassland is considered as "least threatened" given the conservation areas in the Barberspan Ramsar site, Bloemhof dam, Christiana, Fan Meintjies, Sandveld, Schoonspruit, Soetdoring and 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 (NFEPA) wetlands have been identified at any of the mining sites. | <b>Harmony Free State operations:</b><br>Harmony Free State operations within the Vaal-Vet Sandy Grassveld, the Western Free State Clay Grassland, and the Highveld Alluvial vegetation Biomes. However, the conserved sites are located 130km–300km away from the mining operations. | <b>Harmony Free State operations:</b><br>One species of conservation concern (referred to as Species 15, name withheld due to sensitivity) was identified on Harmony-owned land that is earmarked for development (construction of a Tailing Storage Facility). The species identified is listed as "vulnerable" under the National Environmental Management: Biodiversity Act, 2004, as well as included in Appendix II of CITES (the Convention on International Trade in Endangered Species of Wild Fauna and Flora). Harmony has engaged with, and is working together with, the Endangered Wildlife Trust as well as The Biodiversity Company to identify the best means of relocation of the species to ideal and suitable land while ensuring conservation and protection of the species.<br><br>Further, a total of 15 Red Data faunal species may occur in the area. Of these, four (4) are near-threatened, six (6) are vulnerable, one (1) is endangered, two (2) are of least concern and two (2) of these species are data deficient. The habitat suitability for Red Data species is low for all species within the sites investigated, except the reddish-grey musk shrew. This is mainly due to the fact that the area is highly disturbed due to mining activities and therefore unlikely to sustain the Red Data species which are likely to occur in the region. |

## Environmental stewardship continued

| Harmony operations in relation to key biodiversity areas | Region  | High biodiversity value area – flora (km <sup>2</sup> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Position relative to key biodiversity area (KBA)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Biodiversity area – fauna # of species                                                                                                                                                                                                                                                                          |
|----------------------------------------------------------|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SOUTH AFRICA                                             | Gauteng | <p><b>Kusasaletu:</b><br/>The Kusasaletu Operation is situated 4km north of the Rand Highveld Grassland Threatened Ecosystem and surface mining right area covers over 5 000ha. The Rand Highveld Grassland has been recognised as an ecoregion according to the World Wide Fund for Nature. Kusasaletu Operation, however, does not fall within the Rand Highveld Grassland and no flora species associated with the threatened ecosystem were identified within the Kusasaletu Operation, although there may be an exchange of bird species between the two areas.</p>                                                                                                                                                                                                                                                                        | <p><b>Kusasaletu:</b><br/>The Abe Bailey Nature Reserve is situated 17km north of Kusasaletu Operations and is an officially protected area. The reserve is associated with the Mooirivierloop and is adjacent to the Khutsong Township. The approximate area is 4 200ha and predominantly consists of Carletonville Dolomite Grassland. An estimated 260 bird species are recorded for the reserve, including both grassland and wetland species. Although the protected area does not coincide with, or in proximity to, the Kusasaletu Operation, there may be an exchange of bird species between the two sites.</p> | <p><b>Kusasaletu:</b><br/>None</p>                                                                                                                                                                                                                                                                              |
|                                                          |         | <p><b>Doornkop:</b><br/>Does not fall within a high biodiversity area (surrounding by urban areas, ie Soweto)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p><b>Doornkop:</b><br/>N/A</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <p><b>Doornkop:</b><br/>In terms of IUCN it falls under the category of least concern.</p>                                                                                                                                                                                                                      |
|                                                          |         | <p><b>Mponeng:</b><br/>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><b>Near-threatened plant species observed:</b></p> <ul style="list-style-type: none"> <li>▪ <i>Adromischus umbraticola</i> subsp. <i>umbraticola</i></li> <li>▪ <i>Ithops lesliei</i> subsp. <i>lesliei</i>.</li> </ul> <p><b>Declining plant species observed:</b></p> <ul style="list-style-type: none"> <li>▪ <i>Boophone disticha</i></li> <li>▪ <i>Eucomis autumnalis</i> subsp. <i>clavata</i></li> <li>▪ <i>Gunnera perpensa</i></li> <li>▪ <i>Hypoxis hemerocaliidea</i>.</li> </ul> <p>Other threatened species of "amphibian, reptile and birds" are expected to be present but have not been observed yet.</p> | <p><b>Mponeng:</b><br/>Distance to operations (km);<br/>N/A</p> <p>1km from Savuka Shaft<br/>0.5km from Mponeng Gold plant</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <p><b>Mponeng:</b><br/><b>Number of species:</b><br/>0 (critically endangered species)<br/>2 (near-threatened plant species observed)<br/>4 (declining plant species observed)<br/>12 other threatened species of "amphibian, reptile and birds" are expected to be present but have not been observed yet.</p> |

## Environmental stewardship continued

### Biodiversity Moab Khotsong

| Biodiversity management unit                                                                          | Vegetation types/variations and soil types                                                                                                                                                                         | Distribution within Vaal River operations                                                                                                                              |
|-------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>BMU1.</b><br><b>Riverine vegetation</b><br><b>Vaal River</b>                                       | U1.a: Instream and marginal vegetation (alluvial soils)<br>U1.b: Riparian woodland on MC banks (Oa soils)<br>U1.c: Closed shrubland on floodplain (Oa and Rg soils)<br>U1.d: Seasonal marsh wetland (Oa soils)     | Along the Vaal River                                                                                                                                                   |
| <b>BMU2.</b><br><b>Riverine vegetation Jagspruit</b>                                                  | Includes marginal and floodplain vegetation of the Jagspruit (Rg soils)                                                                                                                                            | Along the Jagspruit                                                                                                                                                    |
| <b>BMU3.</b><br><b>Drainage lines – non-perennial;<br/>streams and valley bottom<br/>wetlands</b>     | Includes seasonal marsh wetlands of non-perennial or "valley bottom wetland" (Oa soils and unmapped 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                                                             |
| <b>BMU4.</b><br><b><i>Acacia karroo</i> closed woodland</b>                                           | Closed woodland in which <i>Acacia karroo</i> is totally dominant and few other trees occur (Ms1, Hu1 and Hu3 soils)                                                                                               | Eastern parts of study area, to both north and south of Vaal River, and near northern boundary of study area to north of ridge along Klerksdorp road                   |
| <b>BMU5.</b><br><b><i>Acacia caffra</i> – <i>Euclea crispa</i><br/>thicket</b>                        | Closed woodland on rocky, north-facing slopes. Dominant trees are <i>Acacia caffra</i> , <i>Acacia karroo</i> and <i>Euclea crispa</i> (Ms2 soils)                                                                 | On ridge near northern boundary of mine area adjacent to Klerksdorp road                                                                                               |
| <b>BMU6.</b><br><b>Rocky grassland and sparse<br/>woodland</b>                                        | U6.a: Grassland and sparse woodland on dolomites (Gs and Hu3 soils)<br>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 |
| <b>BMU7.</b><br><b>Sandy grassland</b>                                                                | Themeda grassland (Ms1 and Cv2 soils)                                                                                                                                                                              | This unit comprises large areas of the western and southern parts of the parts of the study area                                                                       |
| <b>BMU8.</b><br><b>Infrastructure</b>                                                                 | Includes all mine infrastructure and residential areas (various soils)                                                                                                                                             | Scattered throughout mine area                                                                                                                                         |
| <b>BMU9.</b><br><b>Cultivation</b>                                                                    | Maize fields (Av and Hu2 soils)                                                                                                                                                                                    | Almost entirely restricted to mine area south of Vaal River                                                                                                            |
| <b>BMU10.</b><br><b>Secondary grassland of<br/>previously cultivated areas</b>                        | 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                                                     |
| <b>BMU11.</b><br><b>Secondary wetlands associated<br/>with dams and mine effluent<br/>and seepage</b> | Large phragmites reed beds surrounded by seasonal inundated or saturated soils vegetated by <i>Cynodon dactylon</i> and <i>Juncus of. Punctorius</i> (unmapped hydric soils within Hu3 and soil unit and Oa soils) | Williams GR and north of easternmost bridge over Vaal River                                                                                                            |
| <b>BMU12.</b><br><b>Plantations and areas invaded<br/>by alien tree species</b>                       | Plantations of <i>Eucalyptus</i> and other exotic trees, as well as areas planted with trees as part of the Woodlands Project (various soils)                                                                      | Widespread                                                                                                                                                             |

## Environmental stewardship continued

| Harmony assets in relation to biodiversity values | Region                 | Regional overview                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Biodiversity value area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Flora and fauna species                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          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| <b>PAPUA NEW GUINEA</b>                           | <b>Morobe Province</b> | <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 and north of the proposed Wafi-Golpu project; however, there is no interaction between the mines and national park. The Morobe Province contains the Kamiali Wildlife Management Area with is located in the Salamau District and is approximately 60km south of Lae in the coastal area with no interaction with the mines.</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 mine and the Wafi-Golpu Project.</p> <p>Papua New Guinea has a tropical climate. The coastal and island regions tend to be hot and humid. The Highlands, where Hidden Valley and Wafi-Golpu are located, has a climate classified as Lower Montane Humid (McAlpine et al. 1983). Rainfall varies with elevation and generally increases with altitude. Annual rainfall at Hidden Valley and Wafi-Golpu is in the order of 2 600mm to 2 800mm. Rainfall exceeds evaporation, which results in a positive water balance.</p> | <p><b>Hidden Valley:</b><br/>The Hidden Valley mine is located at elevations of 2 050m to 2 600m, in steep, mountainous and forested terrain, with narrow stream beds, sharp ridges and valley side slopes commonly greater than 30°. Landslip scars are a common feature on the steeper slopes.</p> <p>Habitats over 2 000m are limited and tend to be isolated from other similar habitats thus developing high degrees of endemism. Such fragmented habitats are also more vulnerable to adverse environmental changes than continuous habitats.</p> <p>The Hidden Valley area has been heavily disturbed over a long period of time by human activities and an extensive fire in 1997. The vegetation at the Hidden Valley mine site is characterised by typical montane forest environments. Most of the site is covered by either Lower Montane Forest, which is predominant below 2 000m altitude, or Montane Forest with conifers, which is predominant above 2 000m. The project area is not known to contain plants or plant communities of particular significance or rarity.</p> <p>Investigations have shown that vigorous forest regeneration occurs even after the complete removal of vegetation, provided at least some of the soil remains.</p> | <p><b>Hidden Valley:</b><br/>A number of species of mammals or birds that are protected under Papua New Guinea's Fauna (Protection and Control) Act 1976 or listed in the IUCN (2003) Red List of Threatened Species or in the Convention on International Trade in Endangered Species of Wild Flora and Fauna are known to have inhabited the Hidden Valley area pre-development and likely still exist in surrounding undisturbed forests. These protected (P), vulnerable (V) or rare (R) species include:</p> <ul style="list-style-type: none"> <li>Two species of tree kangaroos (<i>Dendrolagus dorianus</i> and <i>D. goodfellowi</i>) – V</li> <li>The long-snouted or giant echidna (<i>Zaglossus bruijnii</i>) – V</li> <li>The nectar bat (<i>Syconycteris hobbit</i>) – R</li> <li>The new Guinea harpy eagle (<i>Harpyopsis novaeguineae</i>) – R</li> <li>Four birds of paradise – P</li> <li>Five parrot species – P</li> </ul> <p>During the 2025 biodiversity assessment, no IUCN threatened species, and no new-to-science or otherwise scientifically undescribed species, were recorded on the mining lease. However, seven conservation-listed fauna species and two flora species were recorded. These include:</p> <ul style="list-style-type: none"> <li>Oriomo Redwood (<i>Adinandra forbesii</i>) – near threatened (NT)</li> <li>Ooloomer (<i>Heptapleurum barbatum</i>) – NT</li> <li>New Guinea Quoll (<i>Dasyurus albopunctatus</i>) – NT</li> <li>Small Dorcopsis (<i>Dorcopsulus vanheurni</i>) – NT</li> <li>Lawes's Parotia (<i>Parotia lawesii</i>) – P</li> <li>Greater Lophorina (<i>Lophorina superba</i>) – P</li> <li>Black-billed Sickiebill (<i>Drepanornis albertisi</i>) – P</li> <li>Brown Sickiebill (<i>Epimachus meyeri</i>) – P</li> <li>Princess Stephanie's Astrapia (<i>Astrapia stephaniae</i>) – P</li> </ul> |

## Environmental stewardship continued

| Harmony assets in relation to biodiversity values | Region | Regional overview | Biodiversity value area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Flora and fauna species                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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|                                                   |        |                   | <p><b>Wafi-Golpu:</b><br/>The proposed Wafi-Golpu Project area is predominately located on steep, heavily forested terrain of the Owen Stanley Ranges, within a region which is disturbed due to mineral exploration for more than 50 years. The infrastructure corridor traverses the alluvial plains and foothill terraces of the lower Watut River valley which is characterised by floodplains with meandering channels, oxbow lakes and backwater swamps to the coastal area located near Lae.</p> <p>The project area is vegetated with large tracts of intact and relatively unmodified primary lowland rainforest vegetation communities. The alluvial plain of the Watut River valley is dominated by a mosaic of Large to Medium Crowned Forest, Mixed Swamp Forest and Swamp Woodland together with Swamp Grassland. The adjoining hills are vegetated with Medium Crowned Forest and Small Crowned Forest and scattered patches of Kunai Grassland. Disturbance and degradation of these habitats is largely related to clearing for subsistence agriculture and is limited to the vicinity of village settlements, particularly along the Watut River. Forestry has also taken place in more recent years adjacent to existing access roads, but has ceased following depletion of the timber.</p> <p>Habitat within the infrastructure corridor is sub-optimal for fauna species of conservation significance and consists of highly modified, previously cleared areas.</p> | <p><b>Wafi-Golpu:</b><br/>Seventeen flora species of conservation significance were recorded in Wafi-Golpu Project terrestrial ecology study area. Two species are classified as critically endangered (CE); however terrestrial ecology consultants (BAAM) report that based on recent records, <i>Disopyros lalinopsis</i> is unlikely to meet the CE criteria and speculate that it should be revised to vulnerable (V). Three species are classified as endangered (E), four as V and the remaining nine as near threatened (NT).</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 CE, one listed as E, 17 listed as V and the remaining 13 either NT (nine), data deficient (two) or least concern (two).</p> <p>Fifteen fauna species of conservation significance were recorded in the wild and a further three species were considered to potentially or likely occur. These included:</p> <ul style="list-style-type: none"> <li>Two species classified as NT: Gurney's eagle (<i>Aquila gurneyi</i>), Blue-black kingfisher (<i>Todiramphus nigrocyaneus</i>)</li> <li>Two species classified as V: Papuan Eagle (<i>Harpyopsis novaeguineae</i>), Pesquet's parrot (<i>Psitttrichas fulgidus</i>)</li> <li>Eleven species classified as P: Great egret (<i>Ardea alba</i>), Blyth's hornbill (<i>Rhyticeros plicatus</i>), Intermediate egret (<i>Ardea intermedia</i>), Palm cockatoo (<i>Probosciger aterrimus</i>), Glossy-mantled manucode (<i>Manucodia ater</i>), Crinkle-collared manucode (<i>Manucodia chalybatus</i>), Magnificent riflebird (<i>Ptiloris magnificus</i>), Growling riflebird (<i>Ptiloris intercedens</i>), Magnificent bird-of-paradise (<i>Diphyllodes magnificus</i>), King bird-of-paradise (<i>Cicinnurus regius</i>), Raggiana bird-of-paradise (<i>Paradisaea raggiana</i>)</li> <li>Three NT species with potential or likelihood to occur: Doria's goshawk (<i>Megatriorchis doriae</i>); forest bittern (<i>Zonerodius heliosylus</i>); Emperor bird-of-paradise (<i>Paradisaea guilielmi</i>).</li> </ul> |

## Environmental stewardship continued

| Harmony assets in relation to biodiversity values | Region                               | Regional overview                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Biodiversity value area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Flora and fauna species                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|---------------------------------------------------|--------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>AUSTRALIA</b>                                  | <b>North West Region, Queensland</b> | <p>The Eva Copper site and immediate surrounding area comprises native Australian vegetation communities that are commonly found within this region.</p> <p>The site is gently undulating across the entire tenement, with occasional sharp hilly outcrops of the Knapdale Range. The most prominent geological feature on site is the discrete north-south ridgeline rising to approximately 285m above sea level and characterised by ridges of exposed silicified rock, comprising what is known as Mount Rose Bee and Green Hills. Geological features of the Knapdale Range provide habitat for many mammal and reptile species, including the Queensland (state)-listed “vulnerable” purple-necked rock wallaby.</p> <p>The site is intersected in the north by Cabbage Tree Creek, a significant ephemeral watercourse with associated riparian vegetation with high habitat value.</p> <p>North West Queensland climate is hot to very hot during summer (38°C average max), and cool to cold in winter (11.5°C average min). Seasonality is characterised by a wet (November–April) and dry (May–October) season – approximately 89.2mm average monthly rainfall in the wet season, and 8.2mm in the dry season.</p> | <p><b>Eva Copper:</b></p> <p>The Eva Copper site is predominantly characterised by remnant, low open <i>eucalypt</i> woodland with the understorey supporting a scattered shrub layer with spinifex and tussock grasses in the ground layer.</p> <p>Key ecological values present at the project area include:</p> <ul style="list-style-type: none"> <li>Large areas of remnant vegetation containing multiple vegetation communities forming continuous corridors across the landscape for fauna movement</li> <li>Significant ephemeral watercourses and associated riparian vegetation with high habitat value, specifically Cabbage Tree Creek</li> <li>Multiple areas of high-quality habitat for the vulnerable purple-necked rock wallaby.</li> </ul> <p>The diverse range of vegetation communities provide habitat for over 150 native fauna species.</p> | <p><b>Eva Copper:</b></p> <p>The site comprises three main vegetation communities, which include low open woodland dominated by <i>Eucalyptus leucophylla</i> (Cloncurry Boc), low open woodland dominated by <i>Eucalyptus leucophloia</i> (Snappy Gum) and riparian vegetation along watercourses usually with <i>Eucalyptus camaldulensis</i> (River Red Gum) and <i>Lophostemon grandifloris</i> (Brush Box).</p> <p>Four fauna species of conservation significance were recorded at the site:</p> <ul style="list-style-type: none"> <li>Purple-necked rock-wallaby (<i>Petrogale purpureicollis</i>)</li> <li>Painted honeyeater (<i>Grantiella picta</i>)</li> <li>Short-beaked echidna (<i>Tachyglossus aculeatus</i>)</li> <li>Mertens' water monitor (<i>Varanus mertensi</i>).</li> </ul> <p>While not detected during field surveys, additional species of conservation significance have been detected nearby and have the potential to occur within the project area:</p> <ul style="list-style-type: none"> <li>Grey falcon (<i>Falco hypoleucos</i>)</li> <li>Ghost bat (<i>Macroderma gigas</i>)</li> <li>Fork-tailed Swift (<i>Apus pacificus</i>)</li> <li>Gouldian finch (<i>Erythrura gouldiae</i>)</li> <li>Carpentarian Grasswren (<i>Amytornis dorotheae</i>)</li> <li>Red goshawk (<i>Erythrotriorchis radiatus</i>).</li> </ul> |

## Environmental stewardship continued

### Cyanide management

| Operation/<br>Plant                | Cyanide-<br>related<br>incidents:<br>Site level (#<br>incidents) | Release off<br>site requires<br>response or<br>remediation | Adverse<br>effects on<br>human<br>health | Adverse<br>effects to the<br>environment | Required<br>reporting<br>under<br>applicable<br>regulations/<br>code | Exceedances of applicable limits<br>of Cyanide Code                                                                                                                                                                                                                                                                                     | Confirm if plant has ICMI<br>(International Cyanide<br>Management Code)<br>Certification (Yes or 0) | Comments                                                                                                                                                                 |
|------------------------------------|------------------------------------------------------------------|------------------------------------------------------------|------------------------------------------|------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Hidden Valley<br>(PNG)             | —                                                                | —                                                          | —                                        | —                                        | Cyanide Code                                                         | Minor exceedances of weak acid dissociable (WAD) cyanide levels were observed in tailings discharged to the Tailings Storage Facility (TSF). These exceedances were managed in accordance with the operational Trigger Action Response Plan (TARP).<br><br>No significant WAD cyanide exceedances were recorded in the discharge water. | Yes                                                                                                 | Hidden Valley mine was certified in full compliance with ICMI on 30 June 2025.                                                                                           |
| Kusasaletu<br>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                                                                                                 | Plant was scheduled to close end of March 2024 but a delay in pipeline has resulted in plant running until March 2025, therefore recertification process not undertaken. |
| Doornkop<br>plant                  | —                                                                | —                                                          | —                                        | —                                        | Cyanide Code                                                         | There are few spikes recorded on the residue and TSF deposition of WAD cyanide limits. No wildlife mortality and high level of HCN gas were recorded.                                                                                                                                                                                   | Yes                                                                                                 | ICMI recertification audit was completed in April 2024. Accreditation issued August 2024.                                                                                |
| Kalgold plant                      | 1                                                                | —                                                          | —                                        | —                                        | Environmental Permit                                                 | Exceedances due to the nature ore body/natural geology underlying Kalgold mining operations, which requires higher dosage of cyanide in the gold extraction process.                                                                                                                                                                    | 0                                                                                                   | Not ICMI accredited.                                                                                                                                                     |
| Noligwa Gold<br>plant              | —                                                                | —                                                          | —                                        | —                                        | Cyanide Code                                                         | None reported.                                                                                                                                                                                                                                                                                                                          | Yes                                                                                                 | ICMI recertification audit completed successfully and awarded April 2024.                                                                                                |
| Chemwes<br>Mine Waste<br>Solutions | —                                                                | —                                                          | —                                        | —                                        | Mine Health and Safety Act 29 of 1996                                | None reported                                                                                                                                                                                                                                                                                                                           | 0                                                                                                   | N/A                                                                                                                                                                      |
| Kopanang<br>plant                  | —                                                                | —                                                          | —                                        | —                                        | N/A                                                                  | —                                                                                                                                                                                                                                                                                                                                       | N/A                                                                                                 | N/A. Kopanang plant is decommissioned and is undergoing rehabilitation.                                                                                                  |

## Environmental stewardship continued

| Operation/<br>Plant   | Cyanide-<br>related<br>incidents:<br>Site level (#<br>incidents) | Release off<br>site requires<br>response or<br>remediation | Adverse<br>effects on<br>human<br>health | Adverse<br>effects to the<br>environment | Required<br>reporting<br>under<br>applicable<br>regulations/<br>code | Exceedances of applicable limits<br>of Cyanide Code                                                                                                                                      | Confirm if plant has ICMC<br>(International Cyanide<br>Management Code)<br>Certification (Yes or 0) | Comments                                                                                                                                        |
|-----------------------|------------------------------------------------------------------|------------------------------------------------------------|------------------------------------------|------------------------------------------|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| Mponeng Gold<br>plant | —                                                                | —                                                          | —                                        | —                                        | Cyanide Code                                                         | None reported                                                                                                                                                                            | Yes                                                                                                 | ICMI re-certification completed in February 2023 with full compliance                                                                           |
| Savuka Gold<br>plant  | —                                                                | —                                                          | —                                        | —                                        | Cyanide Code                                                         | —                                                                                                                                                                                        | Yes                                                                                                 | ICMI re-certification completed in February 2023 with full compliance                                                                           |
| Target plant          | —                                                                | —                                                          | —                                        | —                                        | Cyanide Code                                                         | No                                                                                                                                                                                       | Yes                                                                                                 | ICMI certified                                                                                                                                  |
| Central plant         | —                                                                | —                                                          | —                                        | —                                        | Environmental<br>Permit                                              | Yes, there are exceedances and corrective actions are being investigated for restoration in WAD cyanide compliance levels in the slurry deposition.                                      | 0                                                                                                   | Central plant has submitted a non-compliance corrective action plan to ICMI                                                                     |
| Saaiplaas plant       | —                                                                | —                                                          | —                                        | —                                        | Environmental<br>Permit                                              | Yes, there are few exceedances on the residue WAD cyanide limit due to the nature of the operation. No wildlife mortality and high level of HCN gas were recorded.                       | 0                                                                                                   | The plant is not ICMI accredited due to the nature of its operations (ie dosing high concentration of cyanide to dissolve tailings efficiently) |
| Harmony One<br>plant  | —                                                                | —                                                          | —                                        | —                                        | Cyanide Code                                                         | There were exceedances and corrective action was taken. The incidents were related to process investigations and thus were controlled. Caution has been applied for future similar work. | Yes                                                                                                 | ICMI certified.                                                                                                                                 |
| Joel plant            | —                                                                | —                                                          | —                                        | —                                        | N/A                                                                  | —                                                                                                                                                                                        | N/A                                                                                                 | N/A Under care and maintenance                                                                                                                  |
| <b>Total</b>          | <b>1</b>                                                         |                                                            |                                          |                                          |                                                                      |                                                                                                                                                                                          |                                                                                                     |                                                                                                                                                 |

## Environmental stewardship continued

### Certification and compliance

|                                                                                               | FY25 | FY24 | FY23 | FY22 | FY21 |
|-----------------------------------------------------------------------------------------------|------|------|------|------|------|
| Gold plants certified under Cyanide Code                                                      | 8    | 7    | 7    | 7    | 6    |
| % certified vs total gold plants                                                              | 1    | 50   | 50   | 54   | 46   |
| Total number of operations <sup>1</sup>                                                       | 14   | 14   | 14   | 14   | 8    |
| Operations with ISO14001 certification <sup>2</sup>                                           | 13   | 12   | 13   | 13   | 11   |
| % with ISO certification                                                                      | 93   | 86   | 93   | 93   | 78   |
| % alignment of active Tailings Storage Facilities (TSF) to operational protocols <sup>3</sup> | 89   | n/a  | n/a  | n/a  | n/a  |

<sup>1</sup> Operations with more than five years life-of-mine.

<sup>2</sup> From FY22, Bambanani Operations is excluded due to closure. Hidden Valley is also excluded because it is not ISO14001 certified, however, it aligns its environmental management practices with the ISO14001 standard. Kusasalethu's certificate has been reinstated.

<sup>3</sup> Newly assured KPI.

## Environmental stewardship continued

### Energy consumption

| Group energy consumption (000GJ)                      | FY25          | FY24          | FY23          | FY22          | FY21          |
|-------------------------------------------------------|---------------|---------------|---------------|---------------|---------------|
| <b>Electricity (000GJ)</b>                            |               |               |               |               |               |
| South Africa                                          | 14 961        | 14 759        | 14 601        | 15 085        | 14 472        |
| Papua New Guinea <sup>1</sup>                         | 335           | 274           | 199           | 228           | 372           |
| <b>Total</b>                                          | <b>15 296</b> | <b>15 033</b> | <b>14 800</b> | <b>15 313</b> | <b>14 844</b> |
| <b>Diesel (000GJ)</b>                                 |               |               |               |               |               |
| South Africa                                          | 390           | 470           | 484           | 471           | 449           |
| Papua New Guinea                                      | 1 635         | 1 694         | 1 989         | 1 705         | 1 165         |
| <b>Total</b>                                          | <b>2 025</b>  | <b>2 164</b>  | <b>2 473</b>  | <b>2 176</b>  | <b>1 614</b>  |
| <b>Other sources (petrol and heating oil) (000GJ)</b> |               |               |               |               |               |
| South Africa                                          | 221           | 226           | 230           | 238           | 214           |
| Papua New Guinea                                      | 0.07          | 0.03          | 0.04          | 0.07          | 0.01          |
| <b>Total</b>                                          | <b>221</b>    | <b>226</b>    | <b>230</b>    | <b>238</b>    | <b>214</b>    |
| <b>Total South Africa</b>                             | <b>15 572</b> | <b>15 455</b> | <b>15 315</b> | <b>15 794</b> | <b>15 135</b> |
| <b>Total Papua New Guinea</b>                         | <b>1 970</b>  | <b>1 968</b>  | <b>2 188</b>  | <b>1 933</b>  | <b>1 537</b>  |
| <b>Total group</b>                                    | <b>17 542</b> | <b>17 423</b> | <b>17 503</b> | <b>17 727</b> | <b>16 672</b> |
| <b>Energy consumption intensity (GJ/t treated)</b>    | <b>0.345</b>  | <b>0.340</b>  | <b>0.336</b>  | <b>0.329</b>  | <b>0.339</b>  |

<sup>1</sup> Grid-purchased power. Self-generated power is captured under diesel.

## Environmental stewardship continued

| Regional energy consumption (000GJ) <sup>1</sup> | FY25          | FY24          | FY23          | FY22          | FY21          |
|--------------------------------------------------|---------------|---------------|---------------|---------------|---------------|
| <b>Regions</b>                                   |               |               |               |               |               |
| South Africa                                     |               |               |               |               |               |
| Free State                                       | 5 029         | 4 999         | 4 853         | 5 384         | 5 420         |
| Gauteng                                          | 6 508         | 6 276         | 6 435         | 6 324         | 5 528         |
| North West                                       | 4 035         | 4 180         | 4 027         | 4 086         | 4 187         |
| Papua New Guinea                                 | 1 970         | 1 968         | 2 188         | 1 933         | 1 537         |
| <b>Total</b>                                     | <b>17 542</b> | <b>17 423</b> | <b>17 503</b> | <b>17 727</b> | <b>16 672</b> |
| <b>Electricity consumption (000GJ)</b>           |               |               |               |               |               |
| South Africa                                     |               |               |               |               |               |
| Free State                                       | 4 833         | 4 806         | 4 656         | 5 165         | 5 190         |
| Gauteng                                          | 6 473         | 6 203         | 6 313         | 6 242         | 5 498         |
| North West                                       | 3 655         | 3 750         | 3 632         | 3 678         | 3 784         |
| Papua New Guinea <sup>2</sup>                    | 335           | 274           | 199           | 228           | 372           |
| <b>Total<sup>3</sup></b>                         | <b>15 296</b> | <b>15 033</b> | <b>14 800</b> | <b>15 313</b> | <b>14 844</b> |

<sup>1</sup> Energy consumption includes diesel, other sources petrol and heating oil, and electricity consumption.

<sup>2</sup> Grid-purchased power. Self-generated power is captured under diesel.

<sup>3</sup> Assured KPI for electricity purchased, and includes renewable energy.

| Regional energy consumption (000GJ) <sup>1</sup>    | FY25         | FY24         | FY23         | FY22         | FY21         |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|
| <b>Diesel (000GJ)</b>                               |              |              |              |              |              |
| South Africa                                        |              |              |              |              |              |
| Free State                                          | 94           | 100          | 98           | 107          | 118          |
| Gauteng                                             | 33           | 71           | 119          | 78           | 27           |
| North West                                          | 263          | 299          | 267          | 286          | 304          |
| Papua New Guinea                                    | 1 635        | 1 694        | 1 989        | 1 705        | 1 165        |
| <b>Total</b>                                        | <b>2 025</b> | <b>2 164</b> | <b>2 473</b> | <b>2 176</b> | <b>1 614</b> |
| <b>Other sources petrol and heating oil (000GJ)</b> |              |              |              |              |              |
| South Africa                                        |              |              |              |              |              |
| Free State                                          | 102          | 93           | 99           | 112          | 112          |
| Gauteng                                             | 2            | 2            | 3            | 4            | 3            |
| North West                                          | 117          | 131          | 128          | 122          | 99           |
| Papua New Guinea                                    | 0.07         | 0.03         | 0.04         | 0.07         | 0.01         |
| <b>Total</b>                                        | <b>221</b>   | <b>226</b>   | <b>230</b>   | <b>238</b>   | <b>214</b>   |

<sup>1</sup> Energy consumption includes diesel, other sources petrol and heating oil, and electricity consumption.

## Environmental stewardship continued

| Group energy consumption (GWh) <sup>1</sup>         | FY25         | FY24         | FY23         | FY22         | FY21         |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|
| <b>Electricity (GWh)</b>                            |              |              |              |              |              |
| South Africa                                        | 4 157        | 4 100        | 4 056        | 4 191        | 4 020        |
| Papua New Guinea <sup>2</sup>                       | 93           | 76           | 55           | 63           | 103          |
| <b>Total<sup>3</sup></b>                            | <b>4 250</b> | <b>4 176</b> | <b>4 111</b> | <b>4 254</b> | <b>4 123</b> |
| <b>Diesel (GWh)</b>                                 |              |              |              |              |              |
| South Africa                                        | 108          | 131          | 134          | 131          | 125          |
| Papua New Guinea                                    | 454          | 470          | 552          | 474          | 324          |
| <b>Total</b>                                        | <b>562</b>   | <b>601</b>   | <b>686</b>   | <b>605</b>   | <b>449</b>   |
| <b>Other sources (petrol and heating oil) (GWh)</b> |              |              |              |              |              |
| South Africa                                        | 62.40        | 62.69        | 64.01        | 66.29        | 59.71        |
| Papua New Guinea                                    | 0.020        | 0.009        | 0.011        | 0.019        | 0.004        |
| <b>Total</b>                                        | <b>62.42</b> | <b>62.70</b> | <b>64.02</b> | <b>66.31</b> | <b>59.71</b> |
| <b>Total South Africa</b>                           | <b>4 327</b> | <b>4 294</b> | <b>4 254</b> | <b>4 388</b> | <b>4 205</b> |
| <b>Total Papua New Guinea</b>                       | <b>547</b>   | <b>546</b>   | <b>607</b>   | <b>537</b>   | <b>427</b>   |
| <b>Total group</b>                                  | <b>4 874</b> | <b>4 840</b> | <b>4 861</b> | <b>4 925</b> | <b>4 632</b> |
| <b>Energy consumption intensity (MWh/t treated)</b> | <b>0.10</b>  | <b>0.09</b>  | <b>0.09</b>  | <b>0.09</b>  | <b>0.09</b>  |

<sup>1</sup> Energy consumption includes diesel, other sources petrol and heating oil, and electricity consumption.

<sup>2</sup> Grid-purchased power. Self-generated power is captured under diesel.

<sup>3</sup> Assured KPI for electricity purchased, and includes renewable energy.

## Environmental stewardship continued

| Regional energy consumption (GWh)                 | FY25         | FY24         | FY23         | FY22         | FY21         |
|---------------------------------------------------|--------------|--------------|--------------|--------------|--------------|
| <b>Regions</b>                                    |              |              |              |              |              |
| South Africa                                      |              |              |              |              |              |
| Free State                                        | 1 394        | 1 389        | 1 348        | 1 496        | 1 506        |
| Gauteng                                           | 2 033        | 1 744        | 1 788        | 1 757        | 1 535        |
| North West                                        | 900          | 1 161        | 1 119        | 1 135        | 1 164        |
| Papua New Guinea                                  | 547          | 546          | 607          | 537          | 427          |
| <b>Total</b>                                      | <b>9 201</b> | <b>9 134</b> | <b>9 117</b> | <b>9 313</b> | <b>8 837</b> |
| <b>Electricity purchased (GWh)</b>                |              |              |              |              |              |
| South Africa                                      |              |              |              |              |              |
| Free State                                        | 1 343        | 1 335        | 1 293        | 1 435        | 1 442        |
| Gauteng                                           | 2 023        | 1 723        | 1 754        | 1 734        | 1 527        |
| North West                                        | 791          | 1 042        | 1 009        | 1 022        | 1 051        |
| Papua New Guinea <sup>1</sup>                     | 93           | 76           | 55           | 63           | 103          |
| <b>Total<sup>2</sup></b>                          | <b>4 250</b> | <b>4 176</b> | <b>4 111</b> | <b>4 254</b> | <b>4 123</b> |
| <b>Diesel (GWh)</b>                               |              |              |              |              |              |
| South Africa                                      |              |              |              |              |              |
| Free State                                        | 26           | 28           | 27           | 30           | 33           |
| Gauteng                                           | 9            | 20           | 33           | 22           | 7            |
| North West                                        | 73           | 83           | 74           | 79           | 85           |
| Papua New Guinea                                  | 454          | 470          | 552          | 474          | 324          |
| <b>Total</b>                                      | <b>562</b>   | <b>601</b>   | <b>686</b>   | <b>605</b>   | <b>449</b>   |
| <b>Other sources petrol and heating oil (GWh)</b> |              |              |              |              |              |
| South Africa                                      |              |              |              |              |              |
| Free State                                        | 25           | 26           | 28           | 31           | 31           |
| Gauteng                                           | 1            | 1            | 1            | 1            | 1            |
| North West                                        | 36           | 36           | 36           | 34           | 28           |
| Papua New Guinea                                  | 0.02         | 0.01         | 0.01         | 0.02         | —            |
| <b>Total</b>                                      | <b>62</b>    | <b>63</b>    | <b>65</b>    | <b>66</b>    | <b>60</b>    |

<sup>1</sup> Grid-purchased power. Self-generated power is captured under diesel.

<sup>2</sup> Assured KPI for electricity purchased, and includes renewable energy.

## Environmental stewardship continued

| Energy per ounce produced (GJ/oz) | FY25         | FY24         | FY23         | FY22         | FY21         |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|
| South Africa                      | 11.84        | 11.06        | 11.54        | 11.55        | 10.93        |
| Papua New Guinea                  | 12.00        | 12.00        | 15.57        | 16.22        | 10.19        |
| <b>Total</b>                      | <b>11.86</b> | <b>11.15</b> | <b>11.93</b> | <b>11.93</b> | <b>10.85</b> |

| Energy per ounce produced (MWh/oz) | FY25        | FY24        | FY23        | FY22        | FY21        |
|------------------------------------|-------------|-------------|-------------|-------------|-------------|
| South Africa                       | 3.29        | 3.07        | 3.21        | 3.21        | 3.04        |
| Papua New Guinea                   | 3.33        | 3.33        | 4.32        | 4.51        | 2.83        |
| <b>Total</b>                       | <b>3.30</b> | <b>3.10</b> | <b>3.31</b> | <b>3.31</b> | <b>3.02</b> |

| Energy per tonne treated (GJ/tonne) | FY25        | FY24        | FY23        | FY22        | FY21        |
|-------------------------------------|-------------|-------------|-------------|-------------|-------------|
| South Africa                        | 0.33        | 0.32        | 0.32        | 0.31        | 0.33        |
| Papua New Guinea                    | 0.52        | 0.59        | 0.57        | 0.60        | 0.45        |
| <b>Total</b>                        | <b>0.34</b> | <b>0.34</b> | <b>0.34</b> | <b>0.33</b> | <b>0.34</b> |

| Energy per tonne treated (MWh/tonne) | FY25        | FY24        | FY23        | FY22        | FY21        |
|--------------------------------------|-------------|-------------|-------------|-------------|-------------|
| South Africa                         | 0.09        | 0.09        | 0.09        | 0.09        | 0.09        |
| Papua New Guinea                     | 0.14        | 0.16        | 0.16        | 0.17        | 0.12        |
| <b>Total</b>                         | <b>0.10</b> | <b>0.09</b> | <b>0.09</b> | <b>0.09</b> | <b>0.09</b> |

## Environmental stewardship continued

| Regional energy spend (Rm)        | FY25         | FY24         | FY23         | FY22         | FY21         |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|
| South Africa (CAPEX) <sup>1</sup> | 1 051        | 48           | 22           | 6            | 9            |
| South Africa (OPEX) <sup>1</sup>  | 8 303        | 7 150        | 6 051        | 5 598        | 4 613        |
| Papua New Guinea                  | 341          | 316          | 331          | 234          | 273          |
| <b>Total</b>                      | <b>9 695</b> | <b>7 514</b> | <b>6 404</b> | <b>5 838</b> | <b>4 895</b> |

<sup>1</sup> South Africa operations energy efficiency and renewable projects.

| Energy spend (% of opex)      | FY25 | FY24 | FY23 | FY22 | FY21 |
|-------------------------------|------|------|------|------|------|
| South Africa <sup>1</sup>     | 21   | 20   | 19   | 18   | 17   |
| Papua New Guinea <sup>2</sup> | 15   | 13   | 15   | 11   | 16   |

<sup>1</sup> South Africa operating expenditure is for Eskom third-party power provider.

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

| Reduction of energy consumption in South Africa                                                                | FY25      | FY24      | FY23      | FY22      | FY21      |
|----------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|
| Total energy saved annually from energy efficiency (MWh) <sup>1</sup>                                          | 350 873   | 305 529   | 273 307   | 256 088   | 269 254   |
| Cumulative energy savings (MWh) <sup>1**</sup>                                                                 | 2 213 397 | 1 862 524 | 1 556 995 | 1 283 688 | 1 027 600 |
| Total CO <sub>2</sub> equivalent emissions avoided from renewable energy initiatives (MtCO <sub>2</sub> e)*    | 0.0665    | 0.0654    | 0.0058    | —         | —         |
| Cumulative GHG emissions avoided (MtCO <sub>2</sub> e)                                                         | 0.1376    | 0.0712    | 0.0058    | —         | —         |
| Accumulative scope 2 and scope 3 savings due to energy efficiency savings (MtCO <sub>2</sub> e) <sup>1**</sup> | 2.53      | 2.13      | 1.79      | 1.47      | 1.16      |
| Annual cost savings (Rm) <sup>1</sup>                                                                          | 657       | 504       | 374       | 342       | 304       |
| Cumulative cost savings (Rm) <sup>1**</sup>                                                                    | 2 874     | 2 217     | 1 713     | 1 339     | 997       |
| Gold production (000oz)                                                                                        | 1 315     | 1 398     | 1 327     | 1 367     | 1 385     |
| Cost reduction (rand per ounce)                                                                                | 499       | 361       | 282       | 250       | 220       |

<sup>1</sup> Restated FY21 to FY24 figures to correct a metering error discovered during annual verification procedures and excludes renewable energy consumption.

\* Renewable energy production started in FY23.

\*\* Cumulative energy savings from FY08.

## Environmental stewardship continued

### Electricity consumption

| Group electricity consumption (000GJ)                        | FY25          | FY24          | FY23          | FY22          | FY21          |
|--------------------------------------------------------------|---------------|---------------|---------------|---------------|---------------|
| South Africa                                                 | 14 735        | 14 526        | 14 591        | 15 088        | 14 472        |
| South Africa (self generation)                               | 230           | 234           | 11            | —             | —             |
| Papua New Guinea <sup>1</sup>                                | 335           | 274           | 198           | 227           | 371           |
| Papua New Guinea (self generation)                           | 166           | 191           | 299           | 209           | 104           |
| <b>Total</b>                                                 | <b>15 466</b> | <b>15 225</b> | <b>15 099</b> | <b>15 524</b> | <b>14 947</b> |
| <b>Electricity consumption intensity (GJ/t treated)</b>      | <b>0.30</b>   | <b>0.30</b>   | <b>0.29</b>   | <b>0.29</b>   | <b>0.30</b>   |
| <b>Total energy saved from energy efficiency<sup>2</sup></b> | <b>1 263</b>  | <b>1 100</b>  | <b>984</b>    | <b>922</b>    | <b>969</b>    |

| Electricity per tonne treated (GJ/tonne) | FY25        | FY24        | FY23        | FY22        | FY21        |
|------------------------------------------|-------------|-------------|-------------|-------------|-------------|
| South Africa                             | 0.32        | 0.31        | 0.30        | 0.30        | 0.32        |
| Papua New Guinea                         | 0.13        | 0.14        | 0.13        | 0.13        | 0.14        |
| <b>Total</b>                             | <b>0.30</b> | <b>0.30</b> | <b>0.29</b> | <b>0.29</b> | <b>0.30</b> |

<sup>1</sup> Grid-purchased power.

<sup>2</sup> Restated FY21 to FY24 figures to correct a metering error discovered during annual verification procedures.

| Group electricity consumption (GWh)                          | FY25         | FY24         | FY23         | FY22         | FY21         |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|
| South Africa                                                 | 4 093        | 4 035        | 4 053        | 4 191        | 4 020        |
| South Africa (self generation) <sup>1</sup>                  | 64           | 65           | 3            | —            | —            |
| Papua New Guinea <sup>2</sup>                                | 93           | 76           | 55           | 63           | 103          |
| Papua New Guinea (self generation)                           | 46           | 53           | 83           | 58           | 29           |
| <b>Total</b>                                                 | <b>4 296</b> | <b>4 229</b> | <b>4 194</b> | <b>4 312</b> | <b>4 152</b> |
| <b>Electricity consumption intensity (MWh/t treated)</b>     | <b>0.08</b>  | <b>0.08</b>  | <b>0.08</b>  | <b>0.08</b>  | <b>0.08</b>  |
| <b>Total energy saved from energy efficiency<sup>3</sup></b> | <b>351</b>   | <b>306</b>   | <b>273</b>   | <b>256</b>   | <b>269</b>   |

<sup>1</sup> Assured KPI for electricity purchased, and includes renewable energy.

<sup>2</sup> Grid-purchased power.

<sup>3</sup> Restated FY21 to FY24 figures to correct a metering error discovered during annual verification procedures and excludes renewable energy consumption.

## Environmental stewardship continued

| Electricity per tonne treated (MWh/tonne) <sup>1</sup> | FY25        | FY24        | FY23        | FY22        | FY21        |
|--------------------------------------------------------|-------------|-------------|-------------|-------------|-------------|
| South Africa                                           | 0.09        | 0.09        | 0.08        | 0.08        | 0.09        |
| Papua New Guinea                                       | 0.04        | 0.04        | 0.04        | 0.04        | 0.04        |
| <b>Total</b>                                           | <b>0.08</b> | <b>0.08</b> | <b>0.08</b> | <b>0.08</b> | <b>0.08</b> |

<sup>1</sup> Grid-purchased power.

| Electricity per ounce produced (GJ/oz) | FY25         | FY24        | FY23         | FY22         | FY21        |
|----------------------------------------|--------------|-------------|--------------|--------------|-------------|
| South Africa                           | 11.38        | 10.56       | 11.00        | 11.03        | 10.45       |
| Papua New Guinea                       | 3.05         | 2.83        | 3.54         | 3.65         | 3.15        |
| <b>Total</b>                           | <b>10.46</b> | <b>9.75</b> | <b>10.29</b> | <b>10.45</b> | <b>9.73</b> |

| Electricity per ounce produced (MWh/oz) | FY25        | FY24        | FY23        | FY22        | FY21        |
|-----------------------------------------|-------------|-------------|-------------|-------------|-------------|
| South Africa                            | 3.16        | 2.93        | 3.06        | 3.07        | 2.90        |
| Papua New Guinea                        | 0.85        | 0.79        | 0.98        | 1.02        | 0.87        |
| <b>Total</b>                            | <b>2.90</b> | <b>2.71</b> | <b>2.86</b> | <b>2.90</b> | <b>2.70</b> |

## Environmental stewardship continued

### Hydrocarbon consumption

| Group hydrocarbon consumption (MI) | FY25          | FY24          | FY23          | FY22          | FY21          |
|------------------------------------|---------------|---------------|---------------|---------------|---------------|
| <b>Diesel</b>                      |               |               |               |               |               |
| South Africa                       | 10.891        | 12.330        | 12.704        | 12.342        | 11.784        |
| Papua New Guinea                   | 45.740        | 47.393        | 55.679        | 47.196        | 32.382        |
| <b>Total</b>                       | <b>56.631</b> | <b>59.723</b> | <b>68.383</b> | <b>59.538</b> | <b>44.166</b> |
| <b>Petrol</b>                      |               |               |               |               |               |
| South Africa                       | 0.419         | 0.441         | 0.474         | 0.490         | 0.566         |
| Papua New Guinea                   | 0.002         | 0.001         | 0.001         | 0.002         | —             |
| <b>Total</b>                       | <b>0.421</b>  | <b>0.442</b>  | <b>0.475</b>  | <b>0.492</b>  | <b>0.566</b>  |
| <b>Heating oil</b>                 |               |               |               |               |               |
| South Africa                       | 5.526         | 5.641         | 5.425         | 5.471         | 4.914         |
| Papua New Guinea                   | —             | —             | —             | —             | —             |
| <b>Total</b>                       | <b>5.526</b>  | <b>5.641</b>  | <b>5.425</b>  | <b>5.471</b>  | <b>4.914</b>  |
| <b>Total South Africa</b>          | <b>16.836</b> | <b>18.412</b> | <b>18.603</b> | <b>18.303</b> | <b>17.264</b> |
| <b>Total Papua New Guinea</b>      | <b>45.742</b> | <b>47.394</b> | <b>55.680</b> | <b>47.198</b> | <b>32.382</b> |
| <b>Total group</b>                 | <b>62.578</b> | <b>65.806</b> | <b>74.283</b> | <b>65.501</b> | <b>49.646</b> |

| Regional hydrocarbon consumption (MI) | FY25          | FY24          | FY23          | FY22          | FY21          |
|---------------------------------------|---------------|---------------|---------------|---------------|---------------|
| South Africa                          |               |               |               |               |               |
| Free State                            | 5.205         | 4.970         | 5.009         | 5.488         | 5.853         |
| Gauteng                               | 0.988         | 1.935         | 3.211         | 2.120         | 0.801         |
| North West                            | 10.643        | 11.507        | 10.384        | 10.695        | 10.609        |
| Papua New Guinea                      | 45.742        | 47.394        | 55.680        | 47.198        | 32.382        |
| <b>Total</b>                          | <b>62.578</b> | <b>65.806</b> | <b>74.284</b> | <b>65.501</b> | <b>49.645</b> |

## Environmental stewardship continued

| <b>Diesel (MI)</b> | <b>FY25</b>   | <b>FY24</b> | <b>FY23</b> | <b>FY22</b> | <b>FY21</b> |
|--------------------|---------------|-------------|-------------|-------------|-------------|
| South Africa       |               |             |             |             |             |
| Free State         | <b>2.619</b>  | 2.619       | 2.568       | 2.806       | 3.091       |
| Gauteng            | <b>0.916</b>  | 1.862       | 3.126       | 2.036       | 0.708       |
| North West         | <b>7.356</b>  | 7.849       | 7.010       | 7.500       | 7.985       |
| Papua New Guinea   | <b>45.740</b> | 47.393      | 55.679      | 47.196      | 32.382      |
| <b>Total</b>       | <b>56.631</b> | 59.723      | 68.383      | 59.538      | 44.166      |

| <b>Petrol (MI)</b> | <b>FY25</b>  | <b>FY24</b> | <b>FY23</b> | <b>FY22</b> | <b>FY21</b> |
|--------------------|--------------|-------------|-------------|-------------|-------------|
| South Africa       |              |             |             |             |             |
| Free State         | <b>0.262</b> | 0.269       | 0.280       | 0.292       | 0.348       |
| Gauteng            | <b>0.072</b> | 0.073       | 0.085       | 0.084       | 0.093       |
| North West         | <b>0.085</b> | 0.099       | 0.109       | 0.114       | 0.125       |
| Papua New Guinea   | <b>0.002</b> | 0.001       | 0.001       | 0.002       | —           |
| <b>Total</b>       | <b>0.421</b> | 0.442       | 0.475       | 0.492       | 0.566       |

| <b>Heating oil (MI)</b> | <b>FY25</b>  | <b>FY24</b> | <b>FY23</b> | <b>FY22</b> | <b>FY21</b> |
|-------------------------|--------------|-------------|-------------|-------------|-------------|
| South Africa            |              |             |             |             |             |
| Free State              | <b>2.324</b> | 2.082       | 2.160       | 2.390       | 2.414       |
| Gauteng                 | <b>—</b>     | —           | —           | —           | —           |
| North West              | <b>3.202</b> | 3.559       | 3.265       | 3.081       | 2.500       |
| Papua New Guinea        | <b>—</b>     | —           | —           | —           | —           |
| <b>Total</b>            | <b>5.526</b> | 5.641       | 5.425       | 5.471       | 4.914       |

## Environmental stewardship continued

### Carbon emissions

#### Group scope 1 carbon emissions (CO<sub>2</sub>e tonnes)

##### Scope 1 breakdown by source (CO<sub>2</sub>e tonnes)

|             | FY25    | FY24    | FY23    | FY22    | FY21    |
|-------------|---------|---------|---------|---------|---------|
| Diesel      | 150 726 | 158 955 | 181 857 | 161 081 | 118 710 |
| Explosives  | 3 021   | 3 105   | 2 745   | 2 862   | 2 732   |
| Petrol      | 985     | 1 039   | 1 115   | 1 151   | 1 312   |
| Heating oil | 17 517  | 16 082  | 14 636  | 14 929  | 13 376  |

##### Total<sup>1</sup>

172 250 179 181 200 353 180 023 136 130

##### % breakdown

|             |    |    |    |    |    |
|-------------|----|----|----|----|----|
| Diesel      | 88 | 89 | 91 | 89 | 87 |
| Explosives  | 2  | 1  | 1  | 2  | 2  |
| Petrol      | 1  | 1  | 1  | 1  | 1  |
| Heating oil | 10 | 9  | 7  | 8  | 10 |

##### Total

100 100 100 100 100

<sup>1</sup> Assured KPI.

## Environmental stewardship continued

| Group scope 1 carbon emissions (CO <sub>2</sub> e tonnes) | FY25           | FY24           | FY23           | FY22           | FY21           |
|-----------------------------------------------------------|----------------|----------------|----------------|----------------|----------------|
| <b>Diesel (CO<sub>2</sub>e tonnes)</b>                    |                |                |                |                |                |
| South Africa                                              | 28 987         | 32 816         | 33 785         | 33 392         | 31 672         |
| Papua New Guinea                                          | 121 738        | 126 139        | 148 072        | 127 689        | 87 038         |
| <b>Total</b>                                              | <b>150 725</b> | <b>158 955</b> | <b>181 857</b> | <b>161 081</b> | <b>118 710</b> |
| <b>Explosives (CO<sub>2</sub>e tonnes)</b>                |                |                |                |                |                |
| South Africa                                              | 2 118          | 2 308          | 1 980          | 2 337          | 2 254          |
| Papua New Guinea                                          | 904            | 796            | 765            | 525            | 478            |
| <b>Total</b>                                              | <b>3 022</b>   | <b>3 104</b>   | <b>2 745</b>   | <b>2 862</b>   | <b>2 732</b>   |
| <b>Petrol (CO<sub>2</sub>e tonnes)</b>                    |                |                |                |                |                |
| South Africa                                              | 980            | 1 037          | 1 112          | 1 146          | 1 311          |
| Papua New Guinea                                          | 5              | 2              | 3              | 5              | 1              |
| <b>Total</b>                                              | <b>985</b>     | <b>1 039</b>   | <b>1 115</b>   | <b>1 151</b>   | <b>1 312</b>   |
| <b>Heating oil (CO<sub>2</sub>e tonnes)</b>               |                |                |                |                |                |
| South Africa                                              | 17 518         | 16 082         | 14 636         | 14 929         | 13 376         |
| Papua New Guinea                                          | —              | —              | —              | —              | —              |
| <b>Total</b>                                              | <b>17 518</b>  | <b>16 082</b>  | <b>14 636</b>  | <b>14 929</b>  | <b>13 376</b>  |
| Total South Africa                                        | 49 603         | 52 243         | 51 513         | 51 804         | 48 613         |
| Total Papua New Guinea                                    | 122 647        | 126 937        | 148 840        | 128 219        | 87 517         |
| <b>Total group</b>                                        | <b>172 250</b> | <b>179 180</b> | <b>200 353</b> | <b>180 023</b> | <b>136 130</b> |

## Environmental stewardship continued

| Regional scope 1 carbon emissions (CO <sub>2</sub> e tonnes) | FY25           | FY24           | FY23           | FY22           | FY21           |
|--------------------------------------------------------------|----------------|----------------|----------------|----------------|----------------|
| <b>Diesel (CO<sub>2</sub>e tonnes)</b>                       |                |                |                |                |                |
| South Africa                                                 |                |                |                |                |                |
| Free State                                                   | 6 971          | 6 969          | 6 830          | 7 592          | 8 308          |
| Gauteng                                                      | 2 437          | 4 957          | 8 313          | 5 509          | 1 902          |
| North West                                                   | 19 579         | 20 890         | 18 642         | 20 291         | 21 462         |
| Papua New Guinea                                             | 121 738        | 126 139        | 148 072        | 127 689        | 87 038         |
| <b>Total</b>                                                 | <b>150 725</b> | <b>158 955</b> | <b>181 857</b> | <b>161 081</b> | <b>118 710</b> |
| <b>Explosives (CO<sub>2</sub>e tonnes)</b>                   |                |                |                |                |                |
| South Africa                                                 |                |                |                |                |                |
| Free State                                                   | 805            | 830            | 678            | 901            | 824            |
| Gauteng                                                      | 784            | 832            | 814            | 846            | 726            |
| North West                                                   | 529            | 646            | 488            | 590            | 704            |
| Papua New Guinea                                             | 904            | 796            | 765            | 525            | 478            |
| <b>Total</b>                                                 | <b>3 021</b>   | <b>3 105</b>   | <b>2 745</b>   | <b>2 862</b>   | <b>2 732</b>   |
| <b>Petrol (CO<sub>2</sub>e tonnes)</b>                       |                |                |                |                |                |
| South Africa                                                 |                |                |                |                |                |
| Free State                                                   | 614            | 633            | 657            | 683            | 806            |
| Gauteng                                                      | 168            | 171            | 200            | 197            | 216            |
| North West                                                   | 198            | 233            | 255            | 266            | 289            |
| Papua New Guinea                                             | 5              | 2              | 3              | 5              | 1              |
| <b>Total</b>                                                 | <b>985</b>     | <b>1 039</b>   | <b>1 115</b>   | <b>1 151</b>   | <b>1 312</b>   |
| <b>Heating oil (CO<sub>2</sub>e tonnes)</b>                  |                |                |                |                |                |
| South Africa                                                 |                |                |                |                |                |
| Free State                                                   | 7 378          | 6 610          | 5 953          | 6 593          | 6 657          |
| Gauteng                                                      | —              | —              | —              | —              | —              |
| North West                                                   | 10 140         | 9 472          | 8 683          | 8 336          | 6 719          |
| Papua New Guinea                                             | —              | —              | —              | —              | —              |
| <b>Total</b>                                                 | <b>17 518</b>  | <b>16 082</b>  | <b>14 636</b>  | <b>14 929</b>  | <b>13 376</b>  |
| Total South Africa – Free State                              | 15 768         | 15 042         | 14 118         | 15 769         | 16 595         |
| Total South Africa – Gauteng                                 | 3 389          | 5 960          | 9 327          | 6 552          | 2 844          |
| Total South Africa – North West                              | 30 446         | 31 241         | 28 068         | 29 483         | 29 174         |
| Total Papua New Guinea                                       | 122 647        | 126 937        | 148 840        | 128 219        | 87 517         |
| <b>Total group</b>                                           | <b>172 250</b> | <b>179 180</b> | <b>200 353</b> | <b>180 023</b> | <b>136 130</b> |

## Environmental stewardship continued

| Group scope 2 carbon emissions (CO <sub>2</sub> e tonnes)   | FY25             | FY24             | FY23             | FY22             | FY21             |
|-------------------------------------------------------------|------------------|------------------|------------------|------------------|------------------|
| <b>Scope 2 breakdown by source (CO<sub>2</sub>e tonnes)</b> |                  |                  |                  |                  |                  |
| South African electricity grid                              | 4 255 984        | 4 034 398        | 4 214 643        | 4 525 257        | 4 180 860        |
| Papua New Guinea Ramu electricity grid                      | 60 876           | 51 664           | 37 518           | 42 988           | 70 192           |
| <b>Total<sup>1</sup></b>                                    | <b>4 316 860</b> | <b>4 086 062</b> | <b>4 252 161</b> | <b>4 568 245</b> | <b>4 251 052</b> |
| <b>% breakdown</b>                                          |                  |                  |                  |                  |                  |
| South African electricity grid                              | 99               | 99               | 99               | 99               | 98               |
| Papua New Guinea Ramu electricity grid                      | 1                | 1                | 1                | 1                | 2                |
| <b>Total</b>                                                | <b>100</b>       | <b>100</b>       | <b>100</b>       | <b>100</b>       | <b>100</b>       |

<sup>1</sup> Assured KPI.

| Regional scope 2 carbon emissions (CO <sub>2</sub> e tonnes) | FY25             | FY24             | FY23             | FY22             | FY21             |
|--------------------------------------------------------------|------------------|------------------|------------------|------------------|------------------|
| <b>Electricity (CO<sub>2</sub>e tonnes)</b>                  |                  |                  |                  |                  |                  |
| South Africa                                                 |                  |                  |                  |                  |                  |
| Free State                                                   | 1 330 382        | 1 270 390        | 1 342 318        | 1 549 441        | 1 499 428        |
| Gauteng                                                      | 2 103 055        | 1 722 913        | 1 823 542        | 1 872 563        | 1 588 189        |
| North West                                                   | 822 547          | 1 041 095        | 1 048 783        | 1 103 253        | 1 093 243        |
| Papua New Guinea                                             | 60 876           | 51 664           | 37 518           | 42 988           | 70 192           |
| <b>Total</b>                                                 | <b>4 316 860</b> | <b>4 086 062</b> | <b>4 252 161</b> | <b>4 568 246</b> | <b>4 251 053</b> |

## Environmental stewardship continued

| Group scope 3 carbon emissions (CO <sub>2</sub> e tonnes)                | FY25           | FY24           | FY23             | FY22             | FY21           |
|--------------------------------------------------------------------------|----------------|----------------|------------------|------------------|----------------|
| <b>Scope 3 breakdown by category and source (CO<sub>2</sub>e tonnes)</b> |                |                |                  |                  |                |
| <b>Category 1</b>                                                        |                |                |                  |                  |                |
| Explosives                                                               | 44 605         | 45 844         | 40 518           | 42 254           | 40 323         |
| Cement                                                                   | 24 017         | 24 736         | 27 452           | 27 166           | 26 044         |
| Timber                                                                   | 1 830          | 2 141          | 1 803            | 2 764            | 2 401          |
| Cyanide                                                                  | 328 089        | 345 784        | 349 223          | 359 136          | 273 185        |
| Caustic soda                                                             | 17 898         | 20 175         | 21 060           | 19 975           | 18 175         |
| Lime                                                                     | 93 773         | 98 283         | 87 712           | 92 795           | 83 303         |
| <b>Total</b>                                                             | <b>510 212</b> | <b>536 963</b> | <b>527 768</b>   | <b>544 090</b>   | <b>443 431</b> |
| <b>Category 3</b>                                                        | <b>476 374</b> | <b>447 032</b> | <b>470 348</b>   | <b>517 654</b>   | <b>424 962</b> |
| <b>Category 6</b>                                                        | <b>6 782</b>   | <b>6 296</b>   | <b>4 991</b>     | <b>3 424</b>     | <b>2 459</b>   |
| <b>Total scope 3 emissions<sup>1</sup></b>                               | <b>993 368</b> | <b>990 291</b> | <b>1 003 107</b> | <b>1 065 168</b> | <b>870 852</b> |
| <b>% breakdown</b>                                                       |                |                |                  |                  |                |
| <b>Category 1</b>                                                        | <b>51</b>      | <b>54</b>      | <b>53</b>        | <b>51</b>        | <b>52</b>      |
| <b>Category 3</b>                                                        | <b>48</b>      | <b>45</b>      | <b>47</b>        | <b>49</b>        | <b>49</b>      |
| <b>Category 6</b>                                                        | <b>1</b>       | <b>1</b>       | <b>—</b>         | <b>—</b>         | <b>—</b>       |
| <b>Total</b>                                                             | <b>100</b>     | <b>100</b>     | <b>100</b>       | <b>100</b>       | <b>101</b>     |

<sup>1</sup> Assured KPI.

## Environmental stewardship continued

| Group scope 3 carbon emissions (CO <sub>2</sub> e tonnes) | FY25           | FY24           | FY23           | FY22           | FY21           |
|-----------------------------------------------------------|----------------|----------------|----------------|----------------|----------------|
| <b>Category 1 (CO<sub>2</sub>e tonnes)</b>                |                |                |                |                |                |
| <b>South Africa</b>                                       |                |                |                |                |                |
| Explosives                                                | 31 259         | 34 088         | 29 223         | 34 505         | 33 271         |
| Cement                                                    | 24 008         | 24 710         | 27 448         | 27 158         | 25 988         |
| Timber                                                    | 1 830          | 2 141          | 1 803          | 2 764          | 2 401          |
| Cyanide                                                   | 309 219        | 329 520        | 331 046        | 346 234        | 258 448        |
| Caustic soda                                              | 17 884         | 20 147         | 21 054         | 19 956         | 18 175         |
| Lime                                                      | 86 944         | 91 605         | 81 740         | 86 520         | 79 145         |
| <b>Total South Africa</b>                                 | <b>471 144</b> | <b>502 211</b> | <b>492 314</b> | <b>517 137</b> | <b>417 428</b> |
| <b>Papua New Guinea</b>                                   |                |                |                |                |                |
| Explosives                                                | 13 346         | 11 756         | 11 295         | 7 749          | 7 052          |
| Cement                                                    | 9              | 26             | 4              | 8              | 56             |
| Timber                                                    | n/a            | n/a            | n/a            | n/a            | n/a            |
| Cyanide                                                   | 18 870         | 16 264         | 18 177         | 12 902         | 14 737         |
| Caustic soda <sup>1</sup>                                 | 13             | 28             | 6              | 19             | n/a            |
| Lime                                                      | 6 829          | 6 678          | 5 972          | 6 275          | 4 158          |
| <b>Total Papua New Guinea</b>                             | <b>39 067</b>  | <b>34 752</b>  | <b>35 454</b>  | <b>26 953</b>  | <b>26 003</b>  |
| <b>Total group</b>                                        | <b>510 211</b> | <b>536 963</b> | <b>527 768</b> | <b>544 090</b> | <b>443 431</b> |

<sup>1</sup> Caustic soda only reported from FY22.

| Group scope 3 carbon emissions (CO <sub>2</sub> e tonnes) | FY25           | FY24           | FY23           | FY22           | FY21           |
|-----------------------------------------------------------|----------------|----------------|----------------|----------------|----------------|
| <b>Category 3 (CO<sub>2</sub>e tonnes)</b>                |                |                |                |                |                |
| South Africa                                              | 474 234        | 445 280        | 469 075        | 516 196        | 422 585        |
| Papua New Guinea                                          | 2 140          | 1 752          | 1 273          | 1 458          | 2 377          |
| <b>Group</b>                                              | <b>476 374</b> | <b>447 032</b> | <b>470 348</b> | <b>517 654</b> | <b>424 962</b> |

## Environmental stewardship continued

| Group scope 3 carbon emissions (CO <sub>2</sub> e tonnes) | FY25         | FY24         | FY23         | FY22         | FY21         |
|-----------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|
| <b>Category 6 (CO<sub>2</sub>e tonnes)</b>                |              |              |              |              |              |
| South Africa                                              | 1 669        | 568          | 1 672        | 676          | 236          |
| Papua New Guinea <sup>1</sup>                             | 5 113        | 5 728        | 3 319        | 2 748        | 2 223        |
| <b>Group</b>                                              | <b>6 782</b> | <b>6 296</b> | <b>4 991</b> | <b>3 424</b> | <b>2 459</b> |

<sup>1</sup> Monitored from FY21.

| Group scope 3 carbon emissions (CO <sub>2</sub> e tonnes) | FY25           | FY24           | FY23             | FY22             | FY21           |
|-----------------------------------------------------------|----------------|----------------|------------------|------------------|----------------|
| Total South Africa                                        | 947 047        | 948 059        | 963 061          | 1 034 009        | 840 249        |
| Total Papua New Guinea                                    | 46 320         | 42 232         | 40 046           | 31 159           | 30 603         |
| <b>Total group</b>                                        | <b>993 367</b> | <b>990 291</b> | <b>1 003 107</b> | <b>1 065 168</b> | <b>870 852</b> |

| Group carbon emissions (CO <sub>2</sub> e)                                     | FY25             | FY24             | FY23             | FY22             | FY21             |
|--------------------------------------------------------------------------------|------------------|------------------|------------------|------------------|------------------|
| <b>Total emissions – scope 1, 2 and 3 (CO<sub>2</sub>e tonnes)<sup>1</sup></b> |                  |                  |                  |                  |                  |
| Scope 1                                                                        | 172 250          | 179 181          | 200 353          | 180 023          | 136 130          |
| Scope 2                                                                        | 4 316 860        | 4 086 062        | 4 252 161        | 4 568 245        | 4 251 052        |
| Scope 3                                                                        | 993 368          | 990 291          | 1 003 107        | 1 065 168        | 870 852          |
| <b>Total group</b>                                                             | <b>5 482 478</b> | <b>5 255 534</b> | <b>5 455 621</b> | <b>5 813 436</b> | <b>5 258 034</b> |
| <b>% breakdown</b>                                                             |                  |                  |                  |                  |                  |
| Scope 1                                                                        | 3                | 3                | 4                | 3                | 3                |
| Scope 2                                                                        | 79               | 78               | 78               | 79               | 81               |
| Scope 3                                                                        | 18               | 19               | 17               | 18               | 17               |
| <b>Total group</b>                                                             | <b>100</b>       | <b>100</b>       | <b>100</b>       | <b>100</b>       | <b>100</b>       |

<sup>1</sup> Assured KPI for scope 1, scope 2 and scope 3.

## Environmental stewardship continued

| Group carbon emissions intensity (CO <sub>2</sub> e tonnes/tonne treated)                                       | FY25             | FY24      | FY23      | FY22      | FY21      |
|-----------------------------------------------------------------------------------------------------------------|------------------|-----------|-----------|-----------|-----------|
| <b>Scope 1 intensity by source</b>                                                                              |                  |           |           |           |           |
| Diesel                                                                                                          | 0.0030           | 0.0030    | 0.0035    | 0.0030    | 0.0024    |
| Explosives                                                                                                      | 0.00006          | 0.00006   | 0.0001    | 0.0001    | 0.0001    |
| Petrol                                                                                                          | 0.00002          | 0.00002   | 0.00002   | 0.00002   | 0.00003   |
| Heating oil                                                                                                     | 0.00034          | 0.00031   | 0.0003    | 0.0003    | 0.0003    |
| <b>Total scope 1, 2 and 3 emissions</b>                                                                         |                  |           |           |           |           |
| Scope 1                                                                                                         | 0.0034           | 0.0034    | 0.0038    | 0.0030    | 0.0030    |
| Scope 2                                                                                                         | 0.0848           | 0.0793    | 0.0816    | 0.0850    | 0.0860    |
| Scope 3                                                                                                         | 0.0195           | 0.0185    | 0.0192    | 0.0200    | 0.0180    |
| <b>Total group</b>                                                                                              | <b>0.1077</b>    | 0.1024    | 0.1046    | 0.1080    | 0.1070    |
|                                                                                                                 |                  |           |           |           |           |
|                                                                                                                 | FY25             | FY24      | FY23      | FY22      | FY21      |
| <b>Accumulative scope 2 and scope 3 savings due to energy efficiency savings (tCO<sub>2</sub>e)<sup>1</sup></b> | <b>2 531 068</b> | 2 125 500 | 1 786 249 | 1 470 686 | 1 162 563 |

<sup>1</sup> Restated FY21 to FY24 figures to correct a metering error discovered during annual verification procedures and excludes renewable energy consumption.

## Environmental stewardship continued

### Atmospheric emissions

| <b>Emissions</b>                   | <b>FY25</b>  | <b>FY24</b> | <b>FY23</b> | <b>FY22</b> | <b>FY21</b> |
|------------------------------------|--------------|-------------|-------------|-------------|-------------|
| Oxides of nitrogen (NOx)           | <b>27.93</b> | 30.42       | 30.68       | 25.10       | 47.34       |
| Particular matter (TSP)            | <b>19.40</b> | 6.80        | 8.66        | 10.24       | 12.18       |
| Sulphur dioxide (SO <sub>2</sub> ) | <b>12.32</b> | 4.52        | 2.01        | 14.61       | 1.97        |
| <b>Grand total</b>                 | <b>59.65</b> | 41.74       | 41.35       | 49.95       | 61.49       |

| <b>Emissions for South Africa region (tonnes (000t))</b> | <b>FY25</b>  | <b>FY24</b> | <b>FY23</b> | <b>FY22</b> | <b>FY21</b> |
|----------------------------------------------------------|--------------|-------------|-------------|-------------|-------------|
| <b>Free State</b>                                        |              |             |             |             |             |
| Oxides of nitrogen (NOx)                                 | <b>2.46</b>  | 1.88        | 2.02        | 10.63       | 9.21        |
| Particular matter (TSP)                                  | <b>2.86</b>  | 3.02        | 2.64        | 3.72        | 5.27        |
| Sulphur dioxide (SO <sub>2</sub> )                       | <b>0.26</b>  | 0.27        | 0.25        | 12.66       | 0.86        |
| <b>Gauteng</b>                                           |              |             |             |             |             |
| Oxides of nitrogen (NOx)                                 | <b>13.26</b> | 6.05        | 14.14       | 3.70        | 22.99       |
| Particular matter (TSP)                                  | <b>7.65</b>  | 0.38        | 0.62        | 0.21        | 0.61        |
| Sulphur dioxide (SO <sub>2</sub> )                       | <b>10.36</b> | 0.17        | 0.38        | 0.13        | 0.00        |
| <b>North West</b>                                        |              |             |             |             |             |
| Oxides of nitrogen (NOx)                                 | <b>12.22</b> | 22.50       | 14.52       | 10.76       | 15.15       |
| Particular matter (TSP)                                  | <b>8.88</b>  | 3.40        | 5.40        | 6.31        | 6.31        |
| Sulphur dioxide (SO <sub>2</sub> )                       | <b>1.70</b>  | 4.08        | 1.37        | 1.83        | 1.11        |
| <b>Grand total</b>                                       | <b>59.65</b> | 41.75       | 41.35       | 49.95       | 61.49       |

| <b>Emissions intensities for South Africa (tonnes/tonnes treated (000t))</b> | <b>FY25</b>    | <b>FY24</b> | <b>FY23</b> | <b>FY22</b> | <b>FY21</b> |
|------------------------------------------------------------------------------|----------------|-------------|-------------|-------------|-------------|
| Oxides of nitrogen (NOx)                                                     | <b>0.0006</b>  | 0.0006      | 0.0006      | 0.0005      | 0.0010      |
| Particular matter (TSP)                                                      | <b>0.0004</b>  | 0.0001      | 0.0002      | 0.0002      | 0.0003      |
| Sulphur dioxide (SO <sub>2</sub> )                                           | <b>0.00026</b> | 0.00010     | 0.00004     | 0.00029     | 0.00004     |
| <b>Grand total</b>                                                           | <b>0.0013</b>  | 0.0009      | 0.0009      | 0.0010      | 0.0013      |

## Environmental stewardship continued

| <b>Emissions intensities for South Africa (tonnes/tonnes treated (000t))</b> | <b>FY25</b>   | <b>FY24</b>   | <b>FY23</b>   | <b>FY22</b>   | <b>FY21</b>   |
|------------------------------------------------------------------------------|---------------|---------------|---------------|---------------|---------------|
| <b>Free State</b>                                                            |               |               |               |               |               |
| Oxides of nitrogen (NOx)                                                     | 0.0002        | 0.0001        | 0.0001        | 0.0007        | 0.0006        |
| Particular matter (TSP)                                                      | 0.0002        | 0.0002        | 0.0002        | 0.0002        | 0.0004        |
| Sulphur dioxide (SO <sub>2</sub> )                                           | 0.00002       | 0.00002       | 0.00000       | 0.00080       | 0.00010       |
| <b>Gauteng</b>                                                               |               |               |               |               |               |
| Oxides of nitrogen (NOx)                                                     | 0.0017        | 0.0008        | 0.0001        | 0.0000        | 0.0001        |
| Particular matter (TSP)                                                      | 0.0010        | 0.0000        | 0.0001        | 0.0000        | 0.0000        |
| Sulphur dioxide (SO <sub>2</sub> )                                           | 0.00131       | 0.00002       | 0.00180       | 0.00050       | 0.00410       |
| <b>North West</b>                                                            |               |               |               |               |               |
| Oxides of nitrogen (NOx)                                                     | 0.0005        | 0.0009        | 0.0006        | 0.0004        | 0.0006        |
| Particular matter (TSP)                                                      | 0.0003        | 0.0001        | 0.0002        | 0.0002        | 0.0003        |
| Sulphur dioxide (SO <sub>2</sub> )                                           | 0.00006       | 0.00016       | 0.00005       | 0.00007       | 0.00004       |
| <b>Grand total</b>                                                           | <b>0.0013</b> | <b>0.0009</b> | <b>0.0009</b> | <b>0.0010</b> | <b>0.0013</b> |

## Environmental stewardship continued

### Materials used

| Group materials used                 | FY25   | FY24   | FY23   | FY22   | FY21   |
|--------------------------------------|--------|--------|--------|--------|--------|
| Rock mined: ore and waste (000t)     | 43 465 | 45 258 | 41 547 | 43 216 | 41 025 |
| Tonnes treated (000t)                | 50 897 | 51 319 | 52 135 | 53 802 | 49 252 |
| Waste rock recycled (000t)           | 4 720  | 6 044  | 6 599  | 7 683  | 10 405 |
| Slimes recycled (000t)               | 37 095 | 37 643 | 37 138 | 36 891 | 29 568 |
| Liquefied petroleum gas (t)          | 0.93   | 0.64   | 0.48   | 0.53   | 1.00   |
| Grease (t)                           | 430    | 480    | 475    | 524    | 552    |
| Cyanide (000t)                       | 37     | 37     | 38     | 64     | 49     |
| Petrol and diesel (000l)             | 57 052 | 60 164 | 68 859 | 60 030 | 44 732 |
| Lubricating and hydraulic oil (000l) | 3 127  | 3 036  | 2 707  | 2 945  | 2 693  |

### Water consumption

| Group water use (000m³)                       | FY25    | FY24   | FY23   | FY22   | FY21   |
|-----------------------------------------------|---------|--------|--------|--------|--------|
| Water used for primary activities¹            | 38 930  | 34 813 | 29 350 | 33 417 | 30 306 |
| Potable water from external sources¹          | 18 381  | 19 305 | 20 029 | 21 190 | 19 467 |
| Non-potable water from external sources¹      | 20 549  | 15 509 | 9 320  | 12 227 | 10 838 |
| Surface water used                            | 9 725   | 3 830  | 2 477  | 2 756  | 2 784  |
| Groundwater used                              | 10 824  | 11 679 | 6 843  | 9 470  | 8 054  |
| Water recycled in process                     | 103 535 | 98 051 | 99 932 | 88 599 | 83 392 |
| Water discharge to surface sources            | 5 847   | 5 961  | 5 048  | 5 298  | 3 787  |
| Water used                                    | 33 083  | 28 852 | 24 302 | 28 119 | 26 519 |
| Water consumption intensity (000m³/t treated) | 0.76    | 0.68   | 0.56   | 0.62   | 0.62   |

¹ Assured KPI.

## Environmental stewardship continued

| <b>Regional water use (000m³)</b>    | <b>FY25</b>   | <b>FY24</b> | <b>FY23</b> | <b>FY22</b> | <b>FY21</b> |
|--------------------------------------|---------------|-------------|-------------|-------------|-------------|
| <b>Water for primary activities¹</b> |               |             |             |             |             |
| <i>South Africa</i>                  |               |             |             |             |             |
| Free State                           | <b>14 988</b> | 8 824       | 7 799       | 9 065       | 8 075       |
| Gauteng                              | <b>8 860</b>  | 9 861       | 7 431       | 6 685       | 5 869       |
| North West                           | <b>13 035</b> | 14 017      | 11 934      | 15 736      | 14 379      |
| <i>Papua New Guinea</i>              | <b>2 047</b>  | 2 112       | 2 186       | 1 930       | 1 983       |
| <b>Total</b>                         | <b>38 930</b> | 34 814      | 29 350      | 33 416      | 30 306      |
| <b>Absolute potable¹</b>             |               |             |             |             |             |
| <i>South Africa</i>                  |               |             |             |             |             |
| Free State                           | <b>7 311</b>  | 7 111       | 7 573       | 8 470       | 8 063       |
| Gauteng                              | <b>5 450</b>  | 6 635       | 7 367       | 6 620       | 5 782       |
| North West                           | <b>5 620</b>  | 5 559       | 5 089       | 6 100       | 5 622       |
| <i>Papua New Guinea</i>              | <b>—</b>      | —           | —           | —           | —           |
| <b>Total</b>                         | <b>18 381</b> | 19 305      | 20 029      | 21 190      | 19 467      |
| <b>Non-potable¹</b>                  |               |             |             |             |             |
| <i>South Africa</i>                  |               |             |             |             |             |
| Free State                           | <b>7 677</b>  | 1 713       | 225         | 595         | 12          |
| Gauteng                              | <b>3 410</b>  | 2 975       | 64          | 65          | 87          |
| North West                           | <b>7 415</b>  | 8 457       | 6 845       | 9 636       | 8 757       |
| <i>Papua New Guinea</i>              | <b>2 047</b>  | 2 112       | 2 186       | 1 930       | 1 983       |
| <b>Total</b>                         | <b>20 549</b> | 15 257      | 9 320       | 12 226      | 10 839      |

¹ Assured KPI.

## Environmental stewardship continued

### Waste management

| Group waste generated and managed                                   | FY25          | FY24          | FY23          | FY22          | FY21 <sup>1</sup> |
|---------------------------------------------------------------------|---------------|---------------|---------------|---------------|-------------------|
| <b>Oils and grease</b>                                              |               |               |               |               |                   |
| Grease used (t)                                                     | 430           | 480           | 475           | 524           | 552               |
| Lubricating and hydraulic oil used (Ml)                             | 3.1           | 3.0           | 2.7           | 3.0           | 3.0               |
| Recycled oil – repurposing hydrocarbons to landfill (000l)          | 646           | 703           | 742           | 698           | 527               |
| <b>Hazardous waste</b>                                              |               |               |               |               |                   |
| Tailings (Mt) <sup>2</sup>                                          | 51            | 52            | 51            | 52            | 47                |
| Waste rock deposited (Mt) <sup>2</sup>                              | 27            | 30            | 28            | 25            | 24                |
| Hazardous waste to landfill (t)                                     | 558           | 1 261         | 1 501         | 803           | 524               |
| <b>Recycled waste<sup>3</sup></b>                                   |               |               |               |               |                   |
| Waste rock recycled (000t)                                          | 4 720         | 6 044         | 6 599         | 7 683         | 10 405            |
| Timber (t)                                                          | 4 238         | 6 097         | 3 251         | 2 727         | 3 121             |
| Steel (t)                                                           | 14 686        | 14 939        | 13 781        | 8 889         | 8 739             |
| Plastic (t)                                                         | 507           | 697           | 489           | 591           | 625               |
| <b>Total recycled waste (000t)</b>                                  | <b>4 739</b>  | <b>6 066</b>  | <b>6 617</b>  | <b>7 695</b>  | <b>10 417</b>     |
| <b>Total general waste generated from operational salvage yards</b> | <b>29 901</b> | <b>29 288</b> | <b>25 646</b> | <b>20 469</b> | <b>12 486</b>     |
| <b>Mineral waste intensity (tonne/tonne treated)</b>                | <b>1.53</b>   | <b>1.60</b>   | <b>1.52</b>   | <b>1.43</b>   | <b>1.44</b>       |
| <b>General waste intensity (tonne/000tonne treated)</b>             | <b>0.59</b>   | <b>0.57</b>   | <b>0.49</b>   | <b>0.38</b>   | <b>0.25</b>       |

<sup>1</sup> Includes Mponeng and related assets.

<sup>2</sup> Assured KPI.

<sup>3</sup> Note that waste rock recycled is in 000 tonnes and timber, steel and plastic is in tonnes.

## Social stewardship

### Employees

#### Employee complement

| Complement                              | FY25          | FY24   | FY23   | FY22   | FY21   |
|-----------------------------------------|---------------|--------|--------|--------|--------|
| <i>Harmony – total<sup>1</sup></i>      | <b>47 111</b> | 46 060 | 45 546 | 47 345 | 48 112 |
| Permanent                               | <b>34 350</b> | 34 715 | 34 913 | 37 581 | 38 472 |
| Contractors                             | <b>12 761</b> | 11 345 | 10 633 | 9 764  | 9 640  |
| <i>South Africa – total<sup>1</sup></i> | <b>44 480</b> | 43 667 | 43 175 | 45 002 | 45 733 |
| Permanent                               | <b>32 688</b> | 33 123 | 33 341 | 35 989 | 36 873 |
| Contractors                             | <b>11 792</b> | 10 544 | 9 834  | 9 013  | 8 860  |
| <i>Papua New Guinea – total</i>         | <b>2 461</b>  | 2 264  | 2 267  | 2 278  | 2 314  |
| Permanent                               | <b>1 496</b>  | 1 465  | 1 472  | 1 527  | 1 536  |
| Contractors                             | <b>965</b>    | 799    | 795    | 751    | 778    |
| <i>Australia – total</i>                | <b>170</b>    | 129    | 104    | 65     | —      |
| Permanent                               | <b>166</b>    | 127    | 100    | 65     | 63     |
| Contractors                             | <b>4</b>      | 2      | 4      | —      | 2      |

<sup>1</sup> The employee numbers for Margaret Water Company NPC and Covalent Water Company are excluded and not used in any calculations based on employee numbers.

## Social stewardship continued

| Employee training and development   | FY25             | FY24      | FY23      | FY22      | FY21      |
|-------------------------------------|------------------|-----------|-----------|-----------|-----------|
| <i>People trained*</i>              | <b>43 731</b>    | 42 291    | 42 744    | 36 111    | 31 430    |
| <i>South Africa – total</i>         | <b>42 041</b>    | 40 704    | 41 266    | 34 744    | 29 963    |
| Permanent                           | <b>30 502</b>    | 30 417    | 31 911    | 33 410    | ***       |
| Contractors                         | <b>11 539</b>    | 10 287    | 9 355     | 8 560     | ***       |
| <i>Papua New Guinea – total</i>     | <b>1 600</b>     | 1 545     | 1 448     | 1 359     | 1 459     |
| Permanent                           | <b>1 516</b>     | 1 489     | 1 259     | 1 359     | 1 459     |
| Contractors                         | <b>84</b>        | 56        | 189       | —         | —         |
| <i>Australia – total</i>            | <b>90</b>        | 42        | 30        | 8         | 8         |
| Permanent                           | <b>90</b>        | 42        | 30        | 8         | 8         |
| Contractors                         | —                | —         | —         | —         | —         |
| <i>Hours of training – total</i>    | <b>2 111 513</b> | 2 166 319 | 2 154 910 | 2 071 384 | 1 780 056 |
| <i>South Africa</i>                 | <b>1 901 926</b> | 2 060 823 | 2 071 384 | 2 071 384 | 1 780 056 |
| Permanent                           | <b>1 523 030</b> | 1 764 278 | 1 844 964 | 1 956 127 | ***       |
| Contractors                         | <b>378 896</b>   | 296 545   | 310 317   | 343 209   | ***       |
| Average training hours per employee | <b>45</b>        | 51        | 52        | 55        | 60        |
| <i>Papua New Guinea</i>             | <b>207 011</b>   | 105 244   | 83 526    | ***       | ***       |
| Permanent                           | <b>205 960</b>   | 104 755   | 82 124    | ***       | ***       |
| Contractors                         | <b>1 051</b>     | 489       | 1 402     | ***       | ***       |
| Average training hours per employee | <b>136</b>       | 70        | 65        | ***       | ***       |
| <i>Australia</i>                    | <b>2 576</b>     | 252       | ***       | ***       | ***       |
| Permanent                           | <b>2 473</b>     | 252       | ***       | ***       | ***       |
| Contractors                         | <b>103</b>       | —         | ***       | ***       | ***       |
| Average training hours per employee | <b>27</b>        | 6         | ***       | ***       | ***       |

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

\*\*\* Data not collated for this period.

| Expenditure on training (Rm) <sup>1</sup> | FY25       | FY24 | FY23 | FY22 | FY21 |
|-------------------------------------------|------------|------|------|------|------|
| <i>Group</i>                              | <b>859</b> | 840  | 817  | 665  | 488  |
| <i>South Africa</i>                       | <b>838</b> | 808  | 783  | 661  | 468  |
| <i>Papua New Guinea</i>                   | <b>17</b>  | 31   | 33   | 4    | 20   |
| <i>Australia<sup>2</sup></i>              | <b>4</b>   | 1    | 1    | —    | —    |

<sup>1</sup> Includes permanent employees and contractors.

<sup>2</sup> Restated FY24.

## Social stewardship continued

| Employees drawn from local communities (%)                | FY25        | FY24 | FY23 | FY22 | FY21 |
|-----------------------------------------------------------|-------------|------|------|------|------|
| <b>South Africa</b>                                       | <b>85.2</b> | 84.0 | 83.0 | 81.9 | 78.0 |
| Free State                                                | <b>88.4</b> | 81.0 | 81.0 | 82.0 | ***  |
| Permanent                                                 | <b>78.7</b> | 77.0 | 77.0 | ***  | ***  |
| Contractors                                               | <b>98.2</b> | 98.0 | 98.0 | ***  | ***  |
| Gauteng                                                   | <b>90.5</b> | 84.0 | 84.0 | 83.0 | ***  |
| Permanent                                                 | <b>83.4</b> | 83.0 | 81.0 | ***  | ***  |
| Contractors                                               | <b>97.6</b> | 98.0 | 98.0 | ***  | ***  |
| North West                                                | <b>97.4</b> | 87.0 | 87.0 | 82.0 | ***  |
| Permanent                                                 | <b>81.7</b> | 82.0 | 81.0 | ***  | ***  |
| Contractors                                               | <b>97.1</b> | 98.0 | 98.0 | ***  | ***  |
| <b>Papua New Guinea</b>                                   |             |      |      |      |      |
| National workforce <sup>1</sup>                           | <b>91.8</b> | 97.0 | 97.5 | 97.5 | 97.0 |
| Permanent                                                 | <b>95.7</b> | 97.0 | ***  | ***  | ***  |
| Contractors                                               | <b>85.8</b> | 85.0 | ***  | ***  | ***  |
| Local community workforce <sup>2</sup>                    | <b>31.8</b> | 37.0 | 37.0 | ***  | ***  |
| Permanent                                                 | <b>37.6</b> | 40.0 | 41.0 | ***  | ***  |
| Contractors                                               | <b>22.7</b> | 30.8 | 79.0 | ***  | ***  |
| <b>Australia</b>                                          |             |      |      |      |      |
| First Nations <sup>3</sup>                                | <b>1.0</b>  | 1.0  | ***  | ***  | ***  |
| Permanent                                                 | <b>1.0</b>  | 1.0  | ***  | ***  | ***  |
| Contractors                                               | —           | ***  | ***  | ***  | ***  |
| <b>Senior management drawn from local communities (%)</b> |             |      |      |      |      |
| <b>South Africa</b>                                       | <b>97.9</b> | 98.0 | 98.0 | 99.0 | 98.0 |
| <b>Papua New Guinea</b>                                   |             |      |      |      |      |
| % of senior management (Nationals)                        | <b>21.0</b> | 25.0 | 25.0 | ***  | ***  |
| % of management (Nationals)                               | <b>60.0</b> | 60.0 | 66.0 | ***  | ***  |
| % of management (Local communities)                       | <b>3.0</b>  | 6.0  | 6.0  | ***  | ***  |

\*\*\* Data not collated for this period.

<sup>1</sup> Persons who are nationals of Papua New Guinea.

<sup>2</sup> Persons who are from landowner villages and host districts.

<sup>3</sup> Persons of Aboriginal or Torres Strait Islander descent as voluntarily disclosed.

## Social stewardship continued

| Gender diversity             | FY25 | FY24 | FY23 | FY22 | FY21 |
|------------------------------|------|------|------|------|------|
| <i>South Africa</i>          |      |      |      |      |      |
| % of workforce who are women | 21   | 20   | 20   | 19   | 18   |
| % of women in management     | 24   | 23   | 22   | 21   | 20   |
| <i>Australia</i>             |      |      |      |      |      |
| % of workforce who are women | 29   | 31   | 33   | 32   | 33   |
| % of women in management     | 15   | 16   | 21   | 18   | 18   |
| <i>Papua New Guinea</i>      |      |      |      |      |      |
| % of workforce who are women | 15   | 14   | 15   | 17   | 14   |
| % of women in management     | 9    | 10   | 13   | 11   | 10   |

## Social stewardship continued

### Woman in mining

| Group                               | FY25  | FY24  | FY23  | FY22  |
|-------------------------------------|-------|-------|-------|-------|
| Total females <sup>1</sup>          | 7 095 | 6 955 | 6 789 | 6 668 |
| Females in core mining <sup>2</sup> | 4 840 | 4 697 | 4 781 | 4 811 |
| Females in core mining (%)          | 16    | 16    | 16    | 15    |
| Females in management (%)           | 23    | 22    | 22    | 21    |
| Total females (%)                   | 21    | 20    | 19    | 18    |
| <b>South Africa</b>                 |       |       |       |       |
| Total females <sup>1</sup>          | 6 832 | 6 705 | 6 537 | 6 668 |
| Females in core mining <sup>2</sup> | 4 716 | 4 618 | 4 683 | 4 811 |
| Females in core mining (%)          | 17    | 17    | 16    | 15    |
| Females in management (%)           | 24    | 23    | 22    | 21    |
| Total females (%)                   | 21    | 20    | 20    | 19    |
| <b>Papua New Guinea</b>             |       |       |       |       |
| Total females <sup>1</sup>          | 216   | 211   | 217   | ***   |
| Females in core mining <sup>2</sup> | 117   | 74    | 94    | ***   |
| Females in core mining (%)          | 8     | 16    | 7     | ***   |
| Females in management (%)           | 9     | 10    | 13    | ***   |
| Total females (%)                   | 15    | 14    | 15    | ***   |
| <b>Australia</b>                    |       |       |       |       |
| Total females <sup>1</sup>          | 47    | 39    | 35    | ***   |
| Females in core mining <sup>2</sup> | 7     | 5     | 4     | ***   |
| Females in core mining (%)          | 15    | 15    | 11    | ***   |
| Females in management (%)           | 15    | 16    | 21    | ***   |
| Total females (%)                   | 29    | 31    | 33    | ***   |

<sup>1</sup> Based on employees only.

<sup>2</sup> Females in core mining includes females employed in core production roles in mining, engineering/maintenance, metallurgy/processing, technical services (geotech, geology, mine planning, projects, exploration roles), ventilation and business improvement.

\*\*\* Data not collated for this period.

## Social stewardship continued

| Employees covered by collective bargaining                                   | FY25   | FY24   | FY23   | FY22   | FY21   |
|------------------------------------------------------------------------------|--------|--------|--------|--------|--------|
| South Africa                                                                 | 31 608 | 31 324 | 32 674 | 34 336 | 36 003 |
| <b>Absenteeism rate %</b>                                                    |        |        |        |        |        |
| South Africa                                                                 | 19.4   | 17.8   | 18.7   | 20.0   | ***    |
| Papua New Guinea <sup>1</sup>                                                | 39.0   | 31.0   | 7.0    | ***    | ***    |
| Australia <sup>1</sup>                                                       | 9.0    | 15.0   | 5.0    | —      | —      |
| <b>Number of strikes and lockouts exceeding one week duration</b>            |        |        |        |        |        |
| South Africa                                                                 | —      | —      | —      | —      | —      |
| Papua New Guinea                                                             | —      | —      | —      | —      | —      |
| Australia                                                                    | —      | —      | —      | —      | —      |
| <b>South Africa only</b>                                                     |        |        |        |        |        |
| <i>Employment equity</i>                                                     |        |        |        |        |        |
| Historically disadvantaged persons/South Africans in management (%)          | 72     | 70     | 68     | 67     | 65     |
| Developmental programmes for critical positions in the sector <sup>2,3</sup> | 146    | 182    | 163    | 96     | 83     |
| <i>Housing and accommodation<sup>2</sup></i>                                 |        |        |        |        |        |
| Employees living in single rooms                                             | 7 338  | 7 457  | 7 662  | 8 057  | 8 547  |

<sup>1</sup> Restated FY24.

<sup>2</sup> Assured KPI.

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

\*\*\* Data not collated for this period.

## Employment equity performance<sup>1</sup>

|                          | FY25                    |                                | FY24                    |                                | FY23                    |                                |
|--------------------------|-------------------------|--------------------------------|-------------------------|--------------------------------|-------------------------|--------------------------------|
|                          | HDP <sup>2</sup><br>(%) | Female HDP <sup>1</sup><br>(%) | HDP <sup>2</sup><br>(%) | Female HDP <sup>1</sup><br>(%) | HDP <sup>2</sup><br>(%) | Female HDP <sup>1</sup><br>(%) |
| Board <sup>3</sup>       | 73                      | 33                             | 67                      | 25                             | 67                      | 25                             |
| Executive management     | 62                      | 29                             | 57                      | 24                             | 60                      | 25                             |
| Senior management        | 62                      | 26                             | 62                      | 27                             | 58                      | 27                             |
| Middle management        | 67                      | 31                             | 63                      | 29                             | 60                      | 28                             |
| Junior management        | 73                      | 22                             | 72                      | 21                             | 70                      | 21                             |
| Core and critical skills | 75                      | n/a                            | 74                      | n/a                            | 73                      | n/a                            |
| People with disabilities | 0.26                    | n/a                            | 0.28                    | n/a                            | 0.28                    | n/a                            |

<sup>1</sup> Assured KPI.

<sup>2</sup> HDPs include women and exclude white males and foreign nationals.

<sup>3</sup> Harmony's three executive directors are included as board members.

## Social stewardship continued

### Hiring and turnover

#### Voluntary turnover<sup>1</sup>

| Region                              | FY25      |            |            |               |            | FY24       |            |            |               |            |
|-------------------------------------|-----------|------------|------------|---------------|------------|------------|------------|------------|---------------|------------|
|                                     | Female    | Male       | Total      | Employees     | %          | Female     | Male       | Total      | Employees     | %          |
| South Africa <sup>2</sup>           | 70        | 433        | 503        | 32 563        | 1.5        | 72         | 521        | 593        | 33 002        | 1.8        |
| Papua New Guinea                    | 20        | 101        | 121        | 1 496         | 8.1        | 26         | 153        | 179        | 1 465         | 12.2       |
| Australia                           | 8         | 9          | 17         | 166           | 10.2       | 9          | 14         | 23         | 127           | 18.1       |
| <b>Total</b>                        | <b>98</b> | <b>543</b> | <b>641</b> | <b>34 225</b> | <b>1.9</b> | <b>107</b> | <b>688</b> | <b>795</b> | <b>34 594</b> | <b>2.3</b> |
| Male vs female turnover (group) (%) | 15        | 85         |            |               |            | 13         | 87         |            |               |            |

<sup>1</sup> Resignations, retirements, voluntary separation package.

#### Involuntary turnover<sup>1</sup>

| Region                              | FY25       |              |              |               |            | FY24       |              |              |               |            |
|-------------------------------------|------------|--------------|--------------|---------------|------------|------------|--------------|--------------|---------------|------------|
|                                     | Female     | Male         | Total        | Employees     | %          | Female     | Male         | Total        | Employees     | %          |
| South Africa <sup>2</sup>           | 206        | 1 214        | 1 420        | 32 563        | 4.4        | 186        | 1 177        | 1 363        | 33 002        | 4.1        |
| Papua New Guinea                    | 8          | 84           | 92           | 1 496         | 6.1        | 11         | 55           | 66           | 1 465         | 4.5        |
| Australia                           | 2          | 3            | 5            | 166           | 3.0        | 1          | 3            | 4            | 127           | —          |
| <b>Total</b>                        | <b>216</b> | <b>1 301</b> | <b>1 517</b> | <b>34 225</b> | <b>4.4</b> | <b>198</b> | <b>1 235</b> | <b>1 433</b> | <b>34 594</b> | <b>4.1</b> |
| Male vs female turnover (group) (%) | 14         | 86           |              |               |            | 14         | 86           |              |               |            |

<sup>1</sup> All turnovers not included in the definition of voluntary ie, dismissals, downscaling, retrenchments.

<sup>2</sup> The employee numbers for Margaret Water Company NPC and Covalent Water Company are excluded and not used in any calculations based on employee numbers.

## Social stewardship continued

### Safety

| Safety                                                                          | FY25        | FY24 | FY23 | FY22 | FY21 |
|---------------------------------------------------------------------------------|-------------|------|------|------|------|
| <b>Loss of life</b>                                                             |             |      |      |      |      |
| <i>Group</i>                                                                    | <b>11</b>   | 7    | 6    | 13   | 11   |
| <b>South Africa</b>                                                             | <b>11</b>   | 7    | 6    | 13   | 11   |
| Employees                                                                       | <b>10</b>   | 5    | 5    | 12   | 9    |
| Contractors                                                                     | <b>1</b>    | 2    | 1    | 1    | 2    |
| <b>Papua New Guinea</b>                                                         | —           | —    | —    | —    | —    |
| Employees                                                                       | —           | —    | —    | —    | —    |
| Contractors                                                                     | —           | —    | —    | —    | —    |
| <b>Australia</b>                                                                | —           | —    | —    | —    | —    |
| Employees                                                                       | —           | —    | —    | —    | —    |
| Contractors                                                                     | —           | —    | —    | —    | —    |
| <b>Loss-of-life frequency rate (per 1 million hours worked)</b>                 |             |      |      |      |      |
| <i>Group</i>                                                                    | <b>0.11</b> | 0.07 | 0.06 | 0.13 | 0.11 |
| <b>Lost-time injury frequency rate (per 1 million hours worked)<sup>1</sup></b> |             |      |      |      |      |
| <i>Group</i>                                                                    | <b>5.39</b> | 5.53 | 5.49 | 5.65 | 6.18 |
| <b>South Africa</b>                                                             | <b>5.69</b> | 5.79 | 5.74 | 5.90 | 6.46 |
| <b>Papua New Guinea<sup>2</sup></b>                                             | —           | 0.46 | 0.34 | 0.17 | —    |
| <b>Australia<sup>3</sup></b>                                                    | <b>4.44</b> | 3.52 | ***  | ***  | ***  |
| <b>Close out of A Hazard fatal risk control findings (%)<sup>1</sup></b>        |             |      |      |      |      |
| <b>South Africa</b>                                                             | <b>96.5</b> | 98.8 | 99.7 | 99.6 | n/a  |

<sup>1</sup> Assured KPI.

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

<sup>3</sup> Restated FY24 figure.

\*\*\* Data not collated for this period.

## Social stewardship continued

### Health

| Health – South Africa                                                                                         | FY25   | FY24   | FY23   | FY22   | FY21   |
|---------------------------------------------------------------------------------------------------------------|--------|--------|--------|--------|--------|
| <b>Absenteeism (total)</b>                                                                                    |        |        |        |        |        |
| Health-related absenteeism (%)                                                                                | 7.3    | 7.5    | 8.0    | 7.9    | 9.9    |
| <b>Tuberculosis</b>                                                                                           |        |        |        |        |        |
| TB screening of employees and contractors                                                                     | 43 704 | 43 176 | 43 391 | 44 445 | 44 301 |
| % of workforce                                                                                                | 100    | 100    | 100.0  | 98.5   | 98.0   |
| TB incidence rate (per 100 000 employees tested)                                                              | 364    | 507    | 604    | 590    | 483    |
| Number of TB cases confirmed                                                                                  | 159    | 219    | 262    | 267    | ***    |
| <b>HIV/Aids</b>                                                                                               |        |        |        |        |        |
| Employees identified as HIV-positive                                                                          | 9 508  | 9 588  | 9 762  | 10 582 | 10 593 |
| Employees receiving antiretroviral therapy                                                                    | 8 709  | 8 704  | 8 934  | 9 595  | 9 328  |
| Employees knowing their HIV status (including contractors) (%) <sup>1</sup>                                   | 93     | 91     | 89     | 85     | 76     |
| Employees receiving antiretroviral therapy (medically uninsured, excluding contractors) (%) <sup>1</sup>      | 89     | 88     | 90     | 89     | 86     |
| Employees receiving antiretroviral therapy will have viral suppression (medically uninsured) (%) <sup>1</sup> | 85     | 88     | 82     | 78     | 78     |
| Employees on voluntary counselling and testing programmes (%)                                                 | 85     | 83     | 83     | 92     | ***    |

<sup>1</sup> Assured KPI.

\*\*\* Data not collated for this period.

| Health – South Africa                           | FY25   | FY24   | FY23   | FY22   | FY21   |
|-------------------------------------------------|--------|--------|--------|--------|--------|
| <b>Chronic diseases</b>                         |        |        |        |        |        |
| Employees with a chronic condition <sup>1</sup> | 22 893 | 23 230 | 23 149 | 24 728 | 21 612 |
| Proportion of SA workforce (%)                  | 70     | 70     | 69     | 69     | 61     |
| Diabetes (%)                                    | 17     | 17     | 16     | 15     | 10     |
| Hypertension (%)                                | 33     | 33     | 33     | 34     | 32     |
| HIV/Aids (%)                                    | 42     | 41     | 42     | 43     | 49     |

<sup>1</sup> Employees with more than one chronic disease are counted in each condition.

## Social stewardship continued

### Occupational health – South Africa

|                                                            | FY25   | FY24   | FY23   | FY22   | FY21   |
|------------------------------------------------------------|--------|--------|--------|--------|--------|
| <b>Heat</b>                                                |        |        |        |        |        |
| Heat tolerance tests conducted                             | 27 479 | 25 230 | 24 085 | 17 868 | 15 364 |
| Heat-related cases reported                                | 324    | 157    | 192    | 211    | 126    |
| <b>Noise</b>                                               |        |        |        |        |        |
| Early noise-induced hearing loss cases                     | 102    | 88     | 158    | 226    | 217    |
| Cases compensated                                          | 111    | 77     | 98     | 106    | 71     |
| Employees with personalised hearing devices (%)            | 99.0   | 98.0   | 99.5   | 99.3   | 97.1   |
| Contractor employees with personalised hearing devices (%) | 77.0   | 80.0   | 98.3   | 85.5   | 74.0   |
| <b>Silicosis</b>                                           |        |        |        |        |        |
| Cases submitted                                            | 83     | 103    | 115    | 108    | 141    |
| Cases certified <sup>1</sup>                               | 60     | 45     | 62     | 184    | 54     |

<sup>1</sup> Assured KPI.

### Health – Papua New Guinea

|                                            | FY25   | FY24   | FY23   | FY22   | FY21   |
|--------------------------------------------|--------|--------|--------|--------|--------|
| Health examinations conducted              | 21 336 | 19 459 | 19 969 | 15 539 | 11 489 |
| Number of malaria cases                    | 251    | 146    | 90     | 127    | ***    |
| Employees treated for respiratory ailments | 2 641  | 2 606  | 2 456  | 1 545  | 707    |

\*\*\* Data not collated for this period.

## Social stewardship continued

### Communities

|                                                               | FY25       | FY24 | FY23 | FY22 | FY21 |
|---------------------------------------------------------------|------------|------|------|------|------|
| <b>Mine community development (Rm)</b>                        | <b>271</b> | 266  | 255  | 193  | 164  |
| <i>South Africa</i>                                           | <b>141</b> | 151  | 180  | 138  | 100  |
| SLP Local Economic Development (LED) Initiatives <sup>1</sup> | <b>52</b>  | 80   | 114  | 61   | 61   |
| Human resources development community initiatives             | <b>41</b>  | 33   | 32   | 44   | 15   |
| Corporate Social Investment (CSI) <sup>1</sup>                | <b>28</b>  | 20   | 15   | 9    | 9    |
| Social Trusts Investment                                      | <b>10</b>  | 6    | 12   | 12   | —    |
| Investment in labour sending areas: (CSI and social trust)    | <b>—</b>   | —    | —    | 4    | 1    |
| Leano Initiative                                              | <b>11</b>  | 12   | 7    | 7    | 15   |
| <i>Papua New Guinea</i>                                       | <b>129</b> | 115  | 75   | 55   | 63   |
| Wafi-Golpu Project                                            | <b>4</b>   | 4    | 3    | 2    | —    |
| Community Social Investment                                   | <b>4</b>   | 4    | 3    | 2    | —    |
| Hidden Valley mine                                            | <b>125</b> | 111  | 72   | 54   | 63   |
| Community development initiatives (MoA)                       | <b>11</b>  | 15   | 6    | 5    | 4    |
| Royalties (paid to landowners and communities)                | <b>89</b>  | 69   | 47   | 34   | 45   |
| Hidden Valley Mine Trust payments                             | <b>14</b>  | 12   | 9    | 7    | 8    |
| Employees dependent school fees                               | <b>10</b>  | 15   | 9    | 7    | 5    |
| Donations                                                     | <b>1</b>   | —    | —    | —    | —    |
| <i>Australia</i>                                              | <b>1</b>   | —    | —    | ***  | ***  |
| Community Social Investment                                   | <b>1</b>   | —    | —    | ***  | ***  |

<sup>1</sup> Assured KPI.

## Social stewardship continued

| Mine community development South Africa regions   | FY25       | FY24 | FY23 | FY22 | FY21 |
|---------------------------------------------------|------------|------|------|------|------|
| <b>South Africa</b>                               | <b>113</b> | 139  | 164  | 122  | 82   |
| <i>Free State</i>                                 | <b>52</b>  | 66   | 56   | 46   | 44   |
| SLP Mine Community Development Initiatives        | <b>25</b>  | 43   | 27   | 30   | 35   |
| Human resources development community initiatives | <b>17</b>  | 13   | 22   | 11   | 6    |
| Corporate Social Investment (CSI)                 | <b>6</b>   | 9    | 4    | 1    | 3    |
| Social Trusts Investment                          | <b>4</b>   | 1    | 4    | 4    | —    |
| <i>Gauteng (West Rand)</i>                        | <b>32</b>  | 38   | 64   | 50   | 26   |
| SLP Mine Community Development Initiatives        | <b>12</b>  | 21   | 52   | 20   | 16   |
| Human resources development community initiatives | <b>15</b>  | 10   | 7    | 24   | 8    |
| Corporate Social Investment (CSI)                 | <b>2</b>   | 5    | 2    | 2    | 2    |
| Social Trusts Investment                          | <b>3</b>   | 2    | 3    | 4    | —    |
| <i>North West</i>                                 | <b>29</b>  | 35   | 44   | 25   | 13   |
| SLP Mine Community Development Initiatives        | <b>15</b>  | 17   | 35   | 11   | 11   |
| Human resources development community initiatives | <b>9</b>   | 10   | 4    | 9    | 1    |
| Corporate Social Investment (CSI)                 | <b>2</b>   | 5    | 1    | 1    | 1    |
| Social Trusts Investment                          | <b>3</b>   | 3    | 4    | 4    | —    |

## Supply chain

| Procurement (Rbn)                                                                      | FY25        | FY24 | FY23 | FY22 | FY21 |
|----------------------------------------------------------------------------------------|-------------|------|------|------|------|
| <b>South Africa</b>                                                                    |             |      |      |      |      |
| <i>Total procurement spend</i>                                                         | <b>39.1</b> | 33.5 | 29.1 | 24.4 | 19.2 |
| <i>Total discretionary spend<sup>1</sup></i>                                           | <b>19.9</b> | 17.6 | 16.5 | 14.3 | 10.7 |
| <i>Total spend in host communities<sup>1</sup></i>                                     | <b>11.6</b> | 10.1 | 9.8  | 7.6  | ***  |
| <i>Preferential procurement (black-owned (BO) and BEE-compliant spend)<sup>1</sup></i> | <b>16.3</b> | 14.7 | 14.0 | 11.2 | 8.0  |
| <i>Free State</i>                                                                      | <b>1.7</b>  | 1.6  | 1.7  | 1.5  | 1.2  |
| <i>Gauteng (West Rand)</i>                                                             | <b>11.9</b> | 10.1 | 9.5  | 7.6  | 5.5  |
| <i>North West</i>                                                                      | <b>1.7</b>  | 1.8  | 1.6  | 1.1  | 0.7  |
| <b>Other provinces</b>                                                                 | <b>1.0</b>  | 1.2  | 1.2  | 1.0  | 0.6  |
| spend on >50% BO                                                                       | <b>11.0</b> | 10.6 | 8.6  | 5.4  | 5.1  |
| spend on 100% BO                                                                       | <b>2.2</b>  | 2.0  | 1.4  | 0.1  | 0.8  |

<sup>1</sup> Assured KPI.

## Social stewardship continued

| Total and host community suppliers by region                                               | FY25         | FY24         | FY23         | FY22         | FY21         |
|--------------------------------------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|
| <b>South Africa</b>                                                                        |              |              |              |              |              |
| Total suppliers                                                                            | 2 324        | 2 468        | 2 516        | 2 474        | 2 261        |
| Host community suppliers                                                                   | 1 373        | 1 395        | 1 430        | 1 319        | 1 178        |
| Percentage host community suppliers (%)                                                    | 59.1         | 56.5         | 56.8         | 53.3         | 52.1         |
| <b>Papua New Guinea (Rm)</b>                                                               |              |              |              |              |              |
| <b>Total spend in Papua New Guinea</b>                                                     | <b>2 538</b> | <b>2 714</b> | <b>2 078</b> | <b>2 324</b> | <b>2 148</b> |
| Spend in Morobe Province (inclusive of landowner companies)                                | 1 746        | 1 852        | 1 230        | 1 191        | 1 296        |
| <b>Local and preferential procurement: Hidden Valley</b>                                   | <b>2 484</b> | <b>2 672</b> | <b>2 010</b> | <b>2 273</b> | <b>2 101</b> |
| Expenditure in country (rest of PNG)                                                       | 768          | 843          | 821          | 1 107        | 826          |
| Expenditure in Morobe Province                                                             | 1 063        | 1 220        | 574          | 559          | 653          |
| Expenditure with landowner companies                                                       | 653          | 609          | 615          | 607          | 622          |
| Percentage spend in Morobe Province (%)                                                    | 69.1         | 68.4         | 59.2         | 51.3         | 60.7         |
| <b>Local and preferential procurement: Wafi</b>                                            | <b>54</b>    | <b>42</b>    | <b>68</b>    | <b>51</b>    | <b>47</b>    |
| Expenditure in country (rest of PNG)                                                       | 24           | 19           | 28           | 26           | 25           |
| Expenditure in Morobe Province                                                             | 29           | 22           | 37           | 24           | 19           |
| Expenditure with Landowner companies                                                       | 1            | 1            | 3            | 1            | 3            |
| Percentage spend in Morobe Province (%)                                                    | 55.6         | 54.6         | 58.7         | 49.1         | 46.4         |
| <b>Australia</b>                                                                           |              |              |              |              |              |
| <b>Total spend in Australia<sup>1</sup></b>                                                | <b>3 800</b> | <b>2 270</b> | <b>1 603</b> | <b>1 230</b> | <b>1 100</b> |
| Expenditure in Australia (for Australia assets)                                            | 1 308        | 264          | ***          | ***          | ***          |
| Expenditure in Australia (for PNG operations and projects)                                 | 2 492        | 2 006        | 1 603        | 1 230        | 1 100        |
| <b>Local and preferential procurement: Eva Copper</b>                                      | <b>1 308</b> | <b>264</b>   | <b>***</b>   | <b>***</b>   | <b>***</b>   |
| Spent on First Nations Kalkadoon-owned businesses                                          | 2            | ***          | ***          | ***          | ***          |
| Spent on First Nations-owned businesses (excluding Kalkadoon-owned)                        | —            | ***          | ***          | ***          | ***          |
| Spent in Mount Isa and Cloncurry (excluding Kalkadoon- and First Nations-owned businesses) | 348          | ***          | ***          | ***          | ***          |
| Spent in rest of Australia                                                                 | 958          | ***          | ***          | ***          | ***          |
| <b>Impact on communities</b>                                                               |              |              |              |              |              |
| % of operations impacting local communities                                                | 100          | 100          | 100          | 100          | 100          |
| % of operations with local community engagement programmes in place                        | 100          | 100          | 90           | 90           | 100          |
| Community complaints procedure/hotline in place (South Africa and Papua New Guinea)        | Yes          | Yes          | Yes          | Yes          | Yes          |

<sup>1</sup> Includes spend in Australia that relates to both Papua New Guinea and Australian assets.

\*\*\* Data not collated for this period.

## Social stewardship continued

### Security

| Security                                                                                                                              | FY25  | FY24  | FY23  | FY22  | FY21  |
|---------------------------------------------------------------------------------------------------------------------------------------|-------|-------|-------|-------|-------|
| <i>South Africa</i>                                                                                                                   |       |       |       |       |       |
| <i>Harmony personnel impacted in line of duty<sup>1</sup></i>                                                                         | —     | —     | —     | —     | —     |
| Loss of life                                                                                                                          | 2     | —     | —     | —     | —     |
| Employees                                                                                                                             | 1     | —     | —     | —     | —     |
| Contractors                                                                                                                           | 1     | —     | —     | —     | —     |
| Injuries                                                                                                                              | 9     | 2     | 3     | 2     | 2     |
| Employees                                                                                                                             | 2     | —     | 1     | 1     | 1     |
| Contractors                                                                                                                           | 7     | 2     | 2     | 1     | 1     |
| <i>Number of employees trained on human rights elements associated with security policy training</i>                                  | 801   | 906   | 822   | 610   | 600   |
| Employees                                                                                                                             | 248   | 710   | 511   | 534   | 534   |
| Contractors                                                                                                                           | 553   | 196   | 311   | 76    | 66    |
| <i>% of operations subjected to human rights assessments</i>                                                                          | 100   | 100   | 100   | 100   | 100   |
| <i>Community members impacted by security interventions</i>                                                                           | —     | 3     | 1     | —     | —     |
| Loss of life                                                                                                                          | —     | —     | —     | —     | —     |
| Injuries                                                                                                                              | —     | —     | —     | —     | —     |
| Number of sites where illegal and artisanal mining takes place                                                                        | 30    | 30    | 40    | 19    | 19    |
| Number of incidences involving illegal mining (arrest, deceased and sick illegal miners). Includes underground and surface operations | 2 320 | 966   | 985   | 1 533 | 1 592 |
| Number of loss of life resulting from illegal mining collusions                                                                       | —     | —     | —     | —     | ***   |
| <i>Papua New Guinea</i>                                                                                                               |       |       |       |       |       |
| <i>Harmony personnel impacted in line of duty</i>                                                                                     | 2     | 2     | —     | ***   | ***   |
| Harmony contractors impacted in line of duty                                                                                          | 1     | —     | 3     | ***   | ***   |
| Loss of life                                                                                                                          | —     | —     | —     | ***   | ***   |
| <i>Injuries<sup>2</sup></i>                                                                                                           | 2     | 2     | 3     | ***   | ***   |
| <i>Number of employees trained on human rights policy</i>                                                                             | 71    | 33    | 92    | ***   | ***   |
| <i>Number of police and contractors trained on human rights policy</i>                                                                | 128   | 123   | 39    | ***   | ***   |
| <i>% of operations subjected to human rights assessments</i>                                                                          | —     | —     | —     | ***   | ***   |
| Community members impacted by security interventions                                                                                  | 1     | —     | —     | ***   | ***   |
| Loss of life                                                                                                                          | —     | —     | —     | ***   | ***   |
| Injuries                                                                                                                              | 1     | —     | —     | ***   | ***   |
| Number of sites where illegal and artisanal mining takes place                                                                        | 1     | 1     | 1     | ***   | ***   |
| Number of strikes and lock-outs exceeding one month's notice                                                                          | —     | —     | —     | ***   | ***   |
| Number of incidences involving illegal mining (illegal entry of mining lease)                                                         | 2 672 | 6 332 | 3 512 | 7 821 | 1 592 |
| Number of loss of life resulting from illegal mining collusions                                                                       | —     | 1     | —     | ***   | ***   |

<sup>1</sup> Number of people.

<sup>2</sup> Contractors injured.

\*\*\* Data not collated for this period.

## Social stewardship continued

### Stakeholders

#### Number of engagements per stakeholder group

|                                     | FY25         | FY24         | FY23       |
|-------------------------------------|--------------|--------------|------------|
| <b>South Africa<sup>1</sup></b>     |              |              |            |
| Community <sup>2</sup>              | 111          | 131          | 81         |
| Government <sup>3</sup>             | 129          | 124          | 87         |
| Investor <sup>4</sup>               | 203          | 134          | 112        |
| Media <sup>5</sup>                  | 73           | 109          | —          |
| Other <sup>6</sup>                  | 155          | 168          | 49         |
| <b>Total South Africa</b>           | <b>671</b>   | <b>666</b>   | <b>329</b> |
| <b>Papua New Guinea<sup>7</sup></b> |              |              |            |
| Community <sup>8</sup>              | 1 055        | 822          | ***        |
| Government <sup>9</sup>             | 148          | 212          | ***        |
| Media                               | 8            | 10           | ***        |
| Other <sup>10</sup>                 | 165          | 61           | ***        |
| <b>Total Papua New Guinea</b>       | <b>1 376</b> | <b>1 105</b> | <b>***</b> |
| <b>Australia</b>                    |              |              |            |
| Community                           | 312          | 74           | ***        |
| Government                          | 73           | 25           | ***        |
| Media                               | 1            | —            | ***        |
| Other <sup>10</sup>                 | 59           | 26           | ***        |
| <b>Total Australia</b>              | <b>445</b>   | <b>125</b>   | <b>***</b> |
| <b>Total</b>                        | <b>2 492</b> | <b>1 896</b> | <b>329</b> |

<sup>1</sup> The stakeholder management measure in this report is limited to the engagements that were initiated or took place in the presence of stakeholder relations. Bilateral meetings convened by other departments, e.g. procurement, when they engage suppliers and contractors, HR when they engage organised labour and employees, environment when they engage with respective government departments are not accounted for in the statistics provided.

<sup>2</sup> Communities includes host communities.

<sup>3</sup> Governments includes host, territorial and national government and regulators.

<sup>4</sup> Investor-related engagement is at a group level.

<sup>5</sup> Media figures include engagements through our investor relations and communication departments.

<sup>6</sup> Other stakeholders include academia/educational institutions, business partners, employees, industry bodies/peers, NGOs, organised labour, political parties, private entities, state-owned enterprises, suppliers and contractors, traditional authorities and trusts/foundations.

<sup>7</sup> Engagements recorded in relation to Hidden Valley mine activities, inclusive of community project delivery.

<sup>8</sup> Communities encompass members of our landowner villages, community members, and local community organisations/associations.

<sup>9</sup> Government includes ward councillors, local level, provincial and national government. It includes departments, regulators, health services and Royal Papua New Guinea Constabulary.

<sup>10</sup> Other stakeholders include businesses, business groups, industry bodies, industry peers and state-owned enterprises; but exclude supply-related engagements.

\*\*\* Data not collated for this period.

## Social stewardship continued

### Grievances

#### Total community grievances recorded per region

| Regions            | FY25       | FY24       | FY23       | FY22      | FY21       |
|--------------------|------------|------------|------------|-----------|------------|
| South Africa       | 75         | 92         | 92         | 48        | ***        |
| Papua New Guinea   | 34         | 58         | 26         | 27        | ***        |
| Australia          | 11         | 1          | —          | —         | ***        |
| <b>Group total</b> | <b>120</b> | <b>151</b> | <b>118</b> | <b>75</b> | <b>***</b> |

\*\*\* Data not collated for this period.

#### Total community grievances recorded by category for the group

| Grievance category <sup>1</sup>                                | FY25       | FY24       | FY23       | FY22      | FY21       |
|----------------------------------------------------------------|------------|------------|------------|-----------|------------|
| Employment/recruitment                                         | 18         | 34         | 15         | 15        | ***        |
| Procurement/business opportunities/supplier development        | 29         | 26         | 24         | 17        | ***        |
| Accidental impacts/other impacts                               | 10         | 24         | 18         | 11        | ***        |
| Environment                                                    | 7          | —          | —          | —         | ***        |
| Engagements/insufficient communications                        | 6          | 5          | 7          | 6         | ***        |
| Community projects/social and labour plans (SLP)               | 6          | 18         | 14         | 6         | ***        |
| Mineral waste dumps (waste rock dumps/tailings)                | 1          | 18         | 3          | 5         | ***        |
| Access to land/agreements/claims                               | 16         | —          | —          | —         | ***        |
| Contractors/subcontractors service payments/wages/remuneration | 9          | 13         | 8          | 5         | ***        |
| Royalties                                                      | 1          | 2          | 5          | 1         | ***        |
| Proclamation/land use/zoning                                   | 1          | 3          | 4          | 1         | ***        |
| Education and training                                         | 4          | 3          | 6          | 2         | ***        |
| Behaviour of company/contractor personnel                      | 4          | 5          | 7          | 3         | ***        |
| Other benefit streams/other agreements                         | 6          | —          | 7          | 3         | ***        |
| Safety and security                                            | 2          | —          | —          | —         | ***        |
| <b>Total</b>                                                   | <b>120</b> | <b>151</b> | <b>118</b> | <b>75</b> | <b>***</b> |

<sup>1</sup> Grievance categories expanded and represented.

\*\*\* Data not collated for this period.

#### Total community grievances closed/resolved per region<sup>1</sup>

|                           | FY25       | FY24       | FY23       | FY22      | FY21       |
|---------------------------|------------|------------|------------|-----------|------------|
| South Africa <sup>2</sup> | 69         | 78         | 97         | 39        | ***        |
| Papua New Guinea          | 35         | 51         | 26         | 23        | ***        |
| Australia                 | 9          | 1          | —          | —         | ***        |
| <b>Group total</b>        | <b>113</b> | <b>130</b> | <b>123</b> | <b>62</b> | <b>***</b> |

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

<sup>2</sup> Assured KPI.

\*\*\* Data not collated for this period.

## Social stewardship continued

### Ethics and anti-corruption

#### South Africa<sup>1</sup>

#### Nature and total number of ethics matters opened<sup>2</sup>

|                                                                                                      | FY25        |            | FY24        |            | FY23        |            |
|------------------------------------------------------------------------------------------------------|-------------|------------|-------------|------------|-------------|------------|
|                                                                                                      | Number      | %          | Number      | %          | Number      | %          |
| Alleged abuse of authority                                                                           | —           | —          | 4           | 2.7        | 1           | 1.3        |
| Alleged BEE fronting                                                                                 | 1           | 0.5        | —           | —          | —           | —          |
| Alleged bribery                                                                                      | 6           | 2.7        | 12          | 8.2        | 2           | 2.6        |
| Alleged corruption                                                                                   | 7           | 3.2        | 11          | 7.5        | 14          | 18.4       |
| Alleged corruption – job selling                                                                     | 55          | 25.0       | 15          | 10.2       | 1           | 1.3        |
| Alleged dishonesty                                                                                   | —           | —          | —           | —          | 1           | 1.3        |
| Alleged dishonesty/violation of code of conduct                                                      | 28          | 12.7       | 16          | 10.9       | 4           | 5.3        |
| Alleged favouritism                                                                                  | —           | —          | —           | —          | 1           | 1.3        |
| Alleged fraud                                                                                        | 57          | 25.9       | 17          | 11.6       | 18          | 23.7       |
| Alleged gross negligence                                                                             | —           | —          | —           | —          | 1           | 1.3        |
| Alleged harassment                                                                                   | 6           | 2.7        | 2           | 1.4        | 1           | 1.3        |
| Alleged HR irregularities                                                                            | 7           | 3.2        | 14          | 9.5        | 6           | 7.9        |
| Alleged illegal mining                                                                               | 6           | 2.7        | —           | —          | —           | —          |
| Alleged maladministration                                                                            | —           | —          | 5           | 3.4        | ***         | ***        |
| Alleged non-compliance with Harmony procedures                                                       | —           | —          | 2           | 1.4        | 1           | 1.3        |
| Alleged over-payment                                                                                 | —           | —          | —           | —          | 1           | 1.3        |
| Alleged payroll fraud and irregularities                                                             | —           | —          | 3           | 2.0        | ***         | ***        |
| Alleged procurement irregularities                                                                   | 1           | 0.5        | 11          | 7.5        | 2           | 2.6        |
| Alleged tender irregularities                                                                        | 6           | 2.7        | —           | —          | —           | —          |
| Alleged theft                                                                                        | 9           | 4.1        | 10          | 6.8        | 5           | 6.6        |
| Alleged theft of company property                                                                    | 3           | 1.4        | —           | —          | —           | —          |
| Alleged time and attendance fraud                                                                    | —           | —          | 4           | 2.7        | 1           | 1.3        |
| Alleged training irregularities                                                                      | —           | —          | —           | —          | 1           | 1.3        |
| Alleged unauthorised use of company property                                                         | 3           | 1.4        | 3           | 2.0        | 1           | 1.3        |
| Alleged unethical behaviour                                                                          | 15          | 6.8        | 16          | 10.9       | 13          | 17.1       |
| Alleged vendor irregularities                                                                        | 8           | 3.6        | —           | —          | —           | —          |
| Alleged victimisation                                                                                | —           | —          | 2           | 1.4        | 1           | 1.3        |
| Alleged violation of the Mine Health and Safety Act                                                  | 2           | 0.9        | —           | —          | —           | —          |
| <b>Total</b>                                                                                         | <b>220</b>  | <b>100</b> | <b>147</b>  | <b>100</b> | <b>76</b>   | <b>100</b> |
| <b>Percentage of employees attending Harmony's code of conduct and/or anti-corruption trainings:</b> | <b>FY25</b> |            | <b>FY24</b> |            | <b>FY23</b> |            |
| <i>Percentage of employees attending code of conduct-related training</i>                            | <b>100</b>  |            | <b>100</b>  |            | <b>100</b>  |            |

<sup>1</sup> The information provided above relates to alleged cases which have been reported and are either currently under investigation or have since been completed and closed through the appropriate structures.

<sup>2</sup> Allegations expanded and represented.

## Social stewardship continued

### Papua New Guinea

| Nature and total number of ethics matters opened                                                     | FY25        |            | FY24        |            | FY23        |            |
|------------------------------------------------------------------------------------------------------|-------------|------------|-------------|------------|-------------|------------|
|                                                                                                      | Number      | %          | Number      | %          | Number      | %          |
| Allegations of misconduct or inappropriate behaviour                                                 | —           | —          | 3           | 60.0       | 3           | 75         |
| Concerns about corruption <sup>1</sup>                                                               | 1           | 16.7       | 1           | 20.0       | —           | —          |
| Environmental health and safety regulations                                                          | —           | —          | —           | —          | —           | —          |
| Human rights violations                                                                              | —           | —          | —           | —          | —           | —          |
| Other                                                                                                | 5           | 83.3       | 1           | 20.0       | 1           | 25         |
| <b>Total</b>                                                                                         | <b>6</b>    | <b>100</b> | <b>5</b>    | <b>100</b> | <b>4</b>    | <b>100</b> |
| <b>Percentage of employees attending Harmony's code of conduct and/or anti-corruption trainings:</b> | <b>FY25</b> |            | <b>FY24</b> |            | <b>FY23</b> |            |
| <i>Percentage of employees attending code of conduct-related training</i>                            | <b>100</b>  |            | <b>100</b>  |            | <b>100</b>  |            |

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

### Australia

| Nature and total number of ethics matters opened                                                     | FY25        |          | FY24        |          | FY23        |          |
|------------------------------------------------------------------------------------------------------|-------------|----------|-------------|----------|-------------|----------|
|                                                                                                      | Number      | %        | Number      | %        | Number      | %        |
| Allegations of misconduct or inappropriate behaviour                                                 | —           | —        | —           | —        | —           | —        |
| Concerns about corruption <sup>1</sup>                                                               | —           | —        | —           | —        | —           | —        |
| Environmental health and safety regulations                                                          | —           | —        | —           | —        | —           | —        |
| Human rights violations                                                                              | —           | —        | —           | —        | —           | —        |
| Other                                                                                                | —           | —        | —           | —        | —           | —        |
| <b>Total</b>                                                                                         | <b>—</b>    | <b>—</b> | <b>—</b>    | <b>—</b> | <b>—</b>    | <b>—</b> |
| <b>Percentage of employees attending Harmony's code of conduct and/or anti-corruption trainings:</b> | <b>FY25</b> |          | <b>FY24</b> |          | <b>FY23</b> |          |
| <i>Percentage of employees attending code of conduct-related training</i>                            | <b>100</b>  |          | <b>100</b>  |          | <b>100</b>  |          |

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

## Corporate governance

|                                                                       | FY25    | FY24    | FY23    | FY22    | FY21    |
|-----------------------------------------------------------------------|---------|---------|---------|---------|---------|
| <b>Board of directors</b>                                             |         |         |         |         |         |
| Number of members                                                     | 15      | 12      | 12      | 14      | 15      |
| Independent non-executives (%)                                        | 73      | 67      | 67      | 64      | 60      |
| Non-executives (%)                                                    | 7       | 8       | 8       | 14      | 20      |
| Executive directors (%)                                               | 20      | 25      | 25      | 22      | 20      |
| Independent board chairman                                            | no      | no      | no      | no      | no      |
| Lead independent director                                             | yes     | yes     | yes     | yes     | yes     |
| <b>Board demographics</b>                                             |         |         |         |         |         |
| HDP (%)                                                               | 73      | 67      | 67      | 57      | 67      |
| Women (%)                                                             | 33      | 25      | 25      | 21      | 27      |
| <b>% of independent members by committee</b>                          |         |         |         |         |         |
| Audit and risk committee                                              | 100     | 100     | 100     | 100     | 100     |
| Nomination committee                                                  | 75      | 75      | 75      | 75      | 60      |
| <b>Shareholdings</b>                                                  |         |         |         |         |         |
| Controlling shareholder                                               | no      | no      | no      | no      | no      |
| CEO – total beneficial shareholding <sup>1</sup>                      | 111 869 | 612 436 | 598 513 | 772 589 | 746 085 |
| Financial director – total beneficial shareholding                    | 86 985  | 52 918  | 24 753  | 15 988  | 3 581   |
| Executive director – total beneficial shareholding                    | 85 164  | 55 053  | 28 975  | 14 875  | 3 319   |
| <b>Auditors – tenure (years)</b>                                      |         |         |         |         |         |
| EY                                                                    | 2       | 1       | n/a     | n/a     | n/a     |
| PwC                                                                   | n/a     | n/a     | 73      | 72      | 71      |
| RSM South Africa Inc <sup>2</sup>                                     | 7       | 6       | 5       | 4       | 3       |
| <b>Executive director remuneration</b>                                |         |         |         |         |         |
| Linked to ESG                                                         | yes     | yes     | yes     | yes     | yes     |
| Proportion of remuneration linked to ESG performance (%) <sup>3</sup> | 20      | 20      | 20      | 20      | 20      |
| <b>Ethics</b>                                                         |         |         |         |         |         |
| Contribution to political parties (Rm)                                | —       | 12      | —       | 2       | 10      |
| Anti-corruption and complaints hotline in place                       | yes     | yes     | yes     | yes     | yes     |

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

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

<sup>2</sup> Prior to August 2023 known as Ngubane & Co.

<sup>3</sup> From FY22 is inclusive of 15% safety proportion of remuneration linked to ESG.

