



Harmony Gold Mining Company Ltd

Biodiversity and Rehabilitation Position Statement

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By its very nature, mining activities impact on the biodiversity and ecology in the environment that our mines operate in. Recognizing that these impacts could span the duration of the life of mine and sometimes beyond, Harmony endeavours to put appropriate management plans and processes in place, to limit our impacted footprint, rehabilitate and mitigate where possible, and offset where necessary. We aim to:

- Identify and map, sensitive and protected species and environments through our environmental management programmes.
- Harmony will not conduct exploration activities or develop mines in declared world heritage sites and/or protected areas
- Conduct regular biodiversity assessments at all our operating mines including new developments and potential new operations
- Develop regional Biodiversity Action Plans (BAPs) for all our operations
- Establish and include biodiversity objectives in all rehabilitation programmes
- Comply with all host country legislation and participate in and influence biodiversity policy and legislation in the countries in which we operate
- Work in partnership with environmental groups and local authorities, to share knowledge and resources and implement joint initiatives where appropriate
- Ensure a net positive biodiversity gain or no net loss in any ecologically sensitive environments that we might impact
- Report on biodiversity performance through our integrated annual report
- Develop closure plans 5 years ahead of the end of the life of mine identifying possibilities for rehabilitation, and leaving behind a self- sustainable landform
- Develop concurrent rehabilitation plans at applicable sites which will also consider conservation and offset opportunities
- Integrate Harmony's decarbonisation strategy into our broader rehabilitation programmes, whilst promoting biodiversity management practices throughout the Group

Peter Steenkamp
Chief Executive Officer

July 2023

