

Leadership Development Programme graduation ceremony

NOVEMBER 2025

Celebrating leadership, growth and transformation

Harmony recently celebrated our graduates at the Leadership Development Programme (LDP) Graduation Ceremony, marking a significant milestone in the company's ongoing commitment to developing capable, ethical, and purpose-driven leaders.

The event brought together employees, members of the leadership team, academia, and distinguished guests to celebrate the achievements of a new generation of Harmony leaders.

Harmony's Group Chief Executive Officer, Beyers Nel, delivered an inspiring keynote address that reflected on the programme's impact and the broader journey of leadership within the company. He commended the graduates for their commitment, resilience, and belief in the power of people, noting that they are true ambassadors of Harmony's values.

"Today, we honour not just the completion of a programme, but the emergence of a new generation of leaders who will shape the future of Harmony," Nel said.



Reflecting on his own journey through the ranks of the mining industry, Nel shared that leadership is not a destination but a continuous process of learning and service. "Leadership is not about being in charge," he reminded graduates, "it's about taking care of those in your charge."

Since its inception in 2018, the Leadership Development Programme has become a cornerstone of Harmony's leadership and talent strategy. To date, over 2,343 employees have completed the programme, with more than 1,940 graduates emerging as equipped and confident leaders ready to drive Harmony's strategic vision forward.

Built on a robust competency framework, the programme is designed to drive

personal and professional transformation, producing leaders who "lead with purpose, inspire with integrity, and deliver with excellence."

The programme comprises of the following modules:



First Line Leader: focused on leadership regarding the execution of work



Emerging Manager/Expert: focused on operational work



Middle Manager: focused on tactical work



Executive/ Senior Manager: focused on leadership regarding strategic work

Beyond employee development, Harmony is committed to ensuring that our future and the future of our communities, stakeholders and employees are safeguarded through the best leadership practices. It is our responsibility to ensure that our leadership is both effective and people-centred as we continue with the Leadership Development Programme.

At Harmony, our culture of care begins with our leadership, ensuring that we continue to **#MineWithPurpose**.