POLICY

Harmony Gold Mining Company Limited

(“Harmony”)

SUSTAINABILITY FRAMEWORK AND POLICY

SP001

DOCUMENT USERS : **ALL HARMONY STAKEHOLDERS**

PERSON RESPONSIBLE FOR KEEPING DOCUMENT CURRENT : **CHIEF SUSTAINABILITY OFFICER**

Revision	Prepared	Reviewed	Approved	Date	Description
0	Head of Sustainability	Chief Sustainability Officer	Social and Ethics Committee	2 May 2025	Finalised for use
1	Head of Sustainability	Chief Sustainability Officer	Social and Ethics Committee	15 May 2026	Finalised for use

1. Purpose

We strive to create value for Harmony and our stakeholders by delivering on our sustainability ambitions through accountable and data-driven leadership.

Our Sustainability Framework supports our guiding philosophy of Mining with Purpose and underpins our Harmony Strategy of: Responsible Stewardship, Operational Excellence, Cash Certainty, Effective Capital Allocation.

2. Scope

This policy applies to all employees, contractors, subsidiaries and business partners, and guides engagement with communities, suppliers and other stakeholders.

3. Our Sustainability Pillars and Priorities

3.1 Workforce Safety and Social Wellbeing

- Safety, Health and Wellbeing: Pursue our goal of zero harm through a strong safety culture and supporting systems promoting employee physical and psychological health, safety and wellbeing.
- Supporting our People: Attract and retain a diverse and engaged workforce; focus on diversity, equity, inclusion and belonging; maintain sound labour relations; and invest in workforce training and education.
- Partnering with Communities and Associated Stakeholders: Create shared value through partnerships with stakeholders; social investment and enhance positive social impact; informed by proactive, structured, and transparent engagement.
- Responsible Procurement: Broaden local economic participation and strengthen supply chain resilience through targeted supplier development and responsible procurement practices.

3.2 Environmental Stewardship

- Climate Action and Resilience: Leverage climate-related opportunities; strengthen the resilience and adaptive capacity of our operations and supply chain; advance Harmony's decarbonisation initiatives and use of renewable energy.
- Biodiversity, Land Use and Closure: Champion responsible land, biodiversity and mine closure stewardship by applying the mitigation hierarchy and delivering rehabilitation outcomes that support resilient ecosystems and communities.
- Water: Prioritise responsible use, management and recycling of water resources.
- Waste: Responsibly manage waste through reduction initiatives, responsible disposal and unlocking value through circularity.

3.3 Business and Operational Excellence

- Managing Business Resilience: Anticipate, identify and understand all material external influences and risks that affect our business, and develop appropriate responses to improve our economic impact & performance.
- Pursuing Technology and Innovation for Environmental, Operational and Safety Improvements: Advance innovation capabilities to unlock opportunities to improve sustainability.
- Managing Capital Access and Allocation for Profitability: Balance expectations of shareholders and broader stakeholders, while taking into consideration commodity price fluctuations and how this affects available funding for exploration and project development.
- Tailings Management: Prioritise the safety of tailings facilities, through all phases of a facility's lifecycle; apply resilient design principles, redundant controls, and rigorous monitoring and governance.

3.4 Governance Excellence

- Ethical and Accountable Leadership: Maintain a comprehensive suite of sustainability policies and standards with clear management accountability, oversight and assurance processes.
- Governance, Compliance and Sustainability Integration: Follow a proactive and strategic approach to governance, building on existing strengths to ensure best in class governance approaches, embedding sustainability into the core strategy, whilst maintaining strong regulatory compliance and embedding sustainability into core strategy, and remaining responsive to evolving expectations, standards and regulatory change.0
- Risk Management and Business Resilience: Identify, assess and monitor external influences and material risks and opportunities through enterprise and operational risk management, guiding effective responses that support business performance and resilience.
- Credible and Transparent Disclosure: Provide a comprehensive suite of reports aligned with global disclosure standards that delivers decision useful insights and undertake meaningful engagement for our internal and external stakeholders.

4. Enablers

- This policy is supported through clear communication, leadership and accountability, and measurement.
- Sustainability metrics are embedded into organisational roles, KPI's and incentives. Accountability and responsibility for sustainability is defined at all levels and across the value chain.
- In addition, foster a culture of sustainability leadership throughout the organization. Establish and cascade clear governance, KPIs and data management systems across all focus areas to track performance.

5. Compliance and Oversight

- The Chief Sustainability Officer and Group Executive Management are accountable for the implementation and continuous improvement of the environmental policy, through clearly defined roles, responsibilities and authorities. Harmony employees will support its objectives and report environmental concerns.

6. Review, updates and oversight

- This policy will be reviewed at least every second year by the Social and Ethics Committee (on recommendation by the Group Executive Committee).
- The Chief Sustainability Officer will periodically review this environmental policy to ensure effective management of environmental impacts in the organisation.

7. Approval

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Chief Sustainability Officer
Harmony Gold Mining Company Limited

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Chief Executive Officer
(on behalf of Social and Ethics Committee)
Harmony Gold Mining Company Limited

OUR SUSTAINABILITY FRAMEWORK

We strive to create value for Harmony and our stakeholders by delivering on our sustainability ambitions through accountable and data-driven leadership.

Our Sustainability Framework supports our guiding philosophy of **Mining with Purpose** and underpins our **Harmony Strategy** of:

RESPONSIBLE STEWARDSHIP | **OPERATIONAL EXCELLENCE** | **CASH CERTAINTY** | **EFFECTIVE CAPITAL ALLOCATION**

OUR SUSTAINABILITY PILLARS AND PRIORITIES

WORKFORCE SAFETY AND SOCIAL WELLBEING

- **Safety, Health and Wellbeing:** Pursue our goal of zero harm through a strong safety culture and supporting systems promoting employee physical and psychological health, safety and wellbeing.
- **Supporting our People:** Attract and retain a diverse and engaged workforce; focus on diversity, equity, inclusion and belonging; maintain sound labour relations; and invest in workforce training and education.
- **Partnering with Communities and Associated Stakeholders**: Create shared value through partnerships with stakeholders; social investment and enhance positive social impact; informed by proactive, structured, and transparent engagement.
- **Responsible Procurement:** Broaden local economic participation and strengthen supply chain resilience through targeted supplier development and responsible procurement practices.

ENVIRONMENTAL STEWARDSHIP

- **Climate Action and Resilience:** Leverage climate-related opportunities; strengthen the resilience and adaptive capacity of our operations and supply chain; advance Harmony's decarbonisation initiatives and use of renewable energy.
- **Biodiversity, Land Use and Closure**: Champion responsible land, biodiversity and mine closure stewardship by applying the mitigation hierarchy and delivering rehabilitation outcomes that support resilient ecosystems and communities.
- **Water:** Prioritise responsible use, management and recycling of water resources.
- **Waste:** Responsibly manage waste through reduction initiatives, responsible disposal and unlocking value through circularity.

BUSINESS AND OPERATIONAL EXCELLENCE

- **Managing Business Resilience:** Anticipate, identify and understand all material external influences and risks that affect our business, and develop appropriate responses to improve our economic impact & performance.
- **Pursuing Technology and Innovation for Environmental, Operational and Safety Improvements:** Advance innovation capabilities to unlock opportunities to improve sustainability.
- **Managing Capital Access and Allocation for Profitability:** Balance expectations of shareholders and broader stakeholders, while taking into consideration commodity price fluctuations and how this affects available funding for exploration and project development.
- **Tailings Management:** Prioritise the safety of tailings facilities, through all phases of a facility's lifecycle; apply resilient design principles, redundant controls, and rigorous monitoring and governance.

GOVERNANCE EXCELLENCE

- **Ethical and Accountable Leadership:** Maintain a comprehensive suite of sustainability policies and standards with clear management accountability, oversight and assurance processes.
- **Governance, Compliance and Sustainability Integration:** Follow a proactive and strategic approach to governance, building on existing strengths to ensure best in class governance approaches, embedding sustainability into the core strategy, whilst maintaining strong regulatory compliance and embedding sustainability into core strategy, and remaining responsive to evolving expectations, standards and regulatory change.
- **Risk Management and Business Resilience:** Identify, assess and monitor external influences and material risks and opportunities through enterprise and operational risk management, guiding effective responses that support business performance and resilience.
- **Credible and Transparent Disclosure:** Provide a comprehensive suite of reports aligned with global disclosure standards that delivers decision useful insights and undertake meaningful engagement for our internal and external stakeholders.

OUR ENABLERS

COMMUNICATION

Articulate the sustainability framework, communicate progress and advocate for change across the business.

LEADERSHIP & ACCOUNTABILITY

Embed sustainability metrics into organisational roles, KPI's and incentives. Define accountability and responsibility for sustainability at all levels and across the value chain. In addition, foster a culture of sustainability leadership throughout the organization.

MEASUREMENT

Establish and cascade clear governance, KPIs and data management systems across all focus areas to track performance.