

POLICY

Harmony Gold Mining Company Limited ("Harmony")

GROUP ENVIRONMENTAL POLICY

POLICY NUMBER EP001

**DOCUMENT USERS : ALL HARMONY
STAKEHOLDERS**

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

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

1. **Purpose and Scope**

This Environmental Policy gives effect to our commitment to achieving excellence in environmental management within our portfolio. The policy applies to all employees, contractors, and activities undertaken by Harmony and will be made available to interested parties.

This environment policy supports our Sustainability Framework and complements our climate, sustainability and social policies.

2. **Commitment**

At Harmony, we are committed to responsible mining that safeguards our environment and supports our guiding philosophy of mining with purpose.

We will achieve this by:

- Fostering a culture of environmental leadership and accountability across the organisation.
- Managing emissions, discharges and waste and associated impacts across the lifecycle of our operations.
- Maintaining robust systems for compliance and to drive continual improvement in environmental performance aligned with applicable laws and regulations and specified international and industry standards and guidance which Harmony has voluntarily adopted.
- Integrating environmental criteria and building resilience measures into business decisions and promoting awareness through training and engagement.
- Improving efficiency in resource use (including hazardous substance use) through considered design, planning and management.
- Considering ecological values in planning, operations and closure to support biodiversity and responsible land use.
- Reporting and engaging openly with our stakeholders on environmental performance, impacts and incidents, and providing a grievance mechanism for recording and resolving any issues raised.

- Planning and executing mine closure in consultation with our stakeholders, and in a way that promotes long-term safety, landform stability, environmental protection and promotes socio-economic transition.

3. **Compliance**

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.

4. **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.

5. **Approval**

Chief Sustainability Officer
Harmony Gold Mining Company Limited

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