



**HARMONY™**

**Modern Slavery  
Statement**

30 June 2025

**75**

*years of*

**Mining  
with purpose**

# Contents

- 1 Statement from Chief Operating Officer: Australasia
- 2 About Harmony
- 3 About this statement
- 4 Our operations in Australasia
- 6 Governance
- 7 Our supply chains in Australasia
- 8 Modern slavery risks in our business
- 9 Actions taken to address identified risks
- 10 Assessing and improving our effectiveness
- 11 Appendix 1 List of reporting entities

## Statement from Harmony Chief Operating Officer: Australasia

Harmony Gold (Australia) Pty Limited (HGA) is pleased to present the joint modern slavery statement for 2024-25, on behalf of the Harmony Australasia Group (Harmony Australasia). Tackling modern slavery is an important issue requiring ongoing focus and awareness across our operations and supply chain.

Financial Year (FY)25 was a pivotal year for Harmony Australasia, setting the stage for significant expansion in FY26. Key developments included:

- Entering into a binding agreement on 27 May 2025 to acquire MAC Copper Limited, owner of the CSA copper mine in New South Wales, Australia. The transaction was successfully completed 24 October 2025.
- Advancing the feasibility study and permitting amendments for the Eva Copper Mine Project in North West Queensland, which culminated in a positive investment decision by the Board of Harmony Australasia's ultimate parent company on 24 November 2025.

These expansionary activities broaden our supply chain exposure, particularly in Australia, and combined with the higher inherent risk of modern slavery in Papua New Guinea, reinforce the need for ongoing diligence, heightened awareness, and proactive management of modern slavery risks.

This modern slavery statement is directed by, and approved at, the most senior level of Harmony's Australasia operations and sets out our expectations of our personnel, business partners and other parties linked to operations and supply chain.

The board of directors of HGA approved this modern slavery statement on 19 December 2025 on behalf of HGA and each of its reporting entities.

Signed for on behalf of Harmony Gold (Australia) Pty Limited and each of its reporting entities.



**Jaco Boshoff**, Chief Operating Officer: Australasia



## About Harmony

With 75 years' gold mining experience in South Africa, more than two decades operating in Papua New Guinea, and strategic acquisitions in Australia, we are a gold mining specialist with a growing international copper footprint.

Headquartered in Randfontein, South Africa, Harmony Gold Mining Company Limited (Harmony) (South African Registration number 1950/038232/06) has a primary listing on the Johannesburg Stock Exchange Limited (HAR) and an American depository receipt program listed on the New York Stock Exchange (HMY).

Harmony is South Africa's largest gold producer by volume and its South African-registered subsidiaries operate nine underground mining operations located in the Witwatersrand Basin, an open-pit mine in the Kraaipan Greenstone Belt and several surface treatment operations. This includes operating the largest gold tailings reclamation program in the gold sector, globally.

Harmony Gold (Australia) Pty Limited is the ultimate Australian-registered parent company for the Harmony group of companies operating in Australia and Papua New Guinea (Harmony Australasia). Assets include the Hidden Valley Mine and Wafi-Golpu Project in Papua New Guinea, and the CSA Mine and Eva Copper Mine Project (Eva Copper) in Australia.

Harmony has nearly 75 years' gold mining experience in South Africa, 25 years' presence in Australia and over 20 years in Papua New Guinea.

Our global operations are outlined below.

### Overview of Harmony's global mining operations in South Africa, Papua New Guinea and Australia



#### South Africa

- Nine underground gold mines in the Witwatersrand Basin
- Kalgold open-pit mine in North West province
- Largest global producer of gold from tailings retreatment.



#### Papua New Guinea

- Hidden Valley Mine, producing gold and silver
- 50% ownership of the Wafi-Golpu Project, a Tier 1 copper-gold development opportunity.



#### Australia

- Eva Copper in Queensland, an advanced-stage open-pit copper-gold development project
- 16 exploration tenements in the North West Minerals province, targeting copper-gold resources
- CSA Mine\* in New South Wales, an underground, operating mine producing copper.

\* Acquisition of MAC Copper, owner of CSA Mine, took effect on 24 October 2025.

What we do:

- **Exploration and acquisitions:** Exploring for and evaluating economically viable gold and/or copper-bearing orebodies and/or value-accretive acquisitions in gold and copper
- **Development:** Evaluating development options to de-risk projects before major capital outlays, the design of efficient and sustainable operations and then the building of the necessary infrastructure, facilities and systems to enable mining operations
- **Mining and processing:** Establishing, developing and operating mines and related processing infrastructure. Ore mined is milled and processed to produce gold doré bars or copper concentrate.
- **Sales and financial management:** Generating revenue through the sale of gold, silver and copper (from FY26) produced and optimising efficiencies to maximise financial returns
- **Stewardship and responsible mine closure:** Fulfilling our sustainability commitments, including those to employees and communities. Through ethical, transparent and responsible mining and closure practices, we seek to contribute positively to local communities and societies and proactively manage our environmental footprint through considered upfront planning and ongoing efforts to optimise our resource use.

## About this statement

### Modern Slavery Act

In November 2018, the Australian Parliament passed the Commonwealth Modern Slavery Act 2018 (the Act). Modern slavery is against the law and involves situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. The Act defines modern slavery as including eight types of serious exploitation:

- Trafficking in persons
- Slavery
- Servitude
- Forced marriage
- Forced labour
- Debt bondage
- Deceptive recruiting for labour services
- The worst forms of child labour (meaning situations where children are subjected to slavery or similar practices or engaged in hazardous work).

Modern slavery is only used to describe serious exploitation. It does not include practices like substandard working conditions or underpayment of workers. However, these practices are also illegal and harmful and may be present in some situations of modern slavery. These practices may also escalate into modern slavery if not addressed.

The Act requires all “reporting entities” to prepare and submit to the Minister for Home Affairs a Modern Slavery Statement (as that term is defined in the Act).

### What this statement covers

This statement was prepared to satisfy the mandatory reporting criteria set out in the Act for the period 1 July 2024 to 30 June 2025.

Mandatory criteria	Pages
Identify the reporting entity	3
Describe the reporting entity’s structure, operations and supply chains	2, 4, 5, 6, 7
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	8
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	9
Describe how the reporting entity assesses the effectiveness of such actions	10
Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with entities covered by the statement)	3
Any other information the reporting entity considers relevant	N/A

### Basis of preparation and reporting entities

For purposes of this Joint Modern Slavery Statement, the principal reporting entity pursuant to section 5(1)(a) of the Act is Harmony Gold (Australia) Pty Limited (A.C.N. 091 439 333) (HGA), whose business address is Level 2, 189 Coronation Drive, Milton, Queensland, 4064.

HGA is a reporting entity on the basis its consolidated revenue exceeds the threshold under the Act.

All the other members of Harmony Australasia, listed in Appendix 1, are reporting entities pursuant to section 5(1)(d) of the Act on the basis they have volunteered to comply with the requirements of the Act and are therefore reporting entities. This statement covers all reporting entities jointly.

Harmony’s South African-registered subsidiaries do not conduct operations in Australia and are not reporting entities under the Act.

### Acquisition of MAC Copper Group

On 24 October 2025, Harmony Australasia completed its acquisition of MAC Copper Limited (MAC), a company incorporated in Jersey.

On 7 May 2025, Metals Acquisition Corp. (Australia) Pty Ltd (MAC AU), a wholly owned, Australian incorporated subsidiary of MAC, filed its modern slavery statement for the period 1 January 2024 to 31 December 2024. That statement was made on behalf of MAC AU and its wholly owned subsidiary Cobar Management Pty Limited (CMPL), the owner and operator of the CSA Mine in Cobar, New South Wales. Following the completion of the acquisition of MAC, MAC AU, CMPL and other companies in the MAC Copper group, the companies adopted a 30 June year end to align with the financial year of the Harmony group.

As the acquisition of MAC was completed following the end of the reporting period for this statement, the MAC Copper entities are not treated as reporting entities for this statement and are not included in the reporting entities listed in Appendix 1. Harmony Australasia intends to include relevant MAC Copper companies as reporting entities in future modern slavery statements, starting with the statement for the 2026 financial year.

### Consultation with our entities

Harmony Australasia developed this joint statement in consultation with each of the reporting entities listed in Appendix 1. The boards of directors of all the reporting entities comprise a small number of common officeholders who are members of the Harmony Australasia leadership team. Through the senior positions held, the officeholders of these companies have a thorough understanding of Harmony Australasia’s businesses, operations and supply chains in Australia and Papua New Guinea, across all entities.

### Approval

This Statement has been approved for release by the Directors of HGA on its behalf and on behalf of each of the reporting entities listed in Appendix 1 on 19 December 2025.

## Our operations in Australasia



Queensland, Australia

### Eva Copper Mine Project

The Eva Copper Mine Project is located 75km from Cloncurry and 95 km north-east of Mount Isa in north west Queensland, on the traditional lands of the Kalkadoon People. On 24 November 2025, Harmony approved the Final Investment Decision (FID) to construct the mine at an estimated capital cost of A\$2.3 billion to A\$2.6 billion.

The proposed low strip ratio open pit development is expected to produce approximately 65 000 tonnes of copper in concentrate per year during the first five years, with an expected life-of-mine average production profile of around 60 000 tonnes of copper and 19 000 ounces of gold per annum. This will be achieved by processing on average 18 million tonnes per annum of ore over its currently estimated 15-year mine life. First production is estimated to commence in the second half of calendar year 2028.

As of 30 June 2025, 48 permanent employees were employed by Eva Copper Mine Pty Ltd, the owner and operator of the project.

### Exploration activities

Harmony Australasia holds 220 334 ha of exploration tenements in the North West Minerals Province of Queensland.

As of 30 June 2025, 23 permanent employees were employed by Roseby Copper (South) Pty Ltd.

### Australasia regional head office

The Harmony Australasia head office is located in Milton, Queensland. As of 30 June 2025, 95 permanent employees and four contractors were employed by Harmony Australasia Services Pty Limited, delivering services to assets across the region.



New South Wales, Australia

### CSA Mine

On 24 October 2025, Harmony completed its acquisition of MAC Copper Limited (MAC), a Jersey-registered company, which holds 100% interest in the CSA Mine via Australian subsidiary companies. The CSA Mine is located 11 kilometres north-west of Cobar, central western New South Wales.

The CSA Mine is one of the highest-grade copper mines in Australia, producing ~41kt of copper in calendar year 2024.

Cobar Management Pty Ltd (CMPL) is the owner and operator of the CSA Mine. As of November 2025, the CSA Mine workforce included 497 permanent employees and 274 contractors.

### Exploration activities

As part of the acquisition of MAC, Harmony Australasia acquired a total of 75 600 ha of exploration tenements in the Cobar Region. These exploration tenements are held by CMPL.

## Our operations in Australasia

### Morobe Province, Papua New Guinea

#### Hidden Valley Mine

The Hidden Valley Mine is an open-pit gold and silver operation in Morobe Province, Papua New Guinea, some 210km north-west of Port Moresby. The mine is located at elevations of 1,700m to 2,800m above sea level in steep mountainous and forested terrain with high annual rainfall. The major gold and silver deposits of Hidden Valley are in the Morobe Granodiorite of the Wau Graben.

Hidden Valley's total workforce at 30 June 2025 was 2 366, comprising 1 416 permanent employees and 950 contractors.

In FY25, the mine produced 164 193 ounces of gold, representing 11.1% of Harmony's production.

Morobe Consolidated Goldfields Limited (PNG company number 1-12047) is the owner and operator of the Hidden Valley Mine.

#### Wafi-Golpu Project

The Wafi-Golpu Project is owned by the Wafi-Golpu joint venture, a 50:50 unincorporated joint venture between subsidiaries of Harmony and Newmont.

The proposed mine is located approximately 65km southwest of Lae, in Morobe Province. Lae, the second largest city in Papua New Guinea, will host the project's import and concentrate export facilities. The project is presently being permitted.

The Wafi-Golpu project total workforce at 30 June 2025 included 61 permanent employees. The Wafi-Golpu exploration tenement area presently spans 12 894 ha.

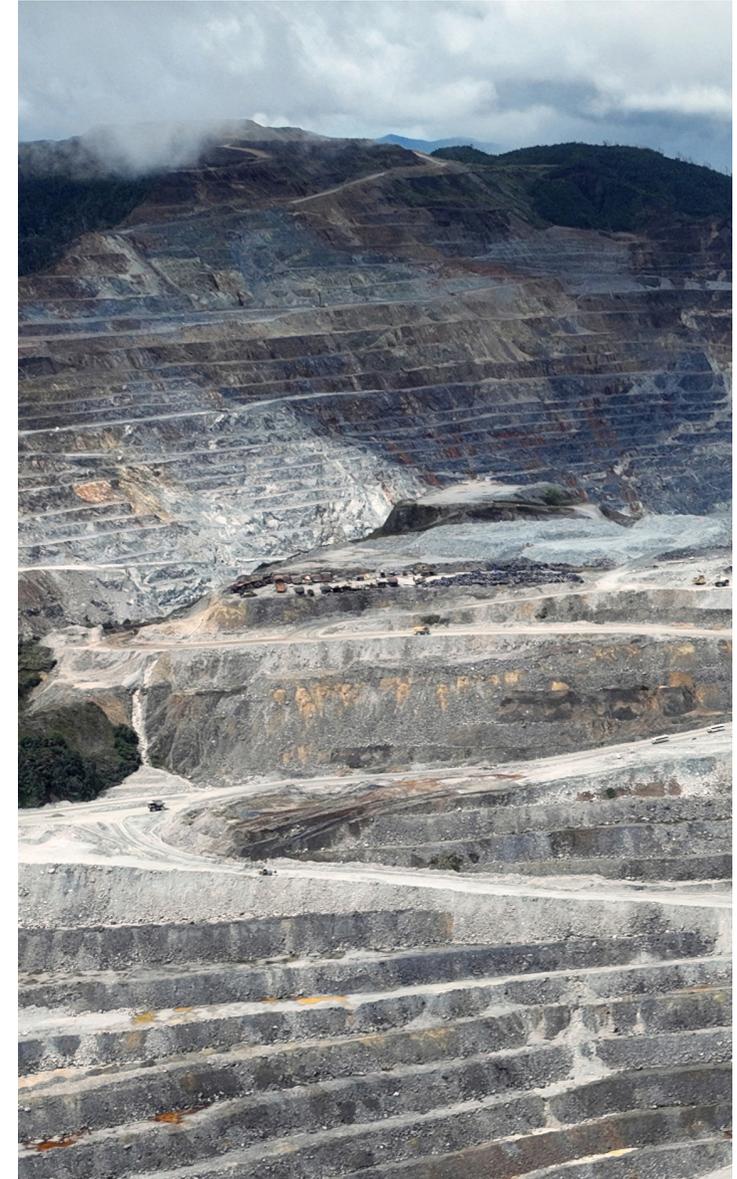
Relevant Harmony subsidiaries include Wafi Mining Limited (PNG company number 1-11452)(100% interest and owner of 50% interest in the project) and Wafi-Golpu Services Limited (PNG company number 1-63562)(50% interest and operator of the project).

#### Exploration activities

Harmony undertakes exploration activities in Papua New Guinea, holding 24 856 ha of mineral exploration tenements in the country's Morobe Province.

Our exploration workforce, based in the township of Wau in the Wau-Waria District, totalled 19 permanent employees and 15 contractors as at 30 June 2025.

Our exploration tenements are held by Harmony Gold (PNG) Exploration Limited (PNG company number 1-56828) and Morobe Exploration Limited (PNG company number 1-63559).



# Governance

Harmony’s approach of mining with purpose is guided by the principles of creating and preserving shared value, delivering long-term benefits for stakeholders, while building a resilient, profitable business. Our company values are principle-centred, serving as a guide for decision making, behaviour and our culture.

Ultimate accountability for sustainability governance rests with our board. The social and ethics committee, a statutory committee, oversees the integration of sustainability within our strategic objectives. Other board committees with sustainability-related mandates include the audit and risk, remuneration and technical committees. The ethics monitoring committee, a management-level committee, reports both to the executive and the social and ethics committee and oversees ethical culture, conflict of interest declarations, and ethics training.

Harmony’s governance model is underpinned by a comprehensive suite of sustainability and governance policies that guide ethical conduct, environmental stewardship and social responsibility.

Together with the relevant board committees, our chief operating officer for Australasian operations and our chief development officer oversee activities in the Australasia region. Within this framework, our governance structure assigns accountability to the Australasia executive leadership team, including chief financial officer, and to business units, which are responsible for identifying modern slavery risks and implementing required processes and controls.

## Harmony values



No matter the circumstances, safety is our main priority



Achievement is core to our success



We are all accountable for delivering on our commitments



We are all connected as one team



We uphold honesty in all our business dealings and communicate openly with stakeholders

## Mining with Purpose

### Build a profitable, sustainable company

Our disciplined capital allocation approach includes the evaluation and prioritisation of safe, sustainable, organic growth opportunities and value-accretive acquisitions to deliver positive stakeholder returns and increased margins.

### Create and preserve shared value

Meaningful stakeholder engagement plays a vital role in supporting and sustaining the value we create. We prioritise building trust, fostering long-term relationships, and working collaboratively with key stakeholders.

### Deliver on our sustainability commitments

Sustainability is embedded into our strategic and operational decision-making processes. Through ethical, transparent and responsible mining practices, we continue to contribute positively to local communities and societies, and proactively manage our environmental footprint through considered upfront planning and ongoing efforts to optimise our resource use.

## Policies and procedures

Harmony, at Group level, has adopted:

### Human Rights Policy

Our policy recognises the fundamental and universal human rights and freedoms of everyone and sets out Harmony’s commitment to:

- Prohibit all forms of forced and/or compulsory labour
- Avoid employing children and prevent all forms of human trafficking
- Comply with all applicable laws relating to employment and working conditions, freedom of association, freedom of speech, collective bargaining, working hours and equal opportunities
- Maintain an independent whistle blower platform for employees, business partners and other stakeholders to report potential human rights or labour abuses (as well as other forms of unethical conduct) without fear of victimisation or recrimination.
- Ensure that any potential human rights or labour abuses reported to the company via our whistle blower platform (or through any other channel), are investigated and appropriate remedial actions are taken to address such concerns/s.

### Code of Conduct

Our code expresses the company’s commitment to conducting our activities in a manner that respects human rights as set out in the laws and countries in which we operate. It sets out Harmony’s approach to respecting human rights, which consists of several core elements:

- Adherence to corporate policies
- Compliance with applicable laws and regulations
- Regular dialogue and engagement with our stakeholders
- Contributing, directly or indirectly, to the general wellbeing of the communities within which we operate.

We seek business partners and suppliers that observe standards similar to ours. Every employee should understand the human rights issues in their workplace and follow Harmony’s commitments, standards and policies.

Other Harmony policies that are relevant to identifying and assessing modern slavery risks are:

### Group policies

- Anti-bribery and corruption policy
- Whistle blowing policy
- Anti-money laundering policy
- Enterprise risk management policy
- Behavioural code
- Compliance policy and framework

### Australasia policies, procedures, standards

- Anti-bribery and corruption policy
- Whistle blowing policy
- Enterprise risk management standard
- Behavioural code
- Code of Ethics & Conduct

# Our supply chains in Australasia

The provision of goods and services to Harmony Australasia is sourced locally, nationally and internationally.

## Australia operations

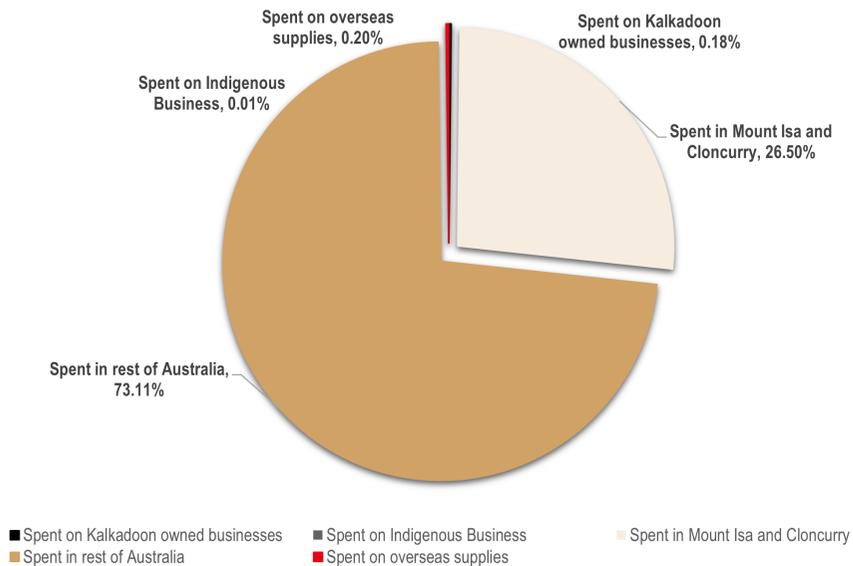
During FY25, supplies were principally made to Harmony Australasia Services Pty Limited and, for Eva Copper near Cloncurry, Queensland, Eva Copper Mine Pty Limited (ECM). It is noted that Eva Copper has Australian Industry Participation Plan obligations under the Australian Jobs Act 2013 (Cwth).

During FY25, Eva Copper progressed an early works programme designed to facilitate earliest copper production (subject to a positive Final Investment Decision). Work included the construction of site access roads, an upgrade of the Burke Developmental Road intersection, construction accommodation facilities, fencing, and associated services and infrastructure.

Supplies for Eva Copper are purchased by ECM. ECM aims to buy local and hire local where possible to help grow the region's economy as ECM grows its presence in the North-West province of Queensland. ECM has also completed a Local Business Capability Assessment Campaign to identify opportunities for local suppliers to benefit from the project.

Eva Copper expenditure in FY25 was A\$111 million. Over 99.8% of our procurement occurred from Australian-registered businesses, refer Figure 1. The sourcing breakdown, by location, is presented below. First Nations-owned businesses are reported separately in accordance with commitments under native title agreements.

### Sourcing for Eva Copper



## Papua New Guinea operations

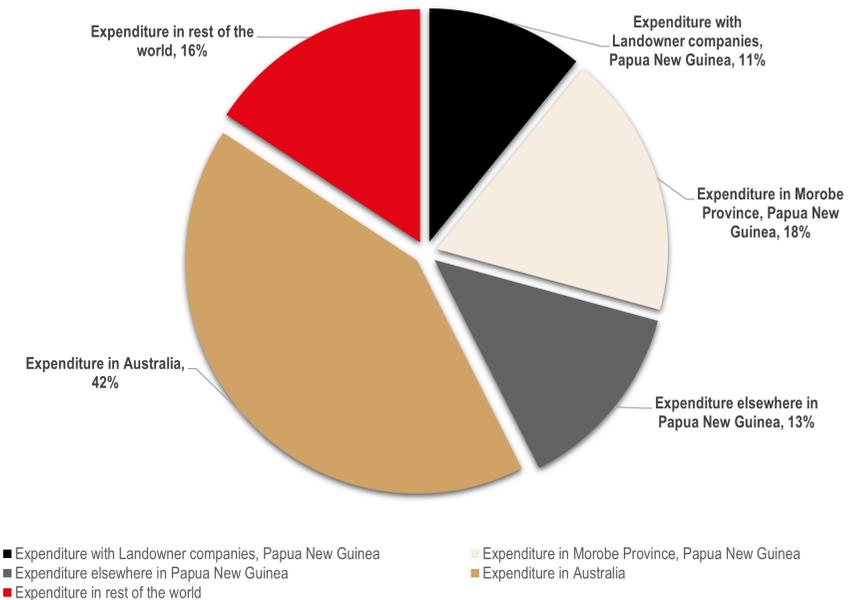
Supplies are predominately made to Morobe Consolidated Goldfields Limited's operations at the Hidden Valley Mine. Hidden Valley Mine supplier-related expenditure in FY25 was PGK 1.304 billion (approximately A\$491 million). Total supply expenditure across all Harmony's Papua New Guinean based entities was PGK 1.318 billion (approximately A\$496 million).

In line with commitments made to the State of Papua New Guinea through mining-related agreements, all spend is tracked by supplier tiers, refer Figure 2. Sourcing is undertaken from within Papua New Guinea where possible, recognising that options are constrained by the limited local manufacturing base and services availability in Papua New Guinea. In FY25, our local procurement for ongoing sourcing was 52% (excluding once-off purchases and fuel).

In country supply types include labour hire, equipment hire, drilling services, security, transport, civil earthworks, road repair, bridge construction, waste management, camp and catering services, general labour, tyres, fixed plant and mobile fleet spare parts, lubricants, maintenance services, laboratory services, light vehicles and buses, freight transport, handling and customs clearance services, ammonium nitrate, detonators and down the hole services, and aviation services.

Sourcing from Australian and other overseas suppliers typically relates to key supplies, consumables and services not available in Papua New Guinea. Overseas sourced goods predominantly arrive in the port city of Lae in Papua New Guinea by ship and are transported to Hidden Valley Mine and other locations, such as the Wafi-Golpu and Wau exploration camps, by road transport.

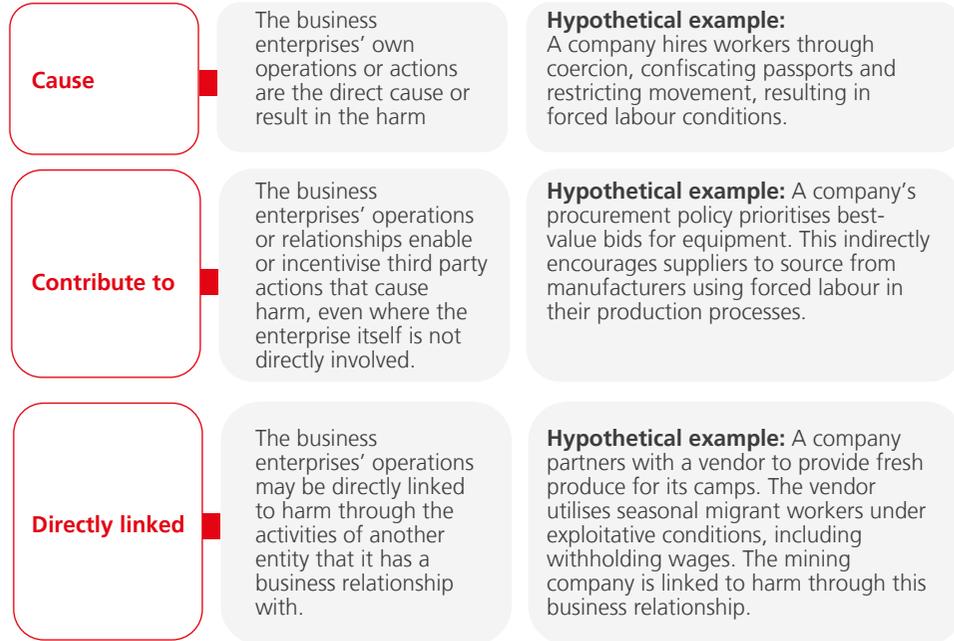
### Sourcing for operations in Papua New Guinea



# Modern slavery risks in our business

## UN Global Principles Framework and understanding involvement in harm

The UN Guiding Principles continuum of involvement is a framework that specifies three categories for how a business may be associated with an adverse human rights impact.



## Global Slavery Index - Harmony Australasia supplier country analysis

Harmony Australasia's top five supplier countries, by number of vendors at the time of writing, and the inherent modern slavery risk of those countries (per the Walk Free 2023 Global Slavery Index) is shown below. Harmony Australasia has 737 suppliers for all entities (excluding the CSA Mine).

#	Inherent modern slavery risk of top 5 countries of direct goods and service suppliers	Prevalence per 1,000 people	Vulnerability (%)	Total registered suppliers	Supplier Count (%)
1	Australia	1.6	7	343	46.5%
2	Papua New Guinea	10.3	79	385	52.2%
3	Singapore	2.1	24	4	0.5%
4	China	4	46	3	0.4%
5	Malaysia	6.3	37	2	0.3%

## Operating context

Our Harmony Australasia corporate office, mining, project and exploration sites are located in Australia and Papua New Guinea. While the prevalence of modern slavery in Australia is considered relatively low due to strong labour laws and enforcement mechanisms, Papua New Guinea represents a higher inherent risk. Factors that influence this include limited regulatory oversight or enforcement, and socio-economic vulnerabilities and lack of public awareness of what constitutes 'modern slavery', which can increase the likelihood of exploitative practices.

We comply with labour laws in both Australia and Papua New Guinea. We remunerate employees based on ability, skills, knowledge and experience, with a clear commitment to gender and race equality.

There is the potential risk of employing youths who are below the minimum working age under the labour laws of Papua New Guinea, due to gaps in the official records of dates of birth.

In Papua New Guinea, we also engage casual workers to support a range of activities. This include general labour such as grass cutting and basic site works in relation to community agriculture or build projects. Engaging casual workers creates vital opportunities for individuals to develop practical skills and earn much-needed income. However, it can bring practical challenges, such as some workers having limited access to bank accounts and financial services. In addition, it is incumbent upon companies to support work preparedness by providing essential items such as PPE and making sure that workers have access to hydration and sustenance during the workday.

## Supply chain context

Our highest potential for exposure to modern slavery risks exists in our supply chain. As the table opposite indicates, the prevalence and vulnerability of individuals to modern slavery varies across key countries from which we source good and services.

We recognise that as one moves further upstream in the supply chain, the level of risk can increase. Early stage activities may occur in regions with less regulatory oversight, limited infrastructure and higher exposure to social and environmental vulnerabilities. For example, sourcing personal protective equipment and work apparel may involve textile supply chains linked to labour rights concerns. Renewable energy components, such as solar panels, can originate in jurisdictions with complex environmental compliance and forced labour risks.

Harmony Australasia also seeks to provide opportunities for and support the development of local suppliers, including building the stability and reliability needed for ongoing contract delivery and longer term success. In Papua New Guinea especially, we recognise that low in-country awareness of modern slavery means we must help bridge this gap by embedding modern slavery awareness and compliance into our training and support programs. Furthermore, poor administrative compliance by local companies can create significant risks, including potential asset freezes and disruptions to payroll, which may result in workers not being paid and increased vulnerability to exploitation.

Our approach of mining with purpose, delivering on our sustainability commitments and creating shared value, means we categorically do not condone exploitative practices. Guided by our company values, we are committed to addressing any risks brought to our attention (if not already identified and being addressed through our own processes), in order to uphold ethical standards and contribute positively to the communities and environments in which we operate.

Measures we utilise to guard against direct or indirect harm are detailed under *Actions taken to address identified modern slavery risks*.

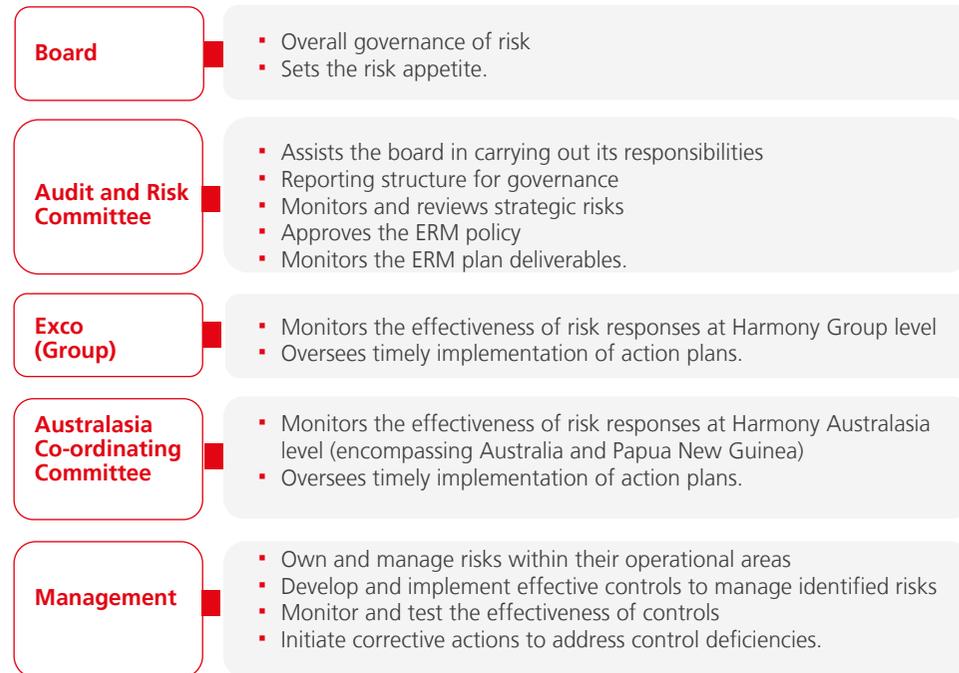
# Actions taken to address identified modern slavery risks

## Risk management

At Harmony, each employee plays a role in managing risk - from upholding safety to protecting the company's long-term sustainability.

Harmony recognises that good governance and integrated thinking require risk management to be embedded in all strategic decision-making processes. Aligned with the ISO 31000: 2018 standard, our Enterprise Risk Management (ERM) process supports informed decision-making, enhances resilience and considers risks and opportunities holistically.

Our risk governance model provides for effective risk identification and management at every level, with clear escalation from operations to the board and strategic oversight flowing back down. This integrated approach aligns risk management with corporate objectives, delivering accountability, consistency, and robust governance oversight across the business. The below figure is an illustration of the risk governance structure.



## Actions taken to address modern slavery risks

Existing business processes that Harmony Australasia utilise to address modern slavery risks in operational and supply chain contexts are described below.

## Contract conditions stipulating compliance with human rights and modern slavery laws

All contracts with Harmony Australasia companies stipulate standard terms requiring the counterparty to comply with recognised international human rights laws and standards and local laws including modern slavery legislation. Where a Harmony Australasia company accepts the supplier's terms and conditions, it requires that those terms include comparable undertakings and, if not, that the contract is amended to incorporate such terms. Non-compliance with these conditions can lead to contract termination.

Additionally, we require our suppliers to be registered, insured and fully compliant with anti-bribery and corruption, anti-money-laundering and any current sanctions laws.

## Supplier screening process

We do not source from countries with sanctions in place. Harmony Australasia uses LSEG World-Check to screen new suppliers. The product's comprehensive criminal coverage supports the detection of financial irregularities and engaging in other corrupt practices including human trafficking, forced labour, exploitation, money-laundering, bribery and corruption, financing terrorism, and being on global sanctions lists.

Where suppliers have been screened but are subsequently not used for two years, their listing is deactivated. Reactivation of the supplier requires a new screening process to be conducted.

	Papua New Guinea	Australia	Other
Number of new suppliers screened in FY25	29	194	14

## Confirming Papua New Guinea employees are legal age

Per our mining agreements with the State of Papua New Guinea and other key stakeholders, we are committed to hiring employees from our local landowner communities at Hidden Valley Mine. However, gaps in official birth records gives rise to the risk of potentially hiring youths who are below the minimum working age under the labour laws of Papua New Guinea.

Since the permitting and construction of the mine in the 2000s, our community affair's team has maintained and regularly updated demographic data on landowner communities, including births. The data collected from surveys is used to screen the eligibility of applicants for employment, and this assists in confirming that all employees hired from our landowner communities meet minimum age requirements.

## Ethics oversight and whistle blowing processes

As described in **Governance**, Harmony has a Whistle Blowing Policy which puts in place a mechanism for shareholder, employees, service providers, contractors and members of the public to report practices at any Harmony workplace that are in conflict with any law, regulation or legal obligation or Harmony's ethical codes or governance policies. An ethics officer is tasked with investigating any allegations of unethical conduct, while the management ethics committee and social and ethics committee assist Harmony's chief executive officer in reporting to the board on ethics matters.

Harmony Australasia has representation on the social and ethics committee and has put in place whistle blowing hotlines in Australia and Papua New Guinea, and/or drop boxes at its various Harmony Australasia operations.

## Assessing and improving our effectiveness

Financial year (FY)25 was a critical year for Harmony Australasia, setting the stage for significant expansion in FY26. Key events include:

- Entering into binding agreement on 27 May 2025 to acquire MAC Copper Limited, the owner of the CSA copper mine in New South Wales, Australia. The acquisition was successfully completed on 24 October 2025.
- Advancing the feasibility study and permitting amendments for the Eva Copper Mine Project in North West Queensland, culminating in a positive investment decision by the Harmony board on 24 November 2025.

These expansionary activities broaden our supply chain exposure—particularly in Australia—and, combined with the higher inherent risk of modern slavery in Papua New Guinea, reinforce the need for continual improvement in our processes.

In FY26, Harmony Australasia will focus on further entrenching ethical purchasing decisions, modern slavery awareness and supply chain due diligence. While no incidents of modern slavery have been identified, the processes will be regularly reviewed to monitor and improve their effectiveness. Specific actions which have been identified and planned for FY26 are summarised below.

### Actions planned for FY26

1. Conduct review of Australasia modern slavery risks and responses, noting the acquisition of MAC Copper Limited on 24 October 2025 and decision to proceed with the Eva Copper Mine Project on 24 November 2025.

2. Review effectiveness of engagement processes for workers employed through labour hire companies in Papua New Guinea.

3. Review the available Modern Slavery statements of our key Australian contractors, to further awareness and understanding of risks identified by and upstream of our direct contractors.

4. Expand supplier compliance awareness and engagement activities with Papua New Guinea companies to include awareness of what constitutes modern slavery, Australia’s Modern Slavery Act requirements, and Harmony Australasia’s no tolerance position on modern slavery in our supply chain.

5. Align consistent practices for managing modern slavery risks as part of the integration of MAC Copper Limited into the Harmony Australasia business.



## Appendix 1 List of reporting entities

### Reporting entities

For purposes of this joint statement, HGMC and its South African-registered subsidiaries do not conduct operations in Australia and are not reporting entities under the Act.

Company	Jurisdiction of Incorporation	ACN/PNG company number	Description
Harmony Gold (Australia) Pty Limited*	Australia	091 439 333	Ultimate Australian-registered parent company for the Harmony group of companies operating in Australia and Papua New Guinea.
Harmony Australia Services Pty Limited	Australia	083 828 853	Provides services to Harmony Australasia group, including being an employing entity.
Abelle Pty Limited	Australia	087 480 902	Holding company. No employees or operations.
Aurora Gold Pty Limited	Australia	006 568 850	Holding company. No employees or operations.
Aurora Gold Australia Pty Limited	Australia	006 751 382	Holding company. No employees or operations.
Aurora Gold (W.A.) Pty Limited	Australia	009 215 089	Holds royalty interests in tenements. No employees or operations.
Carr Boyd Minerals Pty Limited	Australia	008 716 836	Holds royalty interests in tenements. No employees or operations.
Australian Ores & Minerals Pty Limited	Australia	009 222 940	Holds royalty interests in tenements. No employees or operations.
Aurora Gold Finance Pty Limited	Australia	008 602 784	Inactive company. No employees or operations.
Aurora Gold (Wafi) Pty Ltd	Australia	100 237 741	Holding company. No employees or operations.
New Hampton Goldfields Pty Limited	Australia	009 193 999	Holds royalty interests in tenements. No employees or operations.
Harmony Gold Securities Pty Limited	Australia	099 119 909	Holding company. No employees or operations.
Harmony Gold W.A. Pty Limited	Australia	099 119 918	Holding company. No employees or operations.
Harmony Gold Operations Pty Limited	Australia	005 482 842	Holds royalty interests in tenements. No employees or operations.
Harmony Minerals (Australia) Pty Ltd	Australia	622 566 910	Holding company. No employees or operations.
Harmony Eva Copper Services Pty Ltd	Australia	090 468 018	Holding company. No employees or operations.
Harmony Eva Copper (Cloncurry) Pty Ltd	Australia	623 541 079	Inactive company. No employees or operations.
Eva Copper Mine Pty Ltd	Australia	625 712 138	Developing the Eva Copper Mine Project near Cloncurry, Queensland.
Roseby Copper Pty Ltd	Australia	067 584 409	Exploration in Queensland.
Roseby Copper (South) Pty Ltd	Australia	148 092 291	Exploration in Queensland.
Morobe Consolidated Goldfields Limited	Papua New Guinea	1-12047	Owns and operates the Hidden Valley Mine, Morobe Province.
Morobe Exploration Limited	Papua New Guinea	1-63559	Exploration in Papua New Guinea.
Harmony Gold (PNG) Exploration Limited	Papua New Guinea	1-56826	Exploration in Papua New Guinea.
Wafi Mining Limited	Papua New Guinea	1-11452	Participant (50%) in the Wafi-Golpu Joint Venture, and owner of 50% interest in the Wafi-Golpu Advanced Exploration Project in Morobe Province.

