

Harmony Gold Mining Company Limited
Registration number 1950/038232/06
Incorporated in the Republic of South Africa
ISIN: ZAE000015228
JSE share code: HAR
NYSE share code: HMY
("Harmony" and/or "the Company")

HARMONY INCLUDED IN THE 2023 BLOOMBERG GENDER-EQUALITY INDEX FOR FIFTH CONSECUTIVE YEAR

Johannesburg. Tuesday, 31 January 2023. Harmony is pleased to announce that it has been included in the 2023 Bloomberg Gender-Equality Index (GEI) for the fifth consecutive year.

The Bloomberg GEI is a modified market capitalisation-weighted index that tracks the performance of public companies committed to transparency in gender-data reporting.

To measure gender equality, the reporting framework applied over 70 metrics across these five pillars:

- leadership and talent pipeline
- equal pay and gender pay parity
- inclusive culture
- anti-sexual harassment policies
- external brand

"Harmony's inclusion in the Bloomberg GEI reflects our culture of gender equality, inclusivity and diversity. It also highlights our commitment to addressing this important social component of our business through transparent reporting and disclosure of our social data. In line with our commitment to 'Mining with Purpose', Harmony will continue to provide an inclusive work environment, which fosters gender diversity, and treats and rewards all our employees fairly and with respect," said Peter Steenkamp, Harmony CEO.

For more details contact:

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31 January 2023

Sponsor:

J.P. Morgan Equities South Africa Proprietary Limited.