



# Harmony strengthens stakeholder relations with Merafong City Local Municipality

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On 21 November 2024, senior management from Harmony's Corporate Affairs and Sustainable Development teams, led by Dr. Mashego Mashego, Executive Director for Stakeholder Relations, and Dr. Urishanie Govender, Chief Sustainability Officer, presented to the Deputy Executive Mayor of Merafong City Local Municipality, Councillor Mogomotsi Sello, and his delegation.

The engagement emphasised Harmony's commitment to fostering strong stakeholder relationships and upholding its strategic pillar of Responsible Stewardship, while showcasing the company's economic and social contributions to the region.



## Driving economic value

Harmony's presentation highlighted its significant investment in Merafong through its Social and Labour Plans, particularly in Human Resource Development. Between 2023 and 2024, the company supported the local community by awarding:



**15**  
bursaries



**43**  
internships and learnerships



**Training**  
**276 cadets,**  
180 of whom have been employed within Harmony's operations

Beyond regulatory compliance, Harmony's Corporate Social Investment (CSI) initiatives have impacted over 20,000 lives between FY24 and FY25, reflecting its dedication to uplifting local communities.

A notable highlight was the planned expansion of the Mponeng operation, the world's deepest mine. This project is set to extend the mine's lifespan by 20 years, with an annual production target of 250,000 ounces, further bolstering value for stakeholders. Additionally, Harmony

has allocated over R104 million towards 4th Generation Social and Labour Plans for the next five years, reinforcing its commitment to regional development.

Harmony's Enterprise and Supplier Development Strategy, aligned with its Preferential Procurement framework, underscores its unwavering support for 100% Black-owned businesses, with a particular focus on empowering women and youth entrepreneurs.

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continued

### Through the innovative Leano Fund, Harmony provides:



**Financial support** to help young businesses establish themselves, and



**Non-financial assistance** to address gaps, ensuring these enterprises are tender-ready and fully compliant.

Since 2019, Harmony has invested over R6.7 billion in Black-owned enterprises, demonstrating its commitment to fostering inclusive economic growth and driving meaningful transformation within its communities.



### Commitment to environmental stewardship

Harmony operates six active Tailings Storage Facilities (TSFs) in Merafong, all of which are managed with stringent safety and environmental standards. These facilities undergo regular audits and continuous monitoring by qualified third parties. Recent improvements include the deployment of long-range sprayers for enhanced dust suppression at the Mponeng and Kusasaletu TSFs, ensuring minimised environmental impact.

### Unlocking value through Harmony's property portfolio

Harmony's property portfolio, notable for its scale, has long served as a vehicle for employee empowerment, offering properties to employees at discounted rates below market value that addresses the provisions of section 100 (1) a of the Mineral and Petroleum Resource Development Act, as it pertains to housing and living standards of employees. This initiative has provided affordable housing solutions while fostering financial well-being among its workforce.

During the engagement, the Deputy Executive Mayor proposed extending this initiative to non-Harmony employees, including NGOs and civil servants, many of whom face challenges accessing competitive lending rates from commercial banks. This expansion could play a significant role in alleviating the housing shortage in the area, further solidifying Harmony's contribution to community development and inclusivity.

Harmony will explore this suggestion as part of its broader commitment to supporting local communities and addressing critical socio-economic challenges.



### Constructive dialogue and collaborative solutions

Following the presentation, Harmony and the municipality engaged in a productive discussion addressing mutual challenges and opportunities. Councillor Sello and his team shared their key concerns, which were met with collaborative problem-solving, yielding solutions beneficial to both parties.

Partnering with stakeholders remains a cornerstone of Harmony's strategy. Through meaningful engagement, the company continues to exemplify responsible corporate citizenship and its mission to **mine with purpose**.