

DECEMBER 2024

At Harmony, we firmly believe in mining with purpose - building a sustainable future where mining is not just about extracting resources but empowering communities, advancing environmental stewardship, and driving inclusive economic growth. We are extremely honoured that our efforts in striving for Diversity, Equity and Inclusion have been recognised in the category "Standard **Bank Top Women Business in** Construction, Infrastructure and Mining 2024."

We are committed to making the mining industry more inclusive. Whether through gender diversity, local employment opportunities, or supporting women in leadership roles, we believe that diverse perspectives are critical for innovation and resilience. This award is a testament to the progress we are making, but it also reminds us there is more work to do.

Award winning sports broadcaster, Carol Tshabalala, who was the MC on the night, commended Harmony for its drive to develop women through its learnerships and internships, graduate development programme and bursaries. Special mention was made for Harmony's support of Glorificar Trading since 2018, a 100% black female-owned business in the Free State.

"Financial success and inclusivity are not mutually exclusive. At Harmony, we know that profitability and purpose thrive together. A financially sound business that uplifts its people and respects the planet has the power to create enduring value – not just for shareholders, but for employees, communities, and future generations," said Dr Urishanie Govender, Chief Sustainability Officer.

Harmony Financial Director, Boipelo Lekubo, was nominated as a finalist in the individual category of "Haley Fletcher Top Women Business Leader of the year 2024."

A big congratulations to her as well.

We dedicate this award to every woman in business, particularly those in mining and industries where we still see gender imbalances. We hope it inspires others to step forward, challenge norms, and lead with purpose.



