Company Information Report

Contact Details

Home Country:	Postal Address:	Postal Address:	City:	Area code:	Head Office Telephone:	Email:	Website:	Company Registration Date::	Latest Annual Report:	Recording Currency:
South Africa	PO Box 2		Randfontein	1760	27114112000	rina.bisschoff@harmony.co.za	http://www.harmony.co.za	1950/01/01	2023/06/30	ZAR

GUF Information

GUF in this sector:	Signed an IFA:	IFA signing Date:
IndustriALL	No	0

Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Mining	Johannesburg Stock Exchange (JSE), New York Stock Exchange	Anglogold Ashanti Ltd, Gold Fields Ltd

Five Major Shareholders

12% Public Investment Corporation of South Africa
12% African Rainbow Minerals Ltd
9% Van Eck Associates Corporation
5% Lingotto Investment Management, LLP
4% BlackRock Inc

Company Performance Report

Company Performance in US Dollars - USD

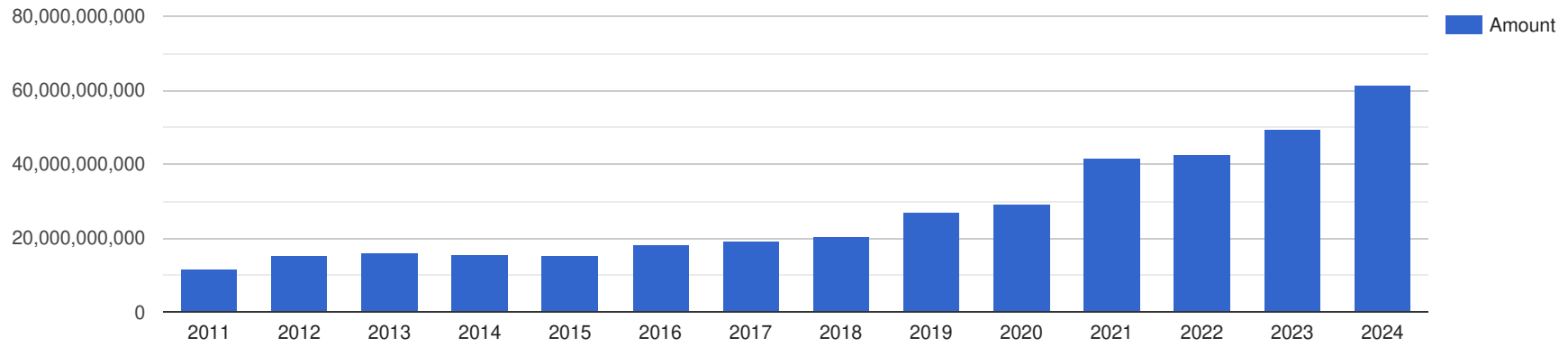
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2011	1,659,891,210	35,213,283	5,709,132,550	1,386,200,973
2012	1,957,290,323	249,032,258	5,574,193,548	1,176,516,129
2013	1,807,045,455	-228,181,818	4,798,750,000	11,270,454,545
2014	1,512,246,866	-149,373,192	3,179,942,141	557,280,617
2015	1,349,213,287	458,041,958	3,158,828,671	820,279,720
2016	1,242,983,051	107,186,441	2,510,508,475	600,067,797
2017	1,473,909,717	-11,323,642	2,974,980,872	733,894,415
2018	1,429,705,056	-330,547,753	2,775,491,573	993,047,753
2019	1,842,404,327	-187,992,059	2,514,958,582	966,796,741
2020	1,704,472,601	-34,678,106	2,604,762,848	1,242,408,700
2021	3,000,927,610	458,915,487	3,509,315,654	1,264,786,038
2022	2,699,973,409	-66,984,919	2,963,544,503	1,056,753,574
2023	2,623,465,253	351,712,054	3,047,532,239	1,190,475,557
2024	3,338,208,205	640,132,791	3,288,226,723	1,061,141,111

Company Performance in South African Rand - ZAR

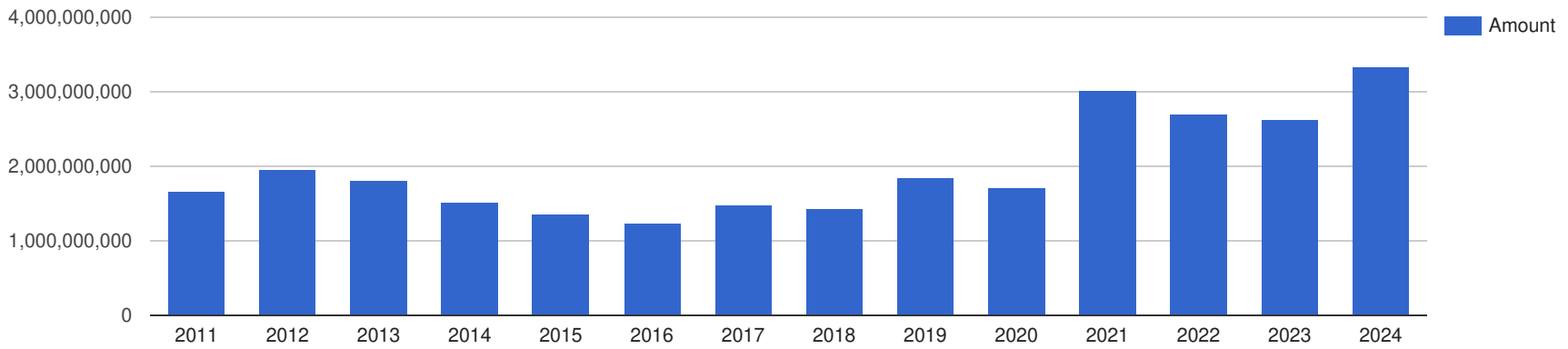
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2011	11,596,000,000	246,000,000	39,884,000,000	9,684,000,000
2012	15,169,000,000	1,930,000,000	43,200,000,000	9,118,000,000
2013	15,902,000,000	-2,008,000,000	42,229,000,000	99,180,000,000
2014	15,682,000,000	-1,549,000,000	32,976,000,000	5,779,000,000
2015	15,435,000,000	5,240,000,000	36,137,000,000	9,384,000,000
2016	18,334,000,000	1,581,000,000	37,030,000,000	8,851,000,000
2017	19,264,000,000	-148,000,000	38,883,000,000	9,592,000,000
2018	20,359,000,000	-4,707,000,000	39,523,000,000	14,141,000,000
2019	26,912,000,000	-2,746,000,000	36,736,000,000	14,122,000,000
2020	29,245,000,000	-595,000,000	44,692,000,000	21,317,000,000
2021	41,733,000,000	6,382,000,000	48,803,000,000	17,589,000,000
2022	42,645,000,000	-1,058,000,000	46,808,000,000	16,691,000,000
2023	49,275,000,000	6,606,000,000	57,240,000,000	22,360,000,000
2024	61,379,000,000	11,770,000,000	60,460,000,000	19,511,000,000

Company Performance Changes Report

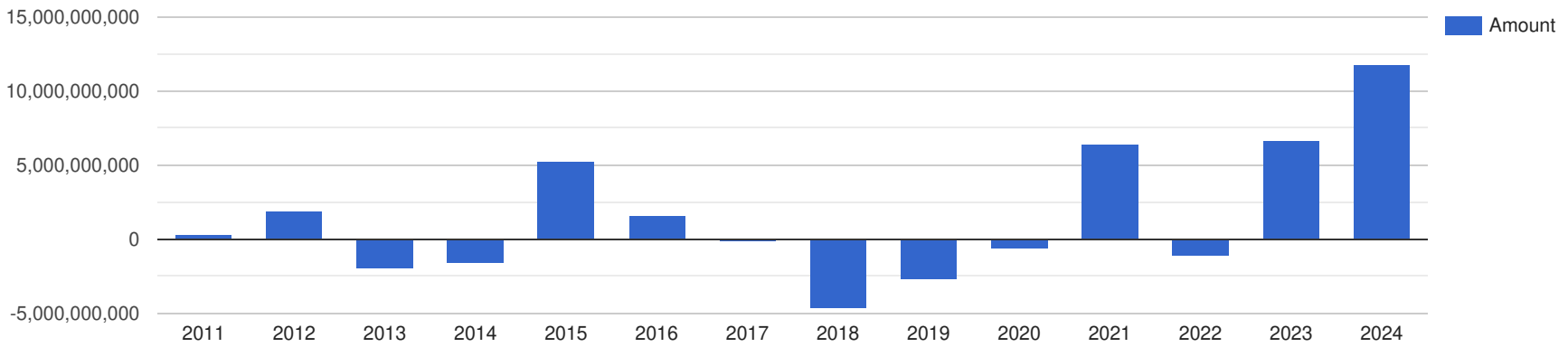
Company Revenue - ZAR



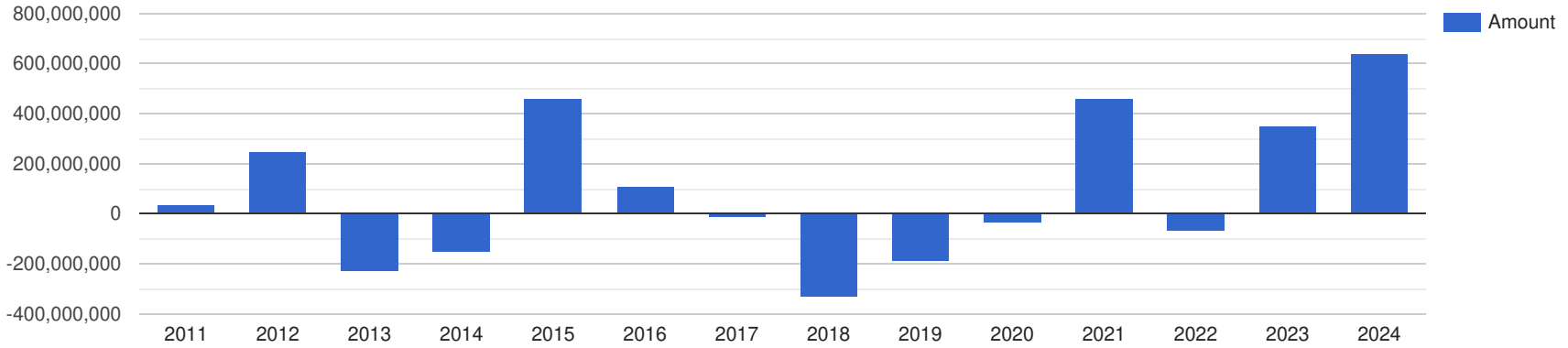
Company Revenue - USD



Company Profit Before Tax - ZAR



Company Profit Before Tax - USD



Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2011	Briggs	Graham	Male	Yes	Yes
2012	Briggs	Graham	Male	Yes	Yes
2013	Briggs	Graham	Male	Yes	Yes
2014	Briggs	Graham	Male	Yes	Yes
2015	Briggs	Graham	Male	Yes	Yes
2016	Briggs	Graham	Male	No	No
2016	Steenkamp	Peter	Male	No	No
2017	Steenkamp	Peter	Male	Yes	Yes
2018	Steenkamp	Peter	Male	Yes	Yes
2019	Steenkamp	Peter	Male	Yes	Yes
2020	Steenkamp	Peter	Male	Yes	Yes
2021	Steenkamp	Peter	Male	Yes	Yes
2022	Steenkamp	Peter	Male	No	No
2023	Steenkamp	Peter	Male	Yes	Yes
2024	Steenkamp	Peter	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2011	755,587	0	386,533	324,212	1,466,332	0	1,466,332
2012	769,806	0	171,613	0	941,419	0	941,419
2013	845,227	0	204,773	0	1,050,000	0	1,050,000
2014	810,800	0	201,832	0	1,012,633	87,555	1,100,188
2015	715,647	0	159,528	0	875,175	26,290	901,465
2016	527,864	33,627	180,000	0	741,492	1,587,991	2,329,483
2017	555,471	0	213,007	90,895	859,373	0	859,373
2018	537,640	90,660	419,171	0	1,047,472	0	1,047,472
2019	549,257	93,996	447,114	0	1,090,368	0	1,090,368
2020	468,236	141,800	84,742	0	694,778	0	694,778
2021	628,460	105,774	445,243	0	1,179,478	0	1,179,478
2022	582,441	100,611	236,532	0	919,584	354,799	1,274,383
2023	515,760	92,322	198,914	0	806,996	0	806,996
2024	555,289	100,352	0	0	655,641	323,434	979,075

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2011	3	1,447,994	2,525,072	482,665	841,691
2012	4	1,793,806	2,176,129	448,452	544,032
2013	3	1,751,818	2,211,136	583,939	737,045
2014	3	1,647,541	2,089,778	549,180	696,593
2015	3	1,465,210	1,815,822	488,403	605,274
2016	4	1,132,000	1,578,712	283,000	394,678
2017	3	1,235,425	1,864,040	411,808	621,347
2018	3	1,194,593	2,263,343	398,198	754,448
2019	3	1,213,322	2,350,722	404,441	783,574
2020	4	1,140,110	1,593,368	285,027	398,342
2021	4	1,722,010	3,066,369	430,503	766,592
2022	3	1,318,589	1,987,011	439,530	662,337
2023	3	1,202,375	1,778,458	400,792	592,819
2024	3	1,262,102	1,435,872	420,701	478,624

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2010	1	20,129	20,129
2011	13	756,447	58,188
2012	12	808,129	67,344
2013	10	662,500	66,250
2014	12	670,878	55,906
2015	12	688,199	57,350
2016	12	606,712	50,559
2017	12	741,469	61,789
2018	12	714,198	59,516
2019	15	851,783	56,786
2020	14	770,486	55,035
2021	15	923,923	61,595
2022	14	817,854	58,418
2023	11	737,728	67,066
2024	9	715,723	79,525

CEO Remuneration - ZAR:

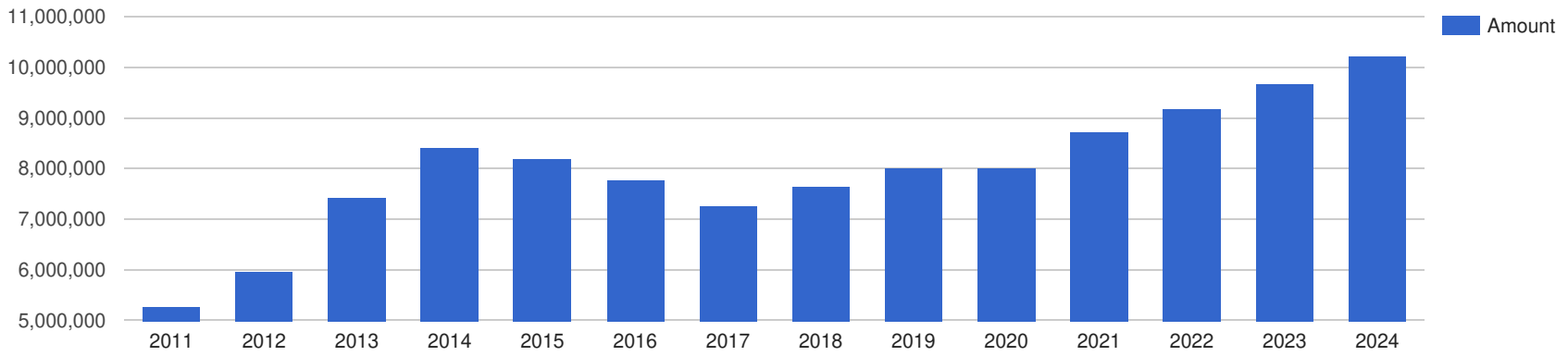
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2011	5,274,000	0	2,698,000	2,263,000	10,235,000	0	10,235,000
2012	5,966,000	0	1,330,000	0	7,296,000	0	7,296,000
2013	7,438,000	0	1,802,000	0	9,240,000	0	9,240,000
2014	8,408,000	0	2,093,000	0	10,501,000	907,946	11,408,946
2015	8,187,000	0	1,825,000	0	10,012,000	300,760	10,312,760
2016	7,786,000	496,000	2,655,000	0	10,937,000	23,422,872	34,359,872
2017	7,260,000	0	2,784,000	1,188,000	11,232,000	0	11,232,000
2018	7,656,000	1,291,000	5,969,000	0	14,916,000	0	14,916,000
2019	8,023,000	1,373,000	6,531,000	0	15,927,000	0	15,927,000
2020	8,034,000	2,433,000	1,454,000	0	11,921,000	0	11,921,000
2021	8,740,000	1,471,000	6,192,000	0	16,403,000	0	16,403,000
2022	9,199,648	1,589,154	3,736,028	0	14,524,830	5,604,043	20,128,873
2023	9,687,000	1,734,000	3,736,000	0	15,157,000	0	15,157,000
2024	10,210,100	1,845,167	0	0	12,055,267	5,946,980	18,002,247

Executive Director Remuneration - ZAR:

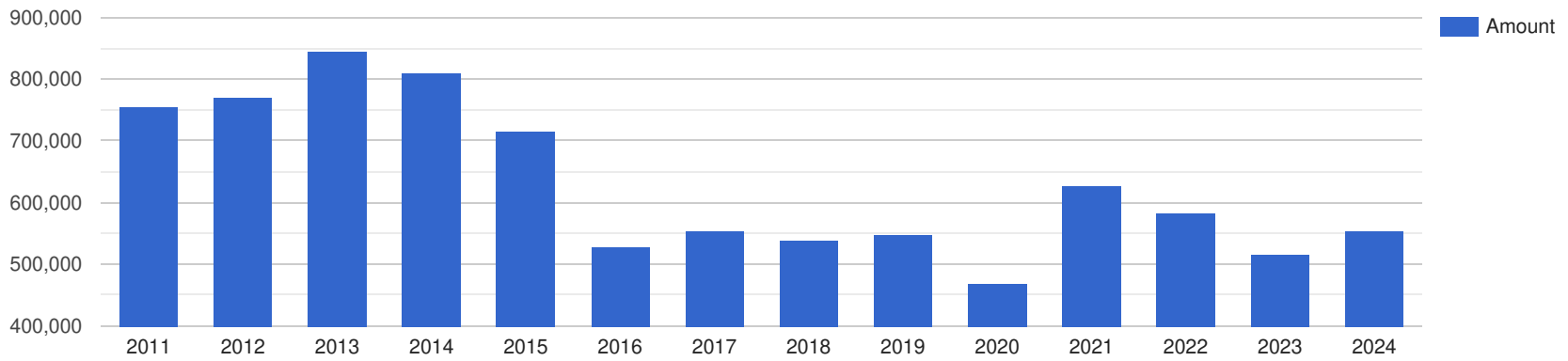
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2011	3	10,107,000	17,625,000	3,369,000	5,875,000
2012	4	13,902,000	16,865,000	3,475,500	4,216,250
2013	3	15,416,000	19,458,000	5,138,667	6,486,000
2014	3	17,085,000	21,671,000	5,695,000	7,223,667
2015	3	16,762,000	20,773,000	5,587,333	6,924,333
2016	4	16,697,000	23,286,000	4,174,250	5,821,500
2017	3	16,147,000	24,363,000	5,382,333	8,121,000
2018	3	17,011,000	32,230,000	5,670,333	10,743,333
2019	3	17,723,000	34,337,000	5,907,667	11,445,667
2020	4	19,562,000	27,339,000	4,890,500	6,834,750
2021	4	23,948,000	42,644,000	5,987,000	10,661,000
2022	3	20,827,121	31,384,841	6,942,374	10,461,614
2023	3	22,583,000	33,403,000	7,527,667	11,134,333
2024	3	23,206,274	26,401,374	7,735,425	8,800,458

Company Directors Fee Changes

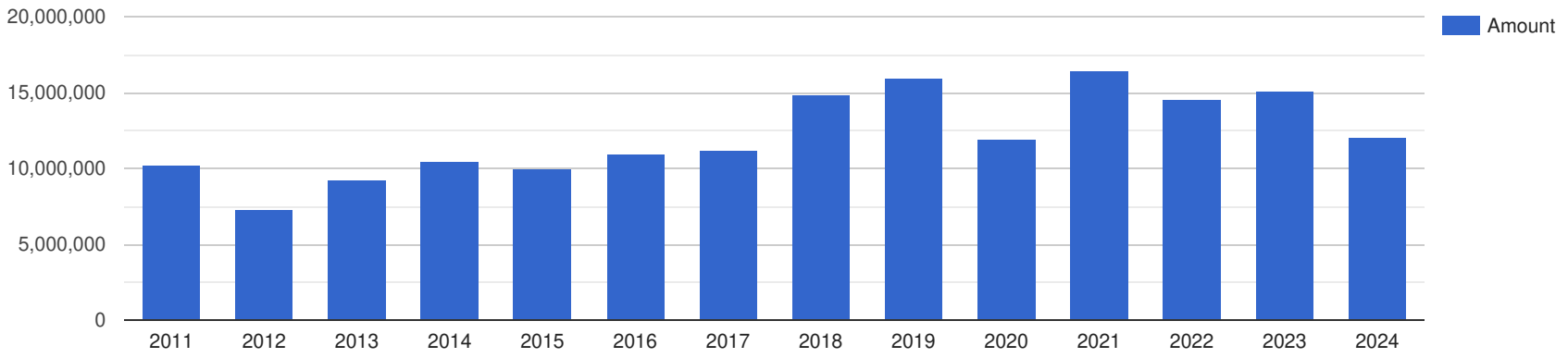
CEO Salary - ZAR



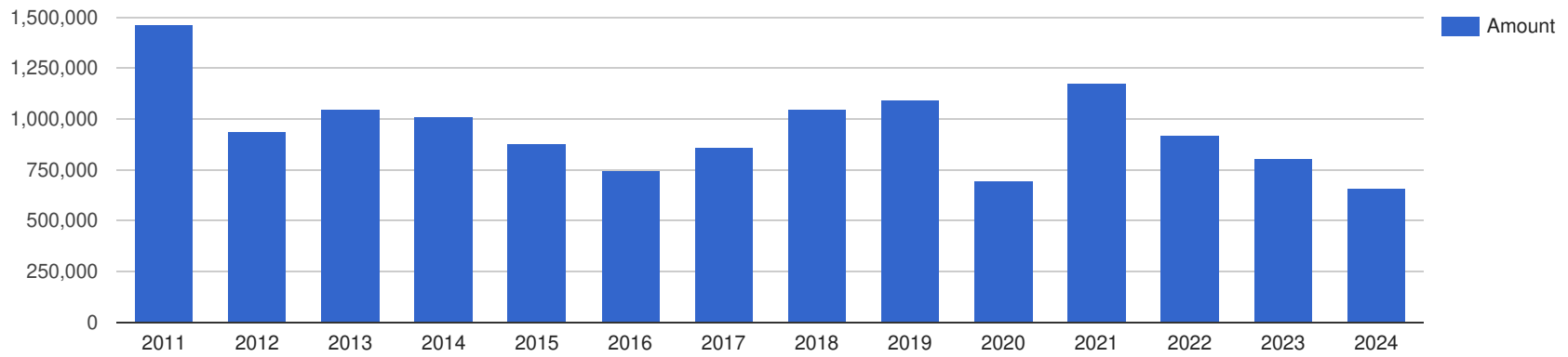
CEO Salary - USD



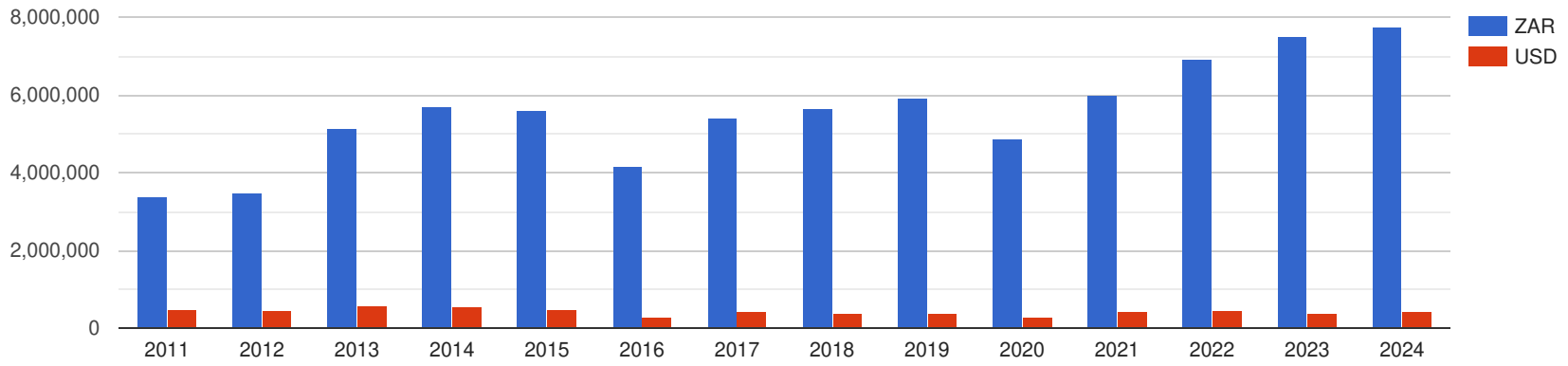
CEO Remuneration - ZAR



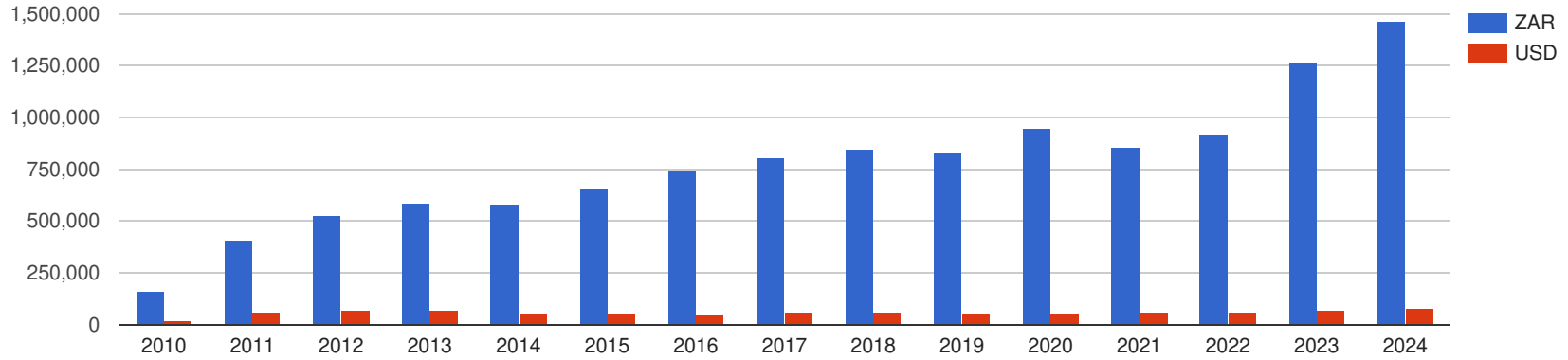
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2011	0	0	39440
2012	0	0	40257
2013	0	0	36424
2014	29051	5695	34746
2015	29136	5550	34686
2016	25937	4610	30547
2017	0	0	33201
2018	33917	6769	40686
2019	32876	6897	39773
2020	33093	0	33093
2021	38459	9654	48113
2022	47440	0	47440
2023	45546	0	45546
2024	0	0	46078

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	Yes	No	Numbers exclude contractors
Papua New Guinea	No	No	0

Total Employee Count:

Country:	Year End:	No. Operations	No. Employees:	No. Contractors:	Total Workforce:	Union(s):	Degree of Unionisation:	Min Wage (Local) Per Month:	Min Wage USD (Per Annum):	Min Wage USD (Per Annum):
South Africa	2014	12	28991	5695	34686	NUMSA AMCU UASA	0.960	0	0	No
Papua New Guinea	2013	0	0	0	3871	0	0	0	0	No