## Status update

### As at 2 July 2020

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of employees</td>
<td>425,079</td>
</tr>
<tr>
<td>Total number of people screened every day</td>
<td>287,297</td>
</tr>
<tr>
<td>Total number of tests</td>
<td>19,655</td>
</tr>
<tr>
<td>Total tests pending</td>
<td>931</td>
</tr>
<tr>
<td>Total positive cases</td>
<td>2,573</td>
</tr>
<tr>
<td>Active cases</td>
<td>1,538</td>
</tr>
<tr>
<td>Deaths</td>
<td>13</td>
</tr>
<tr>
<td>Recovered</td>
<td>1,022</td>
</tr>
</tbody>
</table>

### Testing rates by population

- **Global test rate**: 3.14%
- **RSA test rate**: 2.81%
- **Mining test rate**: 4.62%
Status update

Daily and total cases diagnosed over time

Cases and deaths per commodity

Recovered cases and deaths per positive cases

Cases and deaths per region to date

Deaths by province | Cases by province

Minerals Council South Africa
Status update

Number of cases by age range

Total: 2,573

Symptomatic: 26%
Asymptomatic: 74%
COMMUNICATING DURING A PANDEMIC
Addressing stigma

Impact of stigma

• At a community level
  • fear and prejudice not only of mineworkers but of everyone or anyone who is ill
  • irresponsible behaviour (knowing and unknowing)
  • lack of reporting, reluctance to get care
• At a company level
  • discrimination against and lack of support for individuals who are ill
  • blame
• At an individual level
  • lack of reporting by affected people for fear of discrimination and prejudice
  • denial of symptoms and risks, and possibly reckless behaviour, because individuals simply believe they will not be affected because of who they are, and not because of how they behave

Good practice tells us we need to do four things:

1. Build trust in health services and company support mechanisms
2. Provide sufficient understandable and practical information in a non-judgemental and transparent way
3. Show empathy and care for those who are affected.
4. Provide practical avenues that individuals can and should do to protect themselves and their families, both to prevent the illness but also in the event that they do contract the virus.
DE-STIGMATISATION CAMPAIGN
MZILA MTHENJANE
MINERALS COUNCIL SOUTH AFRICA
MEDIA BRIEFING 2 JULY 2020
<table>
<thead>
<tr>
<th>TRUTHS</th>
<th>CULTURE THEMES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Responsible</td>
</tr>
<tr>
<td>1. You cannot see if someone has COVID-19</td>
<td>✓</td>
</tr>
<tr>
<td>2. COVID-19 can infect people of all ethnic groups</td>
<td>✓</td>
</tr>
<tr>
<td>3. You do not need to stay away from healthcare professionals</td>
<td>✓</td>
</tr>
<tr>
<td>4. This is not just a traveller’s disease</td>
<td>✓</td>
</tr>
<tr>
<td>5. People of all ages can become seriously ill from COVID-19</td>
<td>✓</td>
</tr>
<tr>
<td>6. Children can get COVID-19</td>
<td>✓</td>
</tr>
<tr>
<td>7. A face mask does not mean someone is infected</td>
<td>✓</td>
</tr>
<tr>
<td>8. Most people are able to recover from COVID-19</td>
<td>✓</td>
</tr>
<tr>
<td>9. You are no longer infectious once you’ve recovered</td>
<td></td>
</tr>
<tr>
<td>10. Together, we can stop the spread</td>
<td>✓</td>
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</tbody>
</table>
# Overall Campaign Plan and Timeframe

<table>
<thead>
<tr>
<th>Phases</th>
<th>Focus</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Phase 1A</strong>&lt;br&gt;Internal (Head Office and Operations/BUs); External (Communities)&lt;br&gt;10 truths about COVID-19&lt;br&gt;- Mythbusting (debunking)&lt;br&gt;- Destigmatisation&lt;br&gt;- Compelling and fact-based&lt;br&gt;- Alignment to culture/themes</td>
<td><strong>MAY</strong>&lt;br&gt;-&lt;br&gt;<strong>JUN</strong>&lt;br&gt;-&lt;br&gt;<strong>JUL</strong>&lt;br&gt;-&lt;br&gt;<strong>AUG</strong>&lt;br&gt;-&lt;br&gt;<strong>SEP</strong>&lt;br&gt;-&lt;br&gt;<strong>OCT</strong>&lt;br&gt;-&lt;br&gt;<strong>NOV</strong>&lt;br&gt;-&lt;br&gt;<strong>DEC</strong>&lt;br&gt;-&lt;br&gt;<strong>JAN</strong>&lt;br&gt;-&lt;br&gt;<strong>FEB</strong>&lt;br&gt;-&lt;br&gt;<strong>MAR</strong>&lt;br&gt;-&lt;br&gt;<strong>APR</strong>&lt;br&gt;-</td>
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<tr>
<td><strong>Phase 1B</strong>&lt;br&gt;Internal (Head Office and Operations/BUs); External (Communities)&lt;br&gt;Know the truth about COVID-19&lt;br&gt;- Human stories&lt;br&gt;- Factual and emotive&lt;br&gt;- Alignment to 10 truths&lt;br&gt;- Alignment to culture/themes</td>
<td><strong>MAY</strong>&lt;br&gt;-&lt;br&gt;<strong>JUN</strong>&lt;br&gt;-&lt;br&gt;<strong>JUL</strong>&lt;br&gt;-&lt;br&gt;<strong>AUG</strong>&lt;br&gt;-&lt;br&gt;<strong>SEP</strong>&lt;br&gt;-&lt;br&gt;<strong>OCT</strong>&lt;br&gt;-&lt;br&gt;<strong>NOV</strong>&lt;br&gt;-&lt;br&gt;<strong>DEC</strong>&lt;br&gt;-&lt;br&gt;<strong>JAN</strong>&lt;br&gt;-&lt;br&gt;<strong>FEB</strong>&lt;br&gt;-&lt;br&gt;<strong>MAR</strong>&lt;br&gt;-&lt;br&gt;<strong>APR</strong>&lt;br&gt;-</td>
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<tr>
<td><strong>Phase 2</strong>&lt;br&gt;Internal (Head Office and Operations/BUs)&lt;br&gt;Ongoing culture drive/activities&lt;br&gt;- Keep momentum going&lt;br&gt;- Activate culture amid the new realities of COVID-19&lt;br&gt;- New GBV campaign for 2020</td>
<td><strong>MAY</strong>&lt;br&gt;<strong>JUN</strong>&lt;br&gt;<strong>JUL</strong>&lt;br&gt;<strong>AUG</strong>&lt;br&gt;<strong>SEP</strong>&lt;br&gt;<strong>OCT</strong>&lt;br&gt;<strong>NOV</strong>&lt;br&gt;<strong>DEC</strong>&lt;br&gt;<strong>JAN</strong>&lt;br&gt;<strong>FEB</strong>&lt;br&gt;<strong>MAR</strong>&lt;br&gt;<strong>APR</strong></td>
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CREATIVE ELEMENTS: COMMUNITY STREET POLE OUTDOOR ADVERTISING
My friend down the road has COVID-19. I am well but I still put on my mask when I go out and do his shopping for him. I always check in to see if he is ok, he is my friend and would do the same for me.”

Sbu, 37

“I just couldn’t shake the fever and I was short of breath. My daughter took me to the clinic to get tested. It was a few days of feeling weak and resting at home. I self-isolated for 14 days. Now I am back and strong, I am ready to hug my Grandchildren again.”

Lillian, 54
COVID-19
ANTI-STIGMA WORK

02 July 2020
Engaging with employees

NO-ONE CHOOSES TO GET COVID-19

Although for many people COVID-19 will be a mild illness, even those who do not need hospital can feel very sick. Some people will have a serious illness, and will need hospitalisation, oxygen, and maybe even ventilation. For some people, COVID-19 will be fatal.

COVID-19 is not a sickness that anyone will choose to have. Our sick colleagues need our support and encouragement.

WE ARE ALL AT RISK FROM COVID-19

COVID-19 is not picky. It does not care how old we are, what race we are, if we are men or women, if we are sick or healthy. It does not care where we live or where we work.

Every one of us is at risk from COVID-19. Every one of us can catch it without knowing. Every one of us is part of the solution. Only by taking responsibility and working together can we beat it.

SICK COLLEAGUES ONLY RETURN TO WORK WHEN IT IS SAFE TO DO SO

There are very strict rules in place about when someone who has COVID-19 is allowed to leave quarantine and return to work.

If people are scared that they will be discriminated against, threatened, talked about or avoided if they get sick – then they are less likely to report that they are sick. If they are very scared they may even hide that they have symptoms.

If people are treated equally, are treated respectfully, are given the support they need, then they are more likely to report that they have symptoms.

WE MUST SUPPORT EACH OTHER TO STAY SAFE AND HEALTHY

If people are scared that they will be discriminated against, threatened, talked about or avoided if they get sick – then they are less likely to report that they are sick. If they are very scared they may even hide that they have symptoms.

If people are treated equally, are treated respectfully, are given the support they need, then they are more likely to report that they have symptoms.

MINERALS COUNCIL SOUTH AFRICA
Welcoming back our colleagues into our workplaces is just as important. Will their recovery and return be easy or difficult? That is in our hands. I humbly urge that each one of us embraces one another, supports each other, and learns from one another.

No-one chooses to get sick with COVID-19. The virus is indiscriminate and does not care who we are, what we do or where we live. We welcome those colleagues who have recovered back with open arms – we are glad you recovered, and we are glad you are back!

Finding cases as early as possible is important to prevent the spread of infection, and to ensure that employees get the care they need. That is why our daily thermal screening and COVID-19 questionnaire are so important. We rely on employees being responsible and honest in their reporting.

After isolation for 14 days, individuals who have tested positive are considered to be free of the virus, as long as they are asymptomatic with a normal temperature.
Animation
What Quarantine means

2 July 2020

Harmony Gold Mining Company Limited
NYSE Ticker code: HMY
JSE Ticker code: HAR
Employee leaflet

Back to Work Safely

You have now started the process of returning to work. Along with our normal induction process when we return to work, we know that we have to follow additional measures to keep ourselves and those around us safe and healthy. You will go through a Coronavirus screening process, and you will be able to discuss any medical concerns you have with our health team. You will also be fully briefed on the things that we need to do together as work to prevent the spread of the Coronavirus.

And then - before you can get back to work - you will need to quarantine.

What you need to know about quarantine

What is Quarantine?

Quarantine means you need to stay in one place, with a small group of people, with access to proper medical care for 14 days.

Why Must You Quarantine?

First, it is the law and are a company, and you as an employee, are required to obey the law. If we do not do so, the government could shut our operations down, and we will not be able to return to work. If you do not do so, you may be fired or even arrested.

Second, being in quarantine does not mean that you have the Coronavirus. The 14-day period will be enough time for you to start feeling ill if you have been exposed. We need to know whether you have been infected so that we can ensure you have access to medical support and so that you do not pass the virus on to others.

You Should Also Know That

1. Even if you do not become ill, you may still have been exposed to the virus, and you may still pass it on to other people. That’s why we need to make sure that we all follow all our prevention measures all the time.

2. Most people who are infected do not become very ill at all and recover very quickly. If you do not feel well during the quarantine period, you should make sure our medical staff know this so that they can ensure that you are tested and transferred to an isolation facility so that you do not pass the virus on to others.

3. People who are most badly affected by the virus are older people (> 60 years) or people with immune systems that are not as good as they should be because they have hypertension, diabetes, cancer or HIV/AIDS.

4. Even if you have not been infected, it does not mean that you cannot be infected in the future.
Employee leaflet

WHAT HAPPENS AFTER QUARANTINE?

If, after 14 days in quarantine, you have not developed any symptoms of the Coronavirus, you will be able to go back to work.

YOU WILL ALSO NEED TO:

- Be screened every day, as you report for work.
- Maintain social distancing (staying at least 1.5m away from other people) whenever possible, while you are at work.
- Practice good hygiene standards: wash your hands regularly, using the hand sanitiser provided.
- Cough or sneeze into your elbow or a tissue and then dispose of the tissue safely.
- Wear the PPE provided – masks and gloves – particularly in working areas where social distancing is difficult.

And, remember that we can be infected by the virus at any time and in any place – at work, on the way to work, in our residences, in taxis, at the shops, in our communities.

If we work together, we can ensure that we can return to work safely, that we can keep on working, and that we protect anyone vulnerable to the disease.

CORONAVIRUS SYMPTOMS

FEVER COUGH SORE THROAT

SHORTNESS OF BREATH HEADACHE

If you have further queries, call the Harmony COVID-19 hotline number on 0800 111 724

Download the Harmony CONNECT app on your phone to get up-to-date information or dial +27 81 112 00 to register and do a self-assessment daily.
Quarantine site rules

**Facilities Support**

- Quarantine employees' rooms will be cleaned for working only and will not be required to be in the personal living area and must be on the outside of their door on the specific day of pickup.
- A laundry bag with clean items will be brought once per day during the specific day.
- Meals will be served in a meal box and placed outside the door on the specific day.
- Any maintenance issues must be reported on the provided form in the nurse/doctor daily screening.

**Use of Ablution Facilities**

- Residents must wear protective clothing and sanitize hands before entering ablution facilities.
- Please use ablution facilities at all times and wash hands after using.
- Toilets and sinks must be kept clean and no littering allowed.

**Food and Beverages**

- Three meals a day will be provided daily, leftovers and extra food items to be disposed of in the designated waste bin.
- The pandemic period will follow the usual hours to ensure proper food handling and hygiene.
- Meals will be delivered daily by the nurse/doctor.

**General**

- No visitors or gatherings will be permitted at the quarantine site.
- No outdoor movements are permitted.
- No outdoor movements are permitted.

**Sanitation**

- Sanitation is the responsibility of all. A liquid detergent and paper towels will be provided for hand sanitization.
- Sanitation of the workplace is the responsibility of individuals.

**What will be provided**

- Three meals a day
- Mini fridge
- Personal hygiene items

**We trust that these rules will be adhered to and that your stay will be a pleasant one.**

If you have further queries, call the Harmony COVID-19 hotline number on 0800 111 724.
Community leaflet

RETURNING EMPLOYEES
AN UPDATE FROM HARMONY

Our employees who live in our communities, other regions and neighbouring countries are an important part of both our mining industry and communities.

Many employees have returned to work in recent weeks. From 1 June, as we have entered lockdown Level 2, mining companies may operate at 100% capacity, and as many more of our employees have started returning to work. We are closely observing the regulations stipulated by the Department of Mineral Resources and Energy, the Department of Health, and according to our own health risk-adjudged plan.

The health and safety of our employees and their families, and the communities surrounding our operations are of utmost importance to us. We also know that our employees are breadwinners in their families and communities, and have a right to earn a living safely.

What we are aiming to do as a company is slow down the spread of the Coronavirus, and to protect the vulnerable among us. And we will be working in close partnership with employees and unions, and the authorities in doing so.

The return to work process we have developed is one of the many preventative measures taken by Harmony as part of our risk assessment strategies to keep our employees and people in our communities safe and healthy.

CORONAVIRUS SYMPTOMS

- Fever
- Cough
- Sore throat
- Shortness of breath
- Headache

But remember that what we do on the mine is only a very small part of what we need to do as employees and communities to delay the progression of the disease. COVID-19 is a threat to all of us. It is important we all observe the basic hygiene principles, social distancing, and the wearing of masks, so that we can all play a part in fighting the impact of the disease.

RETURN TO WORK PROCESS

We want to re-emphasise the measures we have in place at our operations to help keep everyone safe, specifically for those employees who will be returning from outside our immediate communities:

1. All employees are being screened for COVID-19 before they return to work and they must be cleared before entering work.
2. Employees coming back to work from hotspots areas as indicated by the Health, will be quarantined for 14 days.
3. Quarantine does not mean anyone has COVID-19. Quarantine means they will be kept away from each other and our communities. They may not know the quarantine for the 14-day period and sent home as usual.
4. Monitoring is in line with the COVID-19 protocol by the health teams will be conducted unt the end of the 14-day period.
5. Only employees that have tested negative for COVID-19 will be released past the 14 days.
6. Anyone who leaves a quarantine facility before the 14 days will be breaking the law and will be arrested and even fined.

STAY SAFE
by following these measures at home as well as at work:
ADDRESSING RISKY BEHAVIOUR

SOUTH DEEP RESPONSE TO COVID-19
02 July 2020
Risky behaviour

Incorrect/inconsistent use of PPE

Failure to self-screen and/or declare health status

Not maintaining social distancing at work, in the community, at home

Not maintaining hygiene protocols at work, in the community, at home
A holistic and integrated approach

- From the beginning of the outbreak, South Deep adopted a holistic and integrated approach that considers:
  - the full day in the life of an employee – the chain of interaction
  - the employee’s opportunity to be a leader, and set the example for desired behaviour in each environment

A break in any link weakens the chain
Weekly briefs identify and address risky behaviour

We have a shared responsibility:
We share the responsibility to keep protecting ourselves and our colleagues, our families and loved ones, our communities and our country. We rely on you not to come to work if you are ill or if you have been in contact with someone who has been confirmed to have the coronavirus. We rely on you to truthfully complete the self-declaration when you return to work. We rely on you to stop working and seek medical attention if you feel ill at any time that you are at work. We rely on you to wear your PPE and practice social distancing at all times to protect yourself and others. This is what we need to be doing now for our country and to support our President.

1. Our first line of defence remains our self-discipline.
2. We should all do everything in our power to practise social distancing and wear face masks at all times in the course of a typical day, at home, in our communities, when using public amenities, and at work.
3. We need to diligently wash and/or sanitise our hands at work and in the public domain.
4. Each individual has an obligation to sanitise and wash their workstations on arrival prior to starting work and again at the end of a shift.

COVID-19 remains, even as some lockdown restrictions ease
Earlier this week, President Ramaphosa announced the easing of some of the Level 3 lockdown restrictions, allowing more businesses to resume trading. We have also seen more learners return to school. Despite this easing, it is very important that we do not see this in any way as an opportunity to relax our new behaviours and habits. The number of Coronavirus infections continues to rise nationally and self-discipline around our behaviours is more important now than ever to prevent infections and protect those who are vulnerable.
Poster and electronic screen campaign

Back to full production does not mean back to normal

It is now more important than ever that we do all the things we have been practicing, to slow the spread of the Coronavirus.

Thank you for choosing to do the right thing:

- For being honest and consistent in your health screening
- For wearing your PPE properly and continuously
- For caring about the wellbeing of your colleagues
- For following the rules for hygiene and social distancing
- For setting a good example at work and at home

Your courageous leadership behaviour makes us proud

This is our new normal

- Wash your hands with soap and water
- Do not touch your face
- Avoid large groups of people
- Cough and sneeze into your sleeve or tissue
- Wear a mask
- Wear your face shield
- Goggles and gloves when required

These are not negotiable

And will be for a long time