

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

**SECTION 189 DISCUSSIONS REGARDING HARMONY'S KUSASALETHU MINE
COMMENCED**

Harmony Gold Mining Company Limited ('Harmony' or the 'Company') advises that the consultation process in terms of section 189 of the Labour Relations Act, 66 of 1995 ("LRA") between Harmony and Kusasaletu employees represented by the National Union of Mineworkers (NUM), Association of Mineworkers and Construction Union (AMCU), Solidarity and UASA (collectively referred to as "the Unions") commenced yesterday. The discussions were facilitated by a senior facilitator appointed by the Commission for Conciliation, Mediation and Arbitration (CCMA). Discussions related to the reasons for the recent decision by Harmony to close its Kusasaletu mine due to safety and security reasons that have caused the mine to no longer be a viable business.

A parallel consultation process is also happening between Harmony and the Unions to find a lasting solution by which normal production levels at Kusasaletu can be achieved and which would normalise the security, safety and health climate at the mine. Kusasaletu is a mine with over 7 million ounces of reserve equating to an estimated 25 years of life. The focus of these discussions is specifically on again achieving security and safety of employees at the mine, and compliance with standards, codes and procedures which will ensure a safe, sustainable and profitable Kusasaletu.

Kusasaletu will remain closed until an agreement has been reached and all the conditions of re-opening have been agreed upon and committed to by all the unions and other stakeholders involved.

The next formal facilitation session at the CCMA between Harmony and the Unions is scheduled for Tuesday, the 29th of January 2013.

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