



GOLD FIELDS

VALUE CREATION FOR GOLD FIELDS' HOST COMMUNITIES

IMARC, 1 NOVEMBER 2023

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FORWARD LOOKING STATEMENTS

Certain statements in this document constitute “forward looking statements” within the meaning of Section 27A of the US Securities Act of 1933 and Section 21E of the US Securities Exchange Act of 1934.

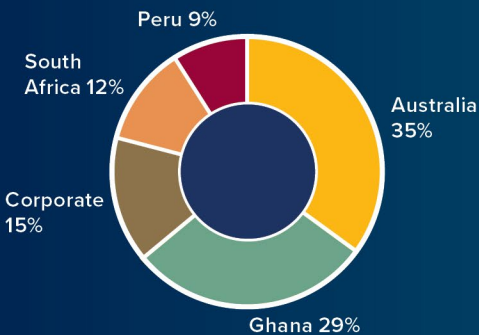
In particular, the forward-looking statements in this document include among others those relating to environmental, social and governance (ESG)-related initiatives and metrics including Scope 1-2 emissions, water recycled/reused and host community value. Such forward looking statements involve known and unknown risks, uncertainties and other important factors that could cause the actual results, performance or achievements of the company to be materially different from the future results, performance or achievements expressed or implied by such forward looking statements. Such risks, uncertainties and other important factors include among others: economic, business and political conditions in the countries where Gold Fields operates; decreases in the market price of gold and, to a lesser extent, copper and silver; hazards associated with underground and surface gold mining; labour disruptions; changes in government regulations, particularly taxation and environmental regulations; and new legislation affecting mining and mineral rights; changes in exchange rates; currency devaluations; the availability and cost of raw and finished materials; the cost of energy and water; the impacts of climate change, water scarcity or natural disasters; inflation and other macro-economic factors; and the impact of occupational health risks experienced by Gold Fields employees.

Further details of potential risks and uncertainties affecting Gold Fields are described in Gold Fields’ filings with the Johannesburg Stock Exchange and the United States Securities and Exchange Commission, including the Integrated Annual Report 2020 and the annual report on Form 20-F for the fiscal year ended 31 December 2020. Gold Fields undertakes no obligation to update publicly or release any revisions to these forward-looking statements to reflect events or circumstances after the date of this report or to reflect the occurrence of unanticipated events.

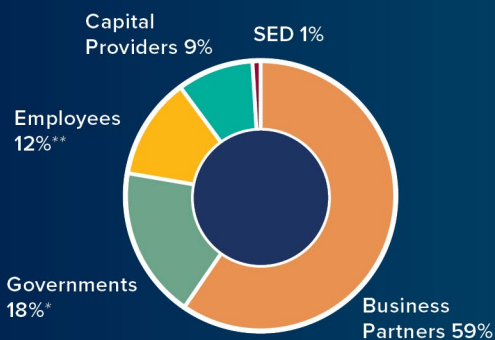
VALUE CREATION AT GOLD FIELDS

2022 SNAPSHOT

2022 Value creation by Region (Total: US\$3.93bn)



2022 Value creation by Stakeholders (Total: US\$3.93bn)

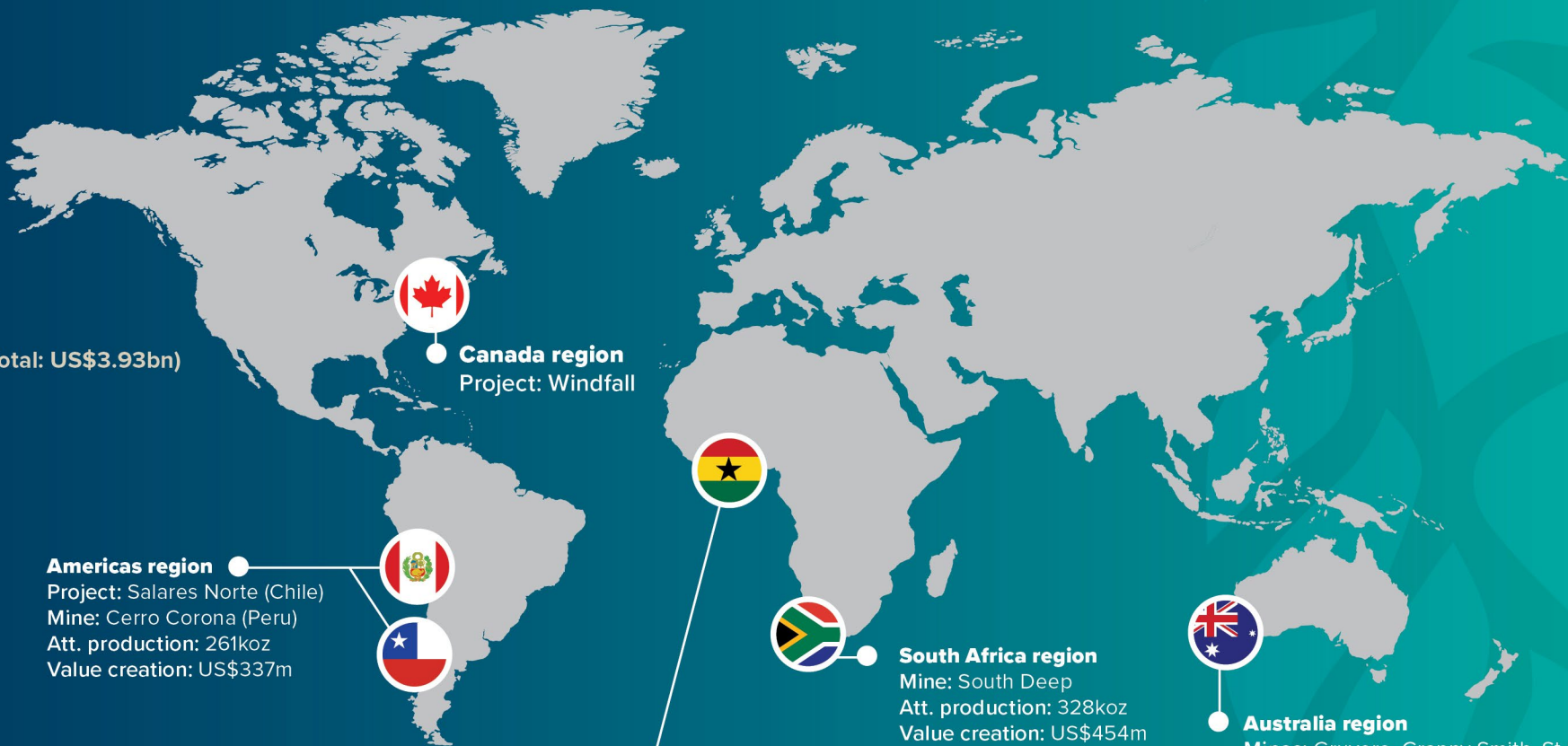


* This amount includes US\$29m in dividends to the Ghana government in lieu of their 10% shareholding in Tarkwa and Damang.

** Excludes benefits paid to employees working on capital projects.

Gold Fields Group

Mines: 9
Projects: 2
Countries: 6
Att. production: 2,400koz



GOLD FIELDS' 2030 ESG TARGETS – 2022 STATUS

1

SAFETY, HEALTH, WELLBEING & ENVIRONMENT



- Zero fatalities
- Zero serious injuries
- Zero serious environmental incidents

2022 status

- Fatalities: 1
- Serious injuries: 5
- Serious environmental incidents: 0

2

GENDER DIVERSITY



- 30% women representation

2022 status

- Women representation: 23%

3

STAKEHOLDER VALUE CREATION



- 30% of total value created benefits host communities
- 6 legacy programmes benefiting host communities

2022 status

- Value created: 27%
- Legacy programmes: Developed pipeline of programmes

4

DECARBONISATION



- Net zero emissions by 2050
- 30% net emission reduction from 2016 baseline by 2030; 50% absolute emission reduction needed @2.8Moz (Scope 1 and 2)

2022 status

- 1% net emission increase
- 18% absolute emission reduction

5

TAILINGS MANAGEMENT



- Conformance to the Global Industry Standard on Tailings Management
- Reduce number of active upstream raised TSFs from 5 to 3

2022 status

- Conformance to GISTM: In progress
- Active upstream TSFs: 5 (in progress)

6

WATER STEWARDSHIP



- 80% water recycled/reused
- 45% reduction in freshwater use from 2018 baseline

2022 status

- Recycled/reused: 75%
- Reduction in freshwater use: 41%

SOCIO-ECONOMIC PROFILE OF GOLD FIELDS' HOST COMMUNITIES

GOLD FIELD'S WORKFORCE: **23,000** OUR HOST COMMUNITIES: 791,000 PEOPLE (OF WHICH 222,000 ARE DIRECTLY IMPACTED)



PERU

- **80,000 people** in 7 host communities
- **1 mine** – Cerro Corona
- Rural, agricultural economy
- 3 cities & 5 villages
- High levels of poverty



CHILE

- **27,000 people** in 10 host communities
- **1 project** – Salares Norte
- 3 Colla communities & 1 independent community
- Mining, tourism & agricultural economy
- 4 hamlets, 2 town & 2 cities



GHANA

- **84,000 people** in 22 host communities
- **2 mines** – Tarkwa and Damang
- 1 JV (non-managed) - Asanko
- 21 villages & 1 town
- Rural, agricultural economy



SOUTH AFRICA

- **309,000 people** in 14 host communities
- **1 mine** – South Deep
- Peri-urban
- Unemployment >30%
- 64% of employees live in host-community



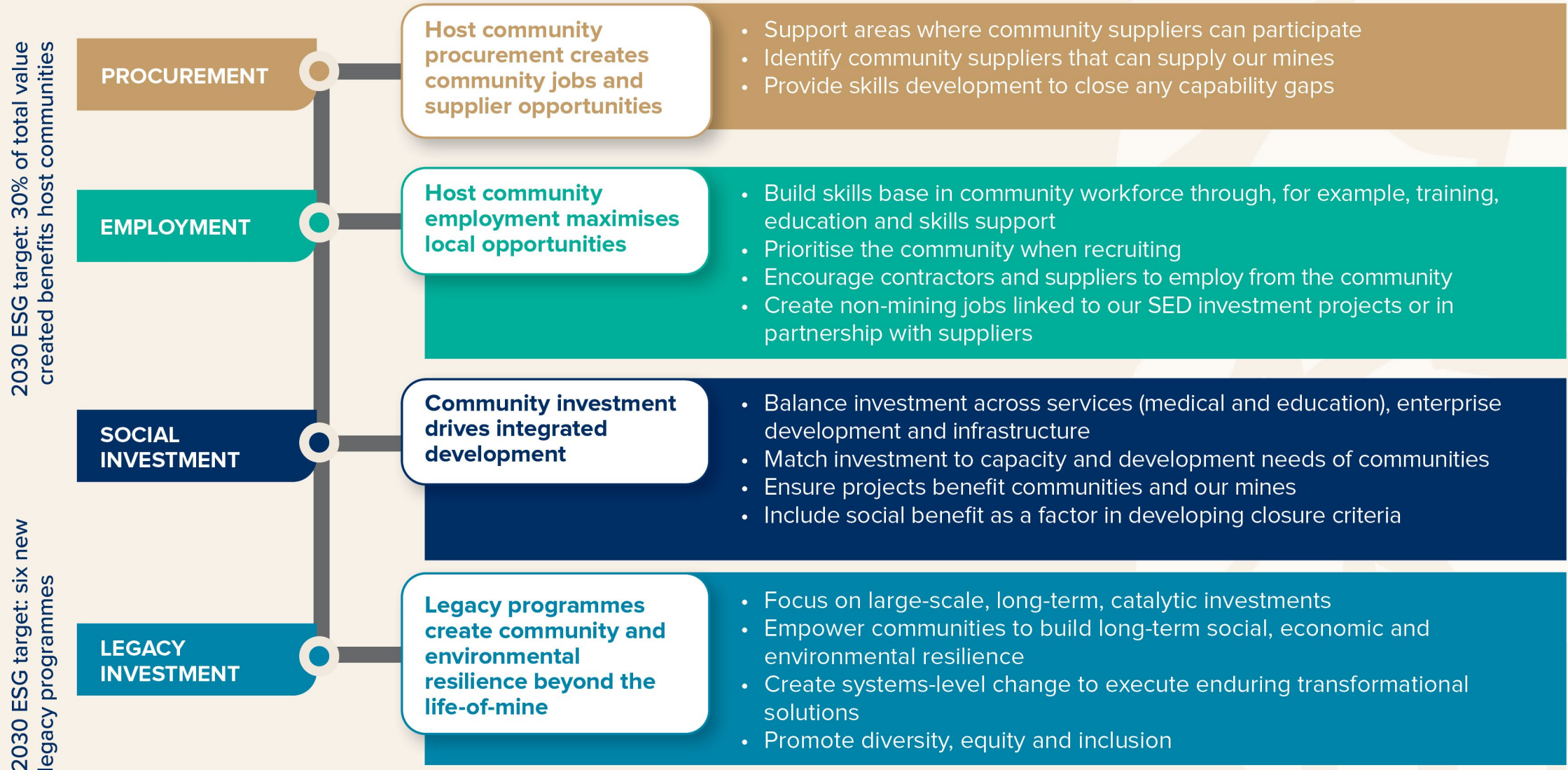
AUSTRALIA

- **40,000 people**
- **4 mines** – Agnew, Granny Smith, St Ives and Gruyere
- 5 local governments
- Relationships with 6 Native Title Groups and other Traditional Owners






A HOST COMMUNITY IS A GROUP RESIDING IN A VILLAGE OR TOWN THAT...

- Is in the vicinity of a mine operation
- Has been directly affected by exploration, construction or operations
- Has a reasonable expectation regarding the duties and obligations of the mine operator

THE TOOLS GOLD FIELDS USES TO CREATE VALUE FOR HOST COMMUNITIES








IN-COUNTRY AND HOST COMMUNITY PROCUREMENT

| | | LOCAL (IN-COUNTRY) PROCUREMENT | | HOST COMMUNITY PROCUREMENT | |
|--|--------------|--------------------------------|------------|----------------------------|------------|
| COUNTRY | | 2022 (US\$M) | % OF TOTAL | 2022 (US\$M) | % OF TOTAL |
|  | Australia | 1,085 | 99% | 284 | 27% |
|  | South Africa | 268 | 100% | 53 | 20% |
|  | Ghana | 840 | 94% | 379 | 42% |
|  | Peru | 226 | 94% | 31 | 13% |
|  | Group | 2,419 | 97% | 747 | 31% |

Host Community Procurement Strategy

- 2022 internal target of **30%**
- Host community SMEs
- Preferential payment terms

NATIONAL AND HOST COMMUNITY WORKFORCE EMPLOYMENT

| | COUNTRY | TOTAL WORKFORCE 2022 | % OF EMPLOYEES - NATIONAL 2022 | HOST COMMUNITY WORKFORCE 2022 | % OF WORKFORCE - HOST COMMUNITY 2022 |
|--|--------------|----------------------------|--------------------------------------|-------------------------------------|---|
|  | Australia | 3,677 | 77% | 610 | 18% |
|  | South Africa | 4,880 | 87% | 3,097 | 63% |
|  | Ghana | 7,035 | 99% | 5,009 | 71% |
|  | Americas | 7,359 | 98% | 757 | 26% |
|  | Group | 23,084 | 87% | 9,473 | 52% |

Host Community Employment Strategy

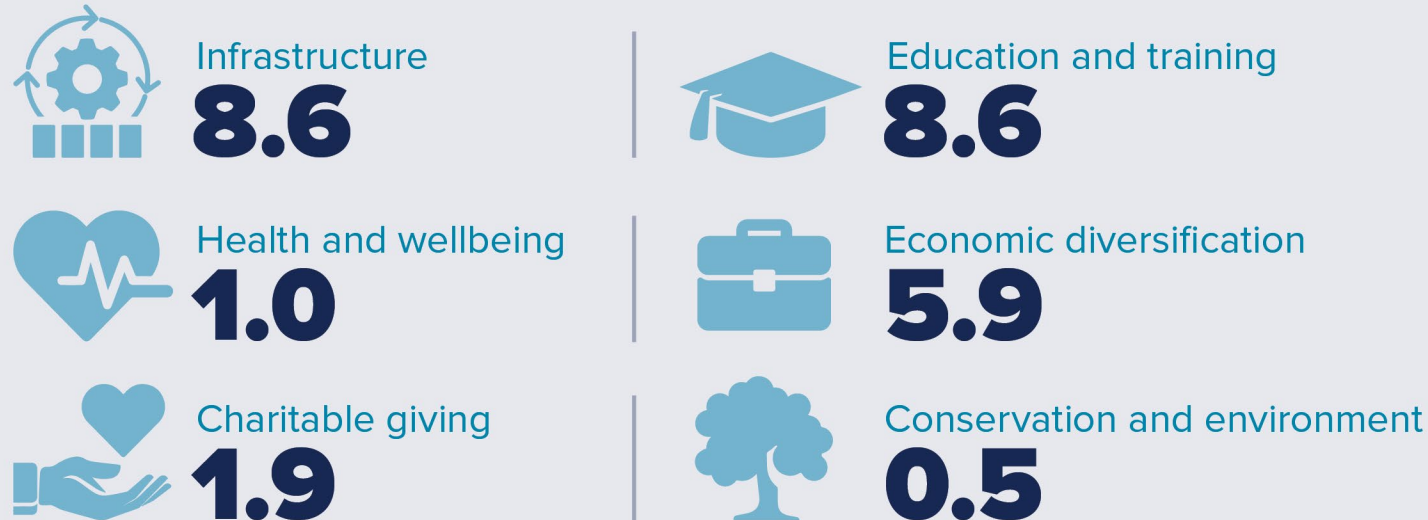
- 2022 internal target of **50%**
- Training, education & skills development
- Contractor engagement
- Nearly **11,000** mining value chain jobs

SOCIO-ECONOMIC DEVELOPMENT (SED) INVESTMENTS

GROUP SED SPEND (US\$M) ¹



GROUP 2022 SED SPEND BY TYPE (US\$M) ²



TOTAL **21.2**

Case Studies



- Investment in **water** and **sanitation**



- **Road upgrade** projects for Tarkwa and Damang host communities



- Accelerating **enterprise** and **supplier development**
- Investment in community-based **business support hub**

¹ Spend slowed in 2020 and 2021 due to Covid-19. ² Excludes spending by Salares Norte

GOLD FIELDS GROUP LEGACY PROGRAMMES

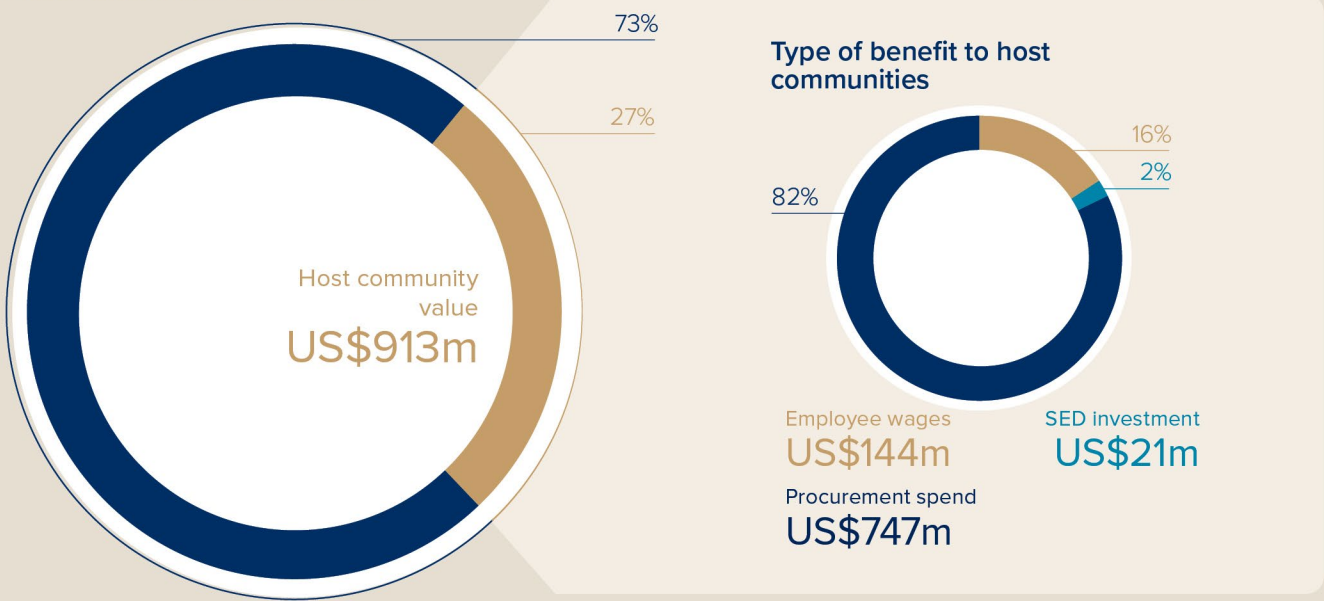
GROUP LEGACY PROGRAMMES ASPIRATION

Gold Fields Group Legacy Programmes are large scale, long-term, catalytic investments whose positive impacts on host community and environmental resilience endure beyond the life of the mine and elevate Gold Fields' local, national and international prominence.



HOST COMMUNITY VALUE CREATION 2022

Gold Fields' 2022
Value distribution: US\$3.92bn



NUMBER OF SUPPLIERS
AND JOBS IN HOST
COMMUNITIES IN 2022:

731
Host community suppliers
companies

10,771
Host community jobs in the mine
value chain, comprising:

2,653
Employees

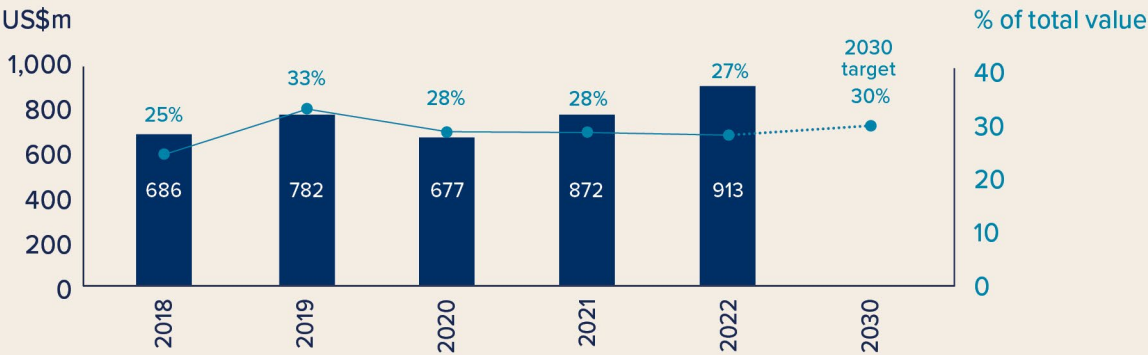
6,820
Contractors

444¹
Suppliers

794
Non-mining jobs

¹ In Ghana

Meeting our commitment to our host communities



SUMMARY TAKEAWAYS



Gold miners are enabling and reporting on **total and national value distribution** using WGC methodology



We **work in partnership with host communities** to close funding gaps and to improve economic wellbeing, service delivery and overall quality of life



Our performance shows that this is having an impact, **enabling communities and countries to develop**



Community value creation is critical in securing our **regulatory and social licences to operate**



We are advancing community value creation behind the life of our mines **through Group legacy programmes** aligned to our purpose of **“Creating Enduring Value Beyond Mining”**

A smiling woman with dark skin, wearing a vibrant, multi-colored patterned headwrap and a bright blue jumpsuit, is holding a large, fresh green leafy vegetable (possibly a type of cabbage or lettuce) with both hands. She is standing in a field of similar plants, with a dense line of trees and foliage in the background. The overall scene is bright and positive, suggesting a successful harvest.

THANK YOU

MEMBER OF



GOLD FIELDS' TOTAL VALUE DISTRIBUTION 2022

BY REGION AND TYPE

| COUNTRY | EMPLOYEES | SED SPEND ¹ | CAPITAL PROVIDERS | BUSINESS PARTNERS | GOVERNMENTS | NATIONAL VALUE DISTRIBUTION |
|--------------------------|------------------|------------------------|-------------------|-------------------|------------------|-----------------------------|
| Australia | 157 | 1 | 5 | 937 | 288 | 1,387 |
| South Africa | 110 | 6 ² | 2 | 333 | 3 ³ | 454 |
| Ghana | 88 | 8 | 31 | 801 | 214 ⁴ | 1,142 |
| Peru | 42 | 6 | 4 | 229 | 57 | 337 |
| Corporate | 71 | 0 | 368 | 2 | 163 | 605 |
| Total Gold Fields | 468 ⁵ | 21 | 411 | 2,302 | 724 | 3,926 |

Total and national value distribution by region and type 2022 (US\$m)

¹ This amount includes US\$29m in dividends to the Ghana government in lieu of their 10% shareholding in Tarkwa and Damang

⁵ Excludes benefits paid to employees working on capital projects