

# GOLD FIELDS BOARD DIVERSITY POLICY

Approved: 1 July 2024



Document number:

Version number: 01/2024

Next review: June 2027

Prepared by: Anré Weststrate (Company Secretary)

Authorised by: Gold Fields Board: Nominating and Governance Committee



**GOLD FIELDS**

*Our Purpose* Creating enduring value beyond mining



safety



integrity



respect



responsibility



innovation



collaborative  
delivery



### VERSION HISTORY

Version	Date	Author	Approved by document owner	Brief description of changes
01	1/7/2024	Anré Weststrate	Anré Weststrate/ Nomco	New Policy – Gender diversity of at least 40% for the GFL Board
02	1/7/2024		Board Resolution – approval	



## Contents

VERSION HISTORY.....	2
PURPOSE .....	4
APPLICATION .....	4
BOARD DIVERSITY.....	4
APPROACH TO AND GOVERNANCE OF GENDER DIVERSITY ON THE BOARD.....	5
REVIEW AND AMENDMENTS TO POLICY .....	5



## PURPOSE

---

The board of directors (the "Board") of Gold Fields Limited ("Gold Fields" or the "Company") recognises the benefits of promoting diversity at the level of the Board. The Board believes that including diverse perspectives in the decision-making process leads to more robust oversight, competitive advantage and improved corporate governance. Diversity refers to all the characteristics that make individuals different from each other, including but not limited to gender, education, experience, age, geographical representation, and ethnicity. This policy is complementary to the Group Diversity Policy and the Group Diversity, Equity, Inclusion and Belonging Policy Statement as published on the Gold Fields website.

## APPLICATION

---

This Board Diversity Policy (the "Policy") defines the Company's approach to fostering diversity on the Board of Directors of Gold Fields

## BOARD DIVERSITY

---

Diversity is an important consideration in determining the composition of the board of directors of the Company (the "Board"). The Nominating and Governance Committee of the Board has been delegated the responsibility of implementing this Policy and overseeing its effectiveness by assessment on an annual basis and overseeing reporting in the Group's Integrated Annual Report.

To support the Company's board diversity objectives, when identifying and considering the selection of candidates for election or re-election to the Board, the Nominating and Governance Committee will consider:

- Candidates who are appropriately qualified based on their independence, experience, expertise, financial and business acumen, personal characteristics and ability to devote sufficient time and resources to his or her duties as a member of the Board;
- The diversity criteria of the candidate;
- The level of representation of women on the Board and target equal representation;
- The fact that the Company operates in different geographies and as such aims to have at least one director from the Country or Region where the Company operates; and
- The level of representation of individuals from underrepresented groups on the Board.

In addition to its own searches, as and when appropriate from time to time, engage qualified independent external advisors to conduct a search for candidates who meet the Board's and the Company's expertise, skills and diversity criteria to achieve the Company's diversity goals, with such external advisors being specifically directed to ensure that diverse candidates are included.



## **APPROACH TO AND GOVERNANCE OF GENDER DIVERSITY ON THE BOARD**

---

In pursuit of its goal to foster gender diversity on the Board, the Board has established a target of having at least 40% of the Board comprised of female directors.

In addition, in accordance with Regulation 43 (5) of the Companies Act No. 71 of 2008, the Gold Fields Social and Ethics Committee is required to report on, among others, the promotion of equality, diversity and the prevention of unfair discrimination.

## **REVIEW AND AMENDMENTS TO POLICY**

---

The Board will review this policy annually and assess its effectiveness in promoting a diverse Board. The Board may, at any time in its sole discretion, supplement or amend any provision of this Policy, repeal this Policy in whole or in part or adopt a new Policy relating to diversity as the Board of Directors determines in its sole discretion to be appropriate.