



GFL 2024 AGM SPEECH – CHAIR OF THE SOCIAL, ETHICS AND TRANSFORMATION (SET) COMMITTEE

JACQUELINE MCGILL

Dear Gold Fields shareholders, stakeholders, and colleagues

It's a great pleasure to provide you with an overview of the Social, Ethics and Transformation Committee's work during 2023 and in the year to date.

I want to start by echoing Yunus's commitment to the safety and wellbeing of our people and in expressing my heartfelt condolences to the families, friends, and colleagues of the five team members who have lost their lives at work, since January last year. This remains a dark cloud over the company, and we absolutely must do better. The Board is deeply committed to ensuring Management takes the appropriate actions to ensure the safety and wellbeing of all our people.

Our commitment to safety and wellbeing of our people extends to their psychological safety and mental wellbeing. These issues were brought into sharp focus last year, with the concerning findings raised by the independent Elizabeth Broderick & Co (or EB&Co) Respectful Workplace review. The review provided detailed insights into the experiences of our people across the business, and I want to thank our people again for their courage and honesty in providing us with such frank feedback.

Since the release of the report, Gold Fields' management has introduced new policies and practices and is in the process of addressing 21 recommendations made by EB & Co as well as three internal recommendations, the details of which are in the Report to Stakeholders.

The SET Committee is overseeing management's progress in implementing the recommendations of the review, and we monitor this progress each quarter. In addition, we have committed to a follow-up review in the near future, which will allow us to ascertain whether we have succeeded in positively changing our workplace culture and behaviours.

Our focus on building safe and respectful workplaces is key to creating a diverse and inclusive workforce. We are pleased to see our female representation improve in the Company with women now comprising 25% of our employees, half of which work in core mining roles, bringing us closer to our 2030 target of 30% female representation.

While this falls well short of the community demographics, I appreciate management's efforts to increase female participation through its recruitment, development, and retention strategies. This work is essential if women are going to participate equally in the value created by Gold Fields.

The company's culture transformation journey, the Gold Fields Way, which was launched last year, reflects its dedication to fostering a workplace characterised by care, respect, and inclusivity.



safety



integrity



respect



responsibility



innovation



collaborative
delivery



Management is focused on translating this work into concrete actions that foster a positive workplace culture felt by all our people and stakeholders.

The SET Committee also oversees the work by Gold Fields in implementing its stakeholder strategies and policy - which was updated and approved by the Board last year. At the heart of this is how we engage with our stakeholders to understand their needs and expectations, how we share value with them and how we uphold and respect their human rights.

We know that our mining activities have the potential to impact our people and members of our host communities and we therefore strive to understand, mitigate, and manage this risk. We do so in full alignment with our Human Rights Policy Statement, which commits us to upholding fundamental human rights and freedoms of our stakeholders.

During 2023, the focus of our human rights work was the evaluation and implementation of the key findings of the Respectful Workplace survey, upholding the rights of Indigenous Peoples at our Australian and Chilean operations, and oversight of management's approach to managing the risks presented by illegal, artisanal, and small-scale mining.

In terms of social value over the past decade, Gold Fields has built strong relationships and dialogue with its host communities and distributes a large share of the value it creates to these critical stakeholders.

During 2023, the value creation for our host communities exceeded US\$1bn, driven by focused host community employment, procurement, and social investments. This is a third of the financial value Gold Fields distributed to its various stakeholders during the year. Pleasingly, since 2016, we have created over US\$6.3bn in value for the estimated 750,000 people living in these communities. In many cases, this value will endure well beyond what we currently know to be the life of those assets.

The benefits to host governments of our operations are also well demonstrated. In 2023, Gold Fields paid US\$540m in taxes, royalties, and dividends and over 95% of our procurement spend stays in-country. Furthermore, the company's emphasis on ongoing and transparent dialogue with government, enables us to inform policy development and address areas of disagreement.

All the issues I have touched upon in my brief remarks are discussed in detail in the Company's annual Report to Stakeholders. The report provides a transparent overview of our continued engagement with and value creation for our stakeholders, but also outlines the challenges we face. I encourage you all to read it.

I would like to thank my fellow directors on the SET Committee for their valuable support and expertise in helping me oversee the stakeholder-centric work carried out by Gold Fields. I know the People of Gold Fields, led by our CEO Mike Fraser and the team, are absolutely committed to ensuring that all stakeholders are treated respectfully and participate fairly in the value created by the company.

With that I will hand back to Yunus.



safety



integrity



respect



responsibility



innovation



collaborative
delivery