



GOLD FIELDS

Notice of Annual General Meeting
for the year ended 31 December **2019**

Delivering
value
for a
sustainable
future

NOTICE OF ANNUAL GENERAL MEETING

Gold Fields Limited
(Incorporated in the Republic of South Africa)
(Registration number 1968/004880/06)
ISIN: ZAE 000018123
Share code: GFI
(hereinafter referred to as Gold Fields or the Company)

INTRODUCTION

On 22 March 2020, the government of South Africa announced a 21-day lockdown period until 16 April 2020 to limit the impact and spread of the coronavirus (COVID-19) pandemic. On 9 April 2020, the government extended the lockdown by a further two weeks, ending on 30 April 2020.

Gold Fields is of the view that even if the circumstances around the lockdown should be relaxed, there may still be restrictions in the ensuing months on the number of people allowed to attend shareholders' meetings. Gold Fields' Board believes that the Annual General Meeting (AGM) is an effective way to interact with our stakeholders and to deal with questions or comments in an open forum. However, of key importance is the health and safety of our employees, our shareholders and stakeholders, and that the restrictions imposed by the government and the Company during this time are supported. For this reason, and accepting that social distancing will be implemented for an extended period, the Board decided to convene the AGM on 20 August 2020.

Notice is hereby given to shareholders that the AGM of Gold Fields for the year ended 31 December 2019 will be held at 150 Helen Road, Sandown, Sandton, and by electronic communication, on Thursday, 20 August 2020 at 14:00 to:

- Deal with such business as may lawfully be dealt with at the meeting
- Consider, and if deemed fit, pass, with or without modification, the ordinary and special resolutions set out hereunder in the manner required by the Companies Act, No 71 of 2008 (as amended) (Companies Act), as read with the Johannesburg Stock Exchange (JSE) Limited Listings Requirements (JSE Listings Requirements) and other stock exchanges on which the Company's ordinary shares are listed.

Gold Fields' 2019 Annual Financial Report (AFR), including the Group's Annual Financial Statements, and Integrated Annual Report (IAR) were published on the Company's website on 30 March 2020 and can be accessed at www.goldfields.com/integrated-annual-reports.php.

If as a result of the COVID-19 pandemic there are still regulations or other legal restrictions on public gatherings of more than 200 persons then the AGM on 20 August 2020 will be held entirely or partially by way of electronic communication as set out in this notice and no physical meeting will be held.

RECORD DATES, PROXIES AND VOTING

In terms of section 59(1)(a) and (b) of the Companies Act, Gold Fields' Board of Directors set the following record dates for the purposes of determining which shareholders are entitled to receive notice, participate in, and vote:

- | | |
|---|---------------------------|
| • Record date to receive the notice of AGM | Friday, 15 May 2020 |
| • Last date to trade to be eligible to participate in and vote at the AGM | Wednesday, 5 August 2020 |
| • Record date to be eligible to participate in and vote at the AGM | Tuesday, 11 August 2020 |
| • Last date for lodging forms of proxy with transfer secretaries | Wednesday, 19 August 2020 |

Kindly note that in terms of section 63(1) of the Companies Act, meeting participants (including proxies) will be required to provide reasonably satisfactory identification before being entitled to participate in or vote at the AGM. Forms of identification that will be accepted include original and valid identity documents (ID), driver's licences and passports.

Shareholders who have not dematerialised their shares, or who have dematerialised their shares with 'own name' registration, and who are entitled to attend, participate in and vote at the AGM, are entitled to appoint a proxy to attend, speak and vote in their stead. A proxy need not be a shareholder and shall be entitled to vote on a show of hands or poll. It is requested that proxy forms be forwarded so as to reach the transfer secretaries in South Africa or the United Kingdom (UK) by no later than 48 (forty-eight) hours before the commencement of the AGM. If shareholders who have not dematerialised their shares, or who have dematerialised their shares with 'own name' registration, and who are entitled to attend, participate in and vote at the AGM, do not deliver the proxy forms to the transfer secretaries in South Africa or the UK by the stipulated time, such shareholders will nevertheless be entitled to lodge the form of proxy in respect of the AGM immediately prior to the AGM, in accordance with the instructions therein, with the Chairperson of the AGM.

NOTICE OF ANNUAL GENERAL MEETING continued

Shareholders who have dematerialised their shares, other than those shareholders who have dematerialised their shares with 'own name' registration, should contact their Central Securities Depository Participant (CSDP) or broker in the manner and within the time stipulated in the agreement entered into between them and their CSDP or broker:

- To furnish them with their voting instructions
- In the event that they wish to attend the AGM, to obtain the necessary letter of representation to do so.

On a show of hands, every shareholder present in person or represented by proxy and entitled to vote shall have only one vote irrespective of the number of shares which such shareholder holds. On a poll, every shareholder present in person or represented by proxy and entitled to vote, shall be entitled to that proportion of the total votes in the Company which the aggregate amount of the nominal value of the shares held by such shareholder bears to the aggregate amount of the nominal value of all shares issued by the Company.

NOTE

To adopt an ordinary resolution, it must be supported by more than 50% of the voting rights exercised on the resolution.

For a special resolution to be adopted, it must be supported by at least 75% of the voting rights exercised on the resolution.

When reading the resolutions below, please refer to the explanatory notes for the resolutions on p06 – 08.

ELECTRONIC PARTICIPATION

In accordance with the provisions of the Companies Act, the Company intends to offer shareholders reasonable access to attend the AGM through electronic conference call facilities. Shareholders wishing to participate electronically in the AGM are required to either deliver written notice to the Company at 150 Helen Road, Sandown, Sandton, Johannesburg, 2196 (marked for the attention of the Company Secretary), or email the Company Secretary at anre.weststrate@goldfields.com as soon as possible, but in any event, for administrative purposes only, by no later than 09:00 on Tuesday, 18 August 2020, indicating that they wish to participate via electronic communication at the AGM (the electronic notice). However, this will not in any way affect the rights of shareholders to register for electronic participation at the AGM after this date, provided, however, that only those shareholders who are fully verified (as required in terms of section 63(1) of the Companies Act) and subsequently registered at the commencement of the AGM, will be allowed to participate in and/or vote by electronic means. For the electronic notice to be valid, it must contain:

- If the shareholder is an individual, a certified copy of their ID and/or passport
- If the shareholder is not an individual, a certified copy of a resolution by the relevant entity and a certified copy of the ID and/or passports of the persons who passed the relevant resolution, which resolution must set out who from the relevant entity is authorised to represent the relevant entity at the AGM via electronic communication
- A valid email address and/or facsimile number (the contact address/number).

Although voting will be permitted through electronic communication, shareholders are strongly encouraged to submit votes by proxy before the AGM. Shareholders who have dematerialised their shares, other than those shareholders who have dematerialised their shares with 'own name' registration, should contact their CSDP or broker in the manner and within the time stipulated in the agreement entered into between them and their CSDP or broker:

- To furnish them with their voting instructions; or
- In the event that they wish to attend the AGM electronically, to obtain the necessary letter of representation to do so.

Shareholders will be liable for their own network charges in relation to electronic participation in and/or voting at the AGM. Any such charges will not be for the account of the JSE or the Company. Neither the Company nor the JSE can be held accountable in the case of loss of network connectivity or other network failures due to insufficient airtime or data, internet connectivity, internet bandwidth and/or power outages, which prevents any such shareholder from participating in and/or voting at the AGM.

PRESENTATION TO SHAREHOLDERS

The following documents have been distributed as required and will be presented to the shareholders at the AGM:

- The consolidated audited Annual Financial Statements of the Company for the year ended 31 December 2019
- Directors' Report
- Independent Auditor's Report
- Audit Committee Chairperson's Report
- Social, Ethics and Transformation (SET) Committee Chairperson's Report.

A complete set of the consolidated audited Annual Financial Statements, together with the abovementioned reports, are set out in the AFR.

SOCIAL, ETHICS AND TRANSFORMATION COMMITTEE

In accordance with Regulation 43(5)(c) of the Companies Act, the Chairperson of the SET Committee will report to shareholders at the AGM.

ORDINARY RESOLUTION NUMBER 1

Appointment of auditors

“Resolved that PricewaterhouseCoopers Inc (PwC) be appointed as the auditors of the Company, until the conclusion of the next AGM.”

ORDINARY RESOLUTION NUMBER 2 (2.1 TO 2.4)

Election of directors

“Resolved to elect, by way of separate resolutions, the following independent non-executive directors (NEDs) and executive director who retire by rotation and were appointed in accordance with the provisions of clauses 18.1 or 20.8 of the Company’s Memorandum of Incorporation (MoI), and who are all eligible and available for re-election as independent NEDs and executive director of the Company:

- 2.1 Mr TP Goodlace, first appointed to the Board on 1 July 2016
- 2.2 Mr NJ Holland, first appointed to the Board on 14 April 1998
- 2.3 Mr RP Menell, first appointed to the Board on 8 October 2008
- 2.4 Mr YGH Suleman, first appointed to the Board on 1 September 2016.”

A brief curriculum vitae (CV) of each retiring director appears on p11 – 13 of the AFR and on the Company’s website at www.goldfields.com/au_leadership.php.

ORDINARY RESOLUTION NUMBER 3 (3.1 TO 3.4)

Election of Audit Committee members

“Resolved to re-elect, by way of separate resolutions, subject to their respective re-election as directors in terms of ordinary number resolution 2, the following independent NEDs as members of the Company’s Audit Committee:

- 3.1 Mr YGH Suleman
- 3.2 Mr A Andani
- 3.3 Mr PJ Bacchus
- 3.4 Mr RP Menell.”

A brief CV of each retiring director appears on p11 – 13 of the AFR and on the Company’s website at www.goldfields.com/au_leadership.php.

ORDINARY RESOLUTION NUMBER 4

Approval for the issue of authorised but unissued ordinary shares

“Resolved that, as required by the Company’s MoI, and subject to the provisions of section 41 of the Companies Act and the requirements of any recognised stock exchange on which the shares in the capital of the Company may from time to time be listed, the directors are authorised, as they in their discretion think fit to allot and issue, or grant options over shares representing not more than 5% (five per cent) of the number of 883,333,518 ordinary shares in the issued share capital of the Company as at the date of this notice, constituting 44,166,676 ordinary shares (for which purposes any shares approved to be allotted and issued by the Company in terms of any share plan or incentive scheme for the benefit of employees shall be excluded), such authority to endure until the next AGM of the Company (whereupon this authority shall lapse, unless it is renewed at the aforementioned AGM).”

SPECIAL RESOLUTION NUMBER 1

Approval for the issuing of equity securities for cash

“Resolved that, subject to the passing of ordinary resolution number 4, the directors are authorised until the next AGM (whereupon this authority shall lapse unless it is renewed at the aforementioned AGM), provided that it shall not extend beyond 15 (fifteen) months of the date of this AGM, to allot and issue ordinary shares for cash, subject to the Companies Act and the JSE Listings Requirements, on the following basis:

- (a) The allotment and issue of ordinary shares for cash shall be made only to persons qualifying as public shareholders as defined in the JSE Listings Requirements and not to related parties
- (b) Ordinary shares which are the subject of general issues for cash, in the aggregate, may not exceed 5% (five per cent) of the Company’s relevant number of ordinary shares in issue as at the date of this notice, constituting 44,166,676 ordinary shares
- (c) Any number of ordinary shares issued under this authority must be deducted from the number of ordinary shares authorised to be issued in terms of ordinary resolution number 4

NOTICE OF ANNUAL GENERAL MEETING continued

- (d) The maximum discount at which ordinary shares may be issued is 10% (ten per cent) of the weighted average traded price on the JSE of such ordinary shares over the 30 (thirty) business days prior to the date that the price of the issue is determined or agreed by the directors of the Company
- (e) The Company shall publish such announcements (if any) as may be required by the JSE Listings Requirements pursuant to the issue of shares under this authority.”

In terms of the JSE Listings Requirements, an ordinary resolution supported by a 75% (seventy-five per cent) majority of the votes exercised by all equity security holders present or represented by proxy at the AGM, is required to approve this resolution. Since this is the Company’s threshold for special resolutions, the resolution is instead proposed as a special resolution.

ADVISORY ENDORSEMENT

Advisory endorsement of the remuneration policy

“To endorse, through a non-binding advisory vote, the Company’s remuneration policy (excluding the remuneration of the NEDs for their services as directors and members of the Board or statutory committees), as set out in the Remuneration Report contained on p28 – 42 of the AFR.”

Advisory endorsement of the remuneration Implementation Report

“To endorse, through a non-binding advisory vote, the Company’s Remuneration Implementation Report, as set out on p43 – 58 of the AFR.”

In terms of the King IV Report on Corporate Governance for South Africa 2016 (King IV), shareholders of the Company are provided with an opportunity to pass non-binding advisory votes on the remuneration policy and the Implementation Report. The vote allows shareholders to express their views on the remuneration policies adopted and the implementation thereof, but will not be binding on the Company.

Furthermore, King IV recommends the remuneration policy should record the measures that the Board commits to in the event that either the remuneration policy or the Implementation Report, or both, have been voted against by 25% or more of the voting rights exercised by its shareholders.

SPECIAL RESOLUTION NUMBER 2

Approval for the remuneration of non-executive directors

“Resolved that, in terms of section 66(9) of the Companies Act, the following remuneration shall be payable to NEDs of the Company, with effect from 1 June 2020, for their services as directors. The fees in the following table are exclusive of value-added tax (VAT):

	Fees for South African resident NEDs in Rand	Fees for non-South African resident NEDs in US Dollar
The Chairperson of the Board (all-inclusive fee)	3,244,800	
The Deputy Chairperson of the Board (all-inclusive fee)	2,112,240	
The Chairperson of the Audit Committee	386,880	
The Chairpersons of the Capital Projects Control and Review Committee, Nominating and Governance Committee, Remuneration Committee, Risk Committee, SET Committee and Safety, Health and Sustainable Development (SHSD) Committee (excluding the Chairperson and Deputy Chairperson of the Board)	238,118	18,383
Members of the Board (excluding the Chairperson and Deputy Chairperson of the Board)	1,065,043	82,468
Members of the Audit Committee (excluding the Chairperson of the Audit Committee and the Deputy Chairperson of the Board)	199,555	15,488
Members of the Capital Projects Control and Review Committee, Nominating and Governance Committee, Remuneration Committee, Risk Committee, SET Committee and SHSD Committee (excluding the Chairpersons of these Committees, Chairperson and Deputy Chairperson of the Board)	150,259	11,756
Chairperson of an ad-hoc committee (per meeting chaired)	60,320	4,607
Member of an ad-hoc committee (per meeting attended)	37,440	2,948

SPECIAL RESOLUTION NUMBER 3

Approval for the Company to grant inter-Group financial assistance in terms of sections 44 and 45 of the Companies Act

“Resolved that, to the extent required by sections 44 and/or 45 of the Companies Act, the Board may, subject to compliance with the requirements of the Companies Act, the Company’s Mol and the requirements of any recognised stock exchange on which the shares in the capital of the Company may from time to time be listed, authorise the Company to provide direct or indirect financial assistance to any of its present or future subsidiaries and/or any other Company or entity that is or becomes related or inter-related to the Company, at any time during a period commencing on the date of passing of this resolution and ending at the next AGM.”

SPECIAL RESOLUTION NUMBER 4

Acquisition of the Company’s own shares

“Resolved that the Company or any subsidiary of the Company is hereby authorised by way of a general approval, from time to time, to acquire ordinary shares in the capital of the Company in accordance with the Companies Act, the Company’s Mol and the JSE Listings Requirements, provided that:

- (i) The number of its own ordinary shares acquired by the Company in any one financial year shall not exceed 10% (ten per cent) of the ordinary shares in issue at the date on which this resolution is passed
- (ii) This authority shall lapse on the earlier of the date of the next AGM of the Company or the date 15 (fifteen) months after the date on which this resolution is passed
- (iii) The Board has resolved to authorise the acquisition and that the Company and its subsidiaries (the Group) will satisfy the solvency and liquidity test immediately after the acquisition and that since the test was done there have been no material changes to the financial position of the Group
- (iv) The acquisition must be effected through the order book operated by the JSE trading system and done without any prior understanding or arrangement between the Company and the counterparty
- (v) The Company only appoints one agent to effect any acquisition(s) on its behalf
- (vi) The price paid per ordinary share may not be greater than 10% (ten per cent) above the weighted average of the market value of the ordinary shares for the 5 (five) business days immediately preceding the date on which an acquisition is made
- (vii) The number of shares acquired by subsidiaries of the Company shall not exceed 10% (ten per cent) in the aggregate of the number of issued shares in the Company at the relevant times
- (viii) The acquisition of shares by the Company or its subsidiaries may not be effected during a prohibited period, as defined in the JSE Listings Requirements, unless the Company has in place a repurchase programme where the dates and quantities of securities to be traded during the relevant period are fixed (not subject to any variation) and has been submitted to the JSE in writing, prior to the commencement of the prohibited period. The Company must instruct an independent third party, which makes its investment decisions in relation to the Company’s securities independently of, and uninfluenced by, the Company, prior to the commencement of the prohibited period to execute the repurchase programme submitted to the JSE
- (ix) An announcement containing full details of such acquisitions of shares will be published as soon as the Company and/or its subsidiaries have acquired shares constituting, on a cumulative basis 3% (three per cent) of the number of shares in issue at the date of the AGM at which this special resolution is considered and, if approved, passed, and for each 3% (three per cent) in aggregate of the initial number acquired thereafter”

By order of the directors



Taryn Harmse

Interim Company Secretary

Johannesburg
15 May 2020

EXPLANATORY NOTE

ORDINARY RESOLUTION NUMBER 1

Appointment of auditors

In terms of section 90(1) of the Companies Act, each year at its AGM, the Company must appoint an auditor who complies with the requirements of section 90(2) of the Companies Act.

ORDINARY RESOLUTION NUMBER 2

Election of directors

In terms of the Company's MoI, 1/3 (one-third) of the directors shall retire from office at each AGM. The directors so to retire at each AGM shall firstly be vacancies filled or additional directors appointed since the last AGM and then those who have been longest in office since their last election. In addition, in terms of the Company's MoI, at the date of an AGM, a director who will have held office for a period not greater than 3 (three) years since such director's last election or appointment shall retire at such AGM. Retiring directors shall be eligible for re-election.

The Board, through the Nominating and Governance Committee, has evaluated the past performance and contribution of the retiring directors and recommends that they be re-elected.

ORDINARY RESOLUTION NUMBER 3

Election of members of the Audit Committee

The members of the Audit Committee have been nominated by the Board for election as members of this committee in terms of section 94(2) of the Companies Act.

The Board has reviewed the proposed composition of the Audit Committee against the requirements of the Companies Act, as well as the Regulations under the Companies Act, and has confirmed that if all the individuals referred to above are re-elected, and that Mr YGH Suleman is confirmed as the Chairperson of the Audit Committee, the committee will comply with the relevant requirements and have the necessary knowledge, skills and experience to enable it to perform its duties in terms of the Companies Act.

ORDINARY RESOLUTION NUMBER 4

Approval for the issue of authorised but unissued ordinary shares

In terms of the Company's MoI, read with the JSE Listings Requirements, the shareholders of the Company may authorise the directors to, *inter alia*, issue any unissued ordinary shares and/or grant options over them, as the directors in their discretion think fit.

The existing authority granted by the shareholders at the previous AGM is proposed to be renewed at this AGM. The authority will be subject to the provisions of the Companies Act and the JSE Listings Requirements. The aggregate number of ordinary shares capable of being allotted and issued in terms of this resolution, other than in terms of the Company's share or other employee incentive schemes, shall be limited to 5% (five per cent) of the number of ordinary shares in issue as at the date of the notice (constituting 44,166,676 ordinary shares).

The directors have decided to seek annual renewal of this authority in accordance with best practice. The directors have no current plans to make use of this authority, but wish to ensure, by having it in place, that the Company has some flexibility to take advantage of any business opportunities that may arise in the future.

SPECIAL RESOLUTION NUMBER 1

Approval for the issuing of equity securities for cash

In terms of ordinary resolution number 4, the shareholders authorise the directors to allot and issue a portion of the authorised but unissued shares, as the directors in their discretion think fit.

In terms of the JSE Listings Requirements, when shares are issued, or considered to be issued, for cash (including the extinction of liability, obligation or commitment, restraint, or settlement of expenses), the shareholders have to authorise such issue with a 75% (seventy-five per cent) majority of votes cast in favour of the resolution.

SPECIAL RESOLUTION NUMBER 2

Approval for the remuneration of non-executive directors

Special resolution number 2 is proposed to enable the Company to comply with the provisions of sections 65(11)(h), 66(8) and 66(9) of the Companies Act, which stipulate that remuneration to directors for their service as directors may be paid only in accordance with a special resolution approved by shareholders.

The role of NEDs is under increasing focus of late, with greater accountability and risk attached to the position. Gold Fields is a global company, which requires directors of international stature. Furthermore, the Company requires its NEDs to have the necessary competence, experience and skill to assist the Group to set and deliver the objectives of the Group strategy. Therefore, its remuneration practices should take account of international and local norms when determining the appropriate remuneration to attract and retain NEDs that will add value due to their own particular sought-after expertise.

NEDs do not participate in any of the short or long-term incentive plans, and there are no arrangements in place for compensation to be awarded in the case of loss of office.

Shareholders approved the fees for the period 1 June 2019 to 31 May 2020 at the AGM held on 21 May 2019 at the same level. Effective 1 June 2020, a 4% increase is to be applied to fees of the resident NEDs and the fees of non-resident NEDs until the next AGM.

For further information on the Group's remuneration practices, please refer to the Remuneration Report on p28 – 42 of the AFR.

SPECIAL RESOLUTION NUMBER 3

Approval for the Company to grant inter-Group financial assistance in terms of sections 44 and 45 of the Companies Act

As part of the normal conduct of the business of the Group, the Company, where necessary, usually provides guarantees and other support undertakings to third parties, which enter into financial agreements with its local and foreign subsidiaries and joint ventures (JVs), or partnerships in which the Company or members of the Group have an interest. This is particularly so where funding is raised by the foreign subsidiaries of the Company, whether by way of borrowings or the issue of bonds or otherwise, for the purposes of the conduct of their operations. In the circumstances and to ensure, *inter alia*, that the Company and its subsidiaries, and other related and inter-related companies and entities, continue to have access to financing for purposes of refinancing existing facilities and funding their corporate and working capital requirements, it is necessary to obtain the approval of the shareholders as set out in this special resolution. The Company would like the ability to continue to provide financial assistance, if necessary, also in other circumstances, in accordance with section 45 of the Companies Act.

Furthermore, it may be necessary for the Company to provide financial assistance to any of its present or future subsidiaries, and/or to any related or inter-related Company or corporation, and/or to a member of a related or inter-related corporation, to subscribe for options or securities of the Company or another Company related or inter-related to it.

Both sections 44 and 45 of the Companies Act, which govern financial assistance, provide, *inter alia*, that the particular financial assistance must be provided only pursuant to a special resolution of shareholders, adopted within the previous 2 (two) years, which approved such assistance either for the specific recipient, or generally for a category of potential recipients, and the specific recipient falls within that category and the Board is satisfied that: (i) immediately after providing the financial assistance, the Company would satisfy the solvency and liquidity test (as contemplated in the Companies Act); and (ii) the terms under which the financial assistance is proposed to be given are fair and reasonable to the Company.

It is therefore imperative that the Company obtains the approval of shareholders in terms of special resolution number 4 so that it is able to effectively organise its internal financial administration.

EXPLANATORY NOTE continued

SPECIAL RESOLUTION NUMBER 4

Acquisition of the Company's own shares

Special resolution number 4 is sought to allow the Group by way of a general authority to acquire its own issued shares (reducing the total number of ordinary shares of the Company in issue, in the case of an acquisition by the Company of its own shares).

At the present time, the directors have no specific intention with regard to the utilisation of this authority, which will only be used if the circumstances are appropriate. Any decision by the directors to use the general authority to acquire shares of the Company will be taken with regard to the prevailing market conditions and other factors. The directors, having considered the effect of a maximum repurchase under the general authority, are of the opinion that:

- (i) The Group will be able to pay its debts in the ordinary course of business for a period of 12 (twelve) months after the date of this notice
- (ii) The assets of the Group will exceed the liabilities of the Company and its subsidiaries for a period of 12 (twelve) months after the date of this notice, recognised and measured in accordance with the accounting policies used in the latest audited annual group financial statements
- (iii) The ordinary share capital and reserves of the Company and its subsidiaries will be adequate for the purposes of the business of the Company and its subsidiaries for the period of 12 (twelve) months after the date of this notice
- (iv) The working capital of the Company and its subsidiaries will be adequate for the purposes of the business of the Company and its subsidiaries for the period of 12 (twelve) months after the date of this notice. In terms of the Companies Act, this acknowledgment by the directors is valid for a set period only and the directors' minds would need to be applied again if the buyback was implemented after this period.

FORM OF PROXY

Gold Fields Limited
(Registration number 1968/004880/06)
(the Company)
Share code: GFI
Issuer code: GOGOF
ISIN: ZAE000018123

For use by certificated shareholders and 'own name' dematerialised shareholders at the AGM of the Company to be held at 150 Helen Road, Sandown, Sandton, and by electronic communication, at 14:00 on 20 August 2020.

Certificated shareholders or dematerialised shareholders with 'own name' registration, and who are entitled to attend and vote at the AGM, are entitled to appoint one or more proxies to attend, speak and vote in their stead. A proxy need not be a shareholder and shall be entitled to vote on a show of hands or poll. It is requested that proxy forms be forwarded so as to reach the transfer secretaries in South Africa or the UK by no later than 48 (forty-eight) hours before the commencement of the AGM. If shareholders who have not dematerialised their shares or who have dematerialised their shares with 'own name' registration, and who are entitled to attend, participate in and vote at the AGM do not deliver the proxy forms to the transfer secretaries in South Africa or the UK by the relevant time, such shareholders will nevertheless be entitled to lodge the form of proxy in respect of the AGM with the Chairperson of the AGM at the AGM.

Dematerialised shareholders, other than dematerialised shareholders with 'own name' registration, must not return this form of proxy to the transfer secretaries or deliver it to the Chairperson of the AGM. Dematerialised shareholders, other than dematerialised shareholders with 'own name' registration, should instruct their CSDP or broker as to what action they wish to take. This must be done in the manner and time stipulated in the agreement entered into between them and their CSDP or broker.

I/we (name in block letters)

of (address in block letters)

being the holder/s of (insert number of securities in respect of which you are entitled to exercise voting rights) ordinary shares in the issued share capital of the Company hereby appoint
of _____ or, failing him/her,
of _____ or, failing him/her,

or, failing him/her, the Chairperson of the AGM, as my/our proxy, to attend, speak on my/our behalf at the AGM to be held at 150 Helen Road, Sandown, Sandton, on Thursday, 20 August 2020, and by electronic communication, at 14:00 South African time, and at any adjournment thereof, and to vote or abstain from voting on my/our behalf on the resolutions to be proposed at such AGM, with or without modification, as follows:

Resolution	For	Against	Abstain
Ordinary resolution number 1 Appointment of auditors			
Ordinary resolution number 2 Ordinary resolution number 2.1 Re-election of a director: TP Goodlace			
Ordinary resolution number 2.2 Re-election of a director: NJ Holland			
Ordinary resolution number 2.3 Re-election of a director: RP Menell			
Ordinary resolution number 2.4 Re-election of a director: YGH Suleman			

FORM OF PROXY continued

Resolution	For	Against	Abstain
Ordinary resolution number 3 Ordinary resolution number 3.1 Re-election of a member and Chairperson of the Audit Committee: YGH Suleman			
Ordinary resolution number 3.2 Re-election of a member of the Audit Committee: A Andani			
Ordinary resolution number 3.3 Re-election of a member of the Audit Committee: PJ Bacchus			
Ordinary resolution number 3.4 Re-election of a member of the Audit Committee: RP Menell			
Ordinary resolution number 4 Approval for the issue of authorised but unissued ordinary shares			
Special resolution number 1 Approval for the issuing of equity securities for cash			
Advisory endorsement of the remuneration policy			
Advisory endorsement of the remuneration Implementation Report			
Special resolution number 2 Approval of the remuneration of NEDs			
Special resolution number 3 Approval for the Company to grant financial assistance in terms of sections 44 and 45 of the Companies Act			
Special resolution number 4 Acquisition of the Company's own shares			

Every person entitled to vote who is present at the AGM shall be entitled to:

- (i) One vote on a show of hands, irrespective of the number of shares such person holds or represents, provided that a proxy shall, irrespective of the number of shareholders they represent, have only one vote
- (ii) That proportion of the total votes in the Company which the aggregate amount of the nominal value of the shares held by the shareholder bears to the aggregate amount of the nominal value of all shares issued by the Company in respect of every matter that may be decided by polling.

A proxy may not delegate his/her authority to act on his/her behalf to another person (see note 11).

This proxy form will lapse and cease to be of force and effect immediately after the AGM of the Company and any adjournment(s) thereof, unless it is revoked earlier (as to which see notes 15 and 16).

Signed at _____ on _____ 2020
(Name in block letters)

Signature _____

Assisted by me (where applicable) _____

This proxy form is not for use by holders of American Depository receipts issued by the Bank of New York Mellon. Please read the notes and instructions.

NOTES TO THE FORM OF PROXY

Summary of holders' rights in respect of proxy appointments as set out in sections 56 and 58 of the Companies Act and notes to the form of proxy

- Section 56 grants voting rights to holders of beneficial interest in certain circumstances, namely if the beneficial interest includes the right to vote on the matter, and the person's name is on the Company's register of disclosures as the holder of a beneficial interest. A person who has a beneficial interest in any securities that are entitled to be voted on by him/her, may demand a proxy appointment from the registered holder of those securities, to the extent of that person's beneficial interest, by delivering such a demand to the registered holder, in writing, or as required by the applicable requirements of a central securities depository
- A proxy appointment must be in writing, dated and signed by the person appointing the proxy
- Forms of proxy must be delivered to the Company before a proxy may exercise any voting rights at the AGM, either by returning them to Computershare Investor Services (Proprietary) Limited at Rosebank Towers, 15 Biermann Avenue, Rosebank, Johannesburg, or to Link Asset Services, The Registry, 34 Beckenham Road, Beckenham, Kent BR3 4TU, England, to be received on or before 09:00 on 18 August 2020 or if not so received by 18 August 2020, by presenting it to a representative of Computershare Investor Services (Proprietary) Limited at the premises of the Company at the AGM, or electronically at the AGM if attending remotely; alternatively by presenting it to the Company Secretary at the premises of the Company at any time before the commencement of the AGM. Forms can be posted or hand delivered or, in the case of electronic attendance, emailed to anre.weststrate@goldfields.com
- Each person entitled to exercise any voting rights at the AGM may appoint a proxy or proxies to attend, speak, vote or abstain from voting in place of that holder
- A person entitled to vote may insert the name of a proxy or the name of an alternative proxy of the holder's choice in the space provided, with or without deleting the Chairperson of the AGM. Any such deletion must be initialled. The person whose name stands first on the form of proxy and who is present at the AGM shall be entitled to act as proxy to the exclusion of the person whose name follows as an alternative. In the event that no names are indicated, the proxy shall be exercised by the Chairperson of the AGM
- An "X" in the appropriate box indicates that all your voting rights are exercisable by that holder. If no instructions are provided in the form of proxy, in accordance with the above, then the proxy shall be entitled to vote or abstain from voting at the AGM, as the proxy deems fit in respect of all your voting rights exercisable thereat, but if the proxy is the Chairperson, failure to provide instructions to the proxy in accordance with the above will be deemed to authorise the proxy to vote only in favour of the resolution
- You or your proxy are not obliged to exercise all your voting rights exercisable, but the total of the voting rights cast may not exceed the total of the voting rights exercisable by you
- Your authorisation to the proxy, including the Chairperson of the AGM, to vote on your behalf, shall be deemed to include the authority to vote on procedural matters at the AGM
- The completion and lodging of this form of proxy will not preclude you from attending the AGM and speaking and voting in person thereat, to the exclusion of any proxy appointed in terms hereof, in which case the appointment of any proxy will be suspended to the extent that you choose to act in person in the exercise of your voting rights at the AGM
- The Company's Mol does not permit delegation by a proxy
- Documentary evidence establishing the authority of a person attending the AGM on your behalf in a representative capacity or signing this form of proxy in a representative capacity must be attached to this form
- The Company will accept an original and valid ID, driver's licence or passport as satisfactory identification
- Any insertions, deletions or alterations to this form must be initialled by the signatory (signatories)
- The appointment of a proxy is revocable unless you expressly state otherwise in the form of proxy

NOTES TO THE FORM OF PROXY continued

- You may revoke the proxy appointment by: (i) cancelling it in writing, or making a later, inconsistent appointment of a proxy; and (ii) delivering a copy of the revocation instrument to the proxy and to the Company at its premises, or at Ground Floor, 70 Marshall Street, Johannesburg for the attention of Computershare Investor Services (Proprietary) Limited, or to Capita Asset Services, The Registry, 34 Beckenham Road, Beckenham, Kent BR3 4TU, England to be received before the replacement proxy exercises any of your rights at the AGM, or by presenting it to a representative of Computershare Investor Services (Proprietary) Limited at the premises of the Company before the commencement of the AGM; alternatively by presenting it to the Company Secretary at the premises of the Company at any time before the commencement of the AGM or emailing it to the Company Secretary at anre.weststrate@goldfields.com before the electronic AGM
- The revocation of a proxy appointment constitutes a complete and final cancellation of the proxy's authority to act on your behalf at the later of (i) the date stated in the revocation instrument, if any; or (ii) the date on which the revocation instrument is delivered as aforesaid
- If this form of proxy has been delivered to the Company in accordance with the third paragraph of these instructions then, as long as that appointment remains in effect, any notice that is required by the Companies Act or the Company's Mol to be delivered by the Company to the holder of the voting rights must be delivered by the Company to:
 - (a) the holder, or
 - (b) the proxy, if the holder has:
 - (i) directed the Company to do so, in writing, and
 - (ii) has paid any reasonable fee charged by the Company for doing so
- In terms of section 56 of the Companies Act, the registered holder of any shares in which any person has a beneficial interest, must deliver to each such person a notice of any meeting of the Company at which those shares may be voted on, within two business days after receiving such a notice from the Company.

TRANSFER OFFICES

South Africa

Computershare Investor Services (Proprietary) Limited
Rosebank Towers
15 Biermann Avenue
Rosebank
Johannesburg
2196

Private Bag X9000
Saxonwold
2132
Tel: +27 11 370 5000
Fax: +27 11 688 5248

United Kingdom

Link Asset Services
The Registry
34 Beckenham Road
Beckenham
Kent BR3 4TU
England

Tel: 0871 664 0300

If you are outside the UK, please call (0) 371 664 0300

Calls are charged at the standard geographic rate and will vary by provider. Calls outside the UK will be charged at the applicable international rate. Business is open between 09:00 – 17:30, Monday to Friday excluding public holidays in England and Wales.

Email: shareholderenquiries@linkgroup.co.uk



GOLD FIELDS

www.goldfields.com