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 the Damang Exploration Target Statement; the Far Southeast Exploration Target Statement; commodity prices; demand for gold and other metals and minerals; interest rate expectations; exploration and production costs; levels of expected production; Gold Fields’ growth pipeline; levels and expected benefits of current and planned capital expenditures; future reserve, resource and other mineralisation levels; and the extent of cost efficiencies and savings to be achieved. 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 South Africa, Ghana, Australia, Peru and elsewhere; the ability to achieve anticipated efficiencies and other cost savings in connection with past and future acquisitions, exploration and development activities; decreases in the market price of gold and/or copper; hazards associated with underground and surface gold mining; labour disruptions; availability terms and deployment of capital or credit; 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; inflation and other macro-economic factors, industrial action, temporary stoppages of mines for safety and unplanned maintenance reasons; and the impact of the AIDS and other occupational health risks experienced by Gold Fields’ employees.

These forward looking statements speak only as of the date of this document. 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 document or to reflect the occurrence of unanticipated events.
Presentation Agenda

● Section 1: DNA, charters and governance

● Section 2: ESG priorities
  - Risk and materiality assessments
  - Safety and Health
  - Energy and Climate change
  - Water
  - Integrated mine closure
  - Community relations and Shared Value

● Section 3: Awards and data
The Gold Fields DNA

**Vision**
To Be The Global Leader In Sustainable Gold Mining

**Values**

- **Safety**
  If we cannot mine safely, we will not mine.

- **Responsibility**
  We responsibly manage our impact on the environment and host communities.

- **Integrity**
  We act with honesty, fairness and transparency.

- **Respect**
  We treat all stakeholders with trust, dignity and respect.

- **Innovation**
  We encourage innovation and an entrepreneurial spirit.

- **Delivery**
  We strive for excellence and do what we say we will do.

This Is Who We Are, What We Do, and How We Work
The Gold Fields DNA

Strategic Objective
Sustainable cash generation to underpin value distribution

Commitment to Stakeholders
- A winning, safe and productive team
- The most trusted and valued mining partner
- A quality portfolio of assets, providing superior returns on gold

Operating Model and Structure
- A fit-for-purpose, low-cost, operating model and structure focussed on sustainable cash generation
- Full operational responsibility and accountability in capable and appropriately resourced regions
- Corporate office narrowly focused only on group functions: strategy; capital; growth; stakeholders, brand and reputation; policies and standards; compliance and reporting
We follow an Integrated Approach

Group Balanced Scorecard is aligned to the risks and integrated into the business

2017 Group Balanced Scorecard

40% Sustainability Component

Sustainable free cash flow margin
Meet production & cost guidance safely & sustainably

Capital allocation & management
Establish Investment Committee to monitor capital expenditure for effective capital management

Improve investor & analyst confidence
Improve total shareholder return – position share price between median & upper quartile of peer group and pay dividends in line with policy. Improve ESG investor & analyst confidence

Asset portfolio quality & growth
- Increase quality ounces in Australia & deliver Gruyere within schedule
- Investigate extending Cerro Corona’s life-of-mine & start Salares Norte feasibility study
- Divest non-core assets
- Deliver year 1 of Damang Reinvestment

South Deep
Deliver year 1 of Rebase Plan & implement GRB-approved mining method & pillar design

Technology & innovation (T&I)
Execute Horizon 1 programmes, complete young person’s T&I review, & start Invincible Mine of the Future programme

Energy cost management
Implement 2017 energy security & cost management plans

Talent management
Drive high performance culture & attract and retain top talent

Internal engagement, culture & brand
Implement new employee engagement strategy & revise our DNA

Develop agile people managers
Develop toolkits & programmes to grow people management skills and agility

HR analytics & systems
Ensure accurate, up-to-date people data to drive effective decision-making and meet governance & compliance requirements

Community benefit and shared value
Implement the 2017 host community procurement action plans – South Africa, Ghana & Peru

Mine closure
Two Regions to align their 2017 closure plans to revised, internal guideline

Water
Review water management practices to align to IOMM Water Position Statement by 2018

Tailings
Externally review all TSFs against IOMM framework

Climate change
Develop adaptation plans for operations’ high risk areas

Governance & compliance
Complete rollout of all governance & compliance projects

Gold Fields ESG Overview | November 2017
Gold Fields Sustainable Development Governance Framework

**Governance Structures**
- Board & Sub Committees
- Exco
- Risk Management
- Finance (Mine Closure)
- Sustainable Development Team

**SD Framework**
- Policies
- Guidelines
- Systems
- Regional Procedures
- Tools, metrics and analyses
- Certificates

**Performance & Compliance Monitoring and Assurance (Internal & External)**

**External Reporting of Non-Financial Data & Information**
- GRI
- DJSI
- CDP Climate & Water
- UNGC
- FTSE/JSE RII
- Integrated Annual Report
- ESG ratings agencies

ESG Investor Confidence
External Standards and Indices

ICMM
International Council on Mining & Metals

EITI

IC

UN Global Compact

United Nations
Global Compact

ISO 14001

OHSAS 18001

JSE

KING IV

NYSE

Global Reporting Initiative™

CDP

Driving Sustainable Economies

oekom research

MSCI

Dow Jones Sustainability Indexes
ESG priorities
<table>
<thead>
<tr>
<th>No</th>
<th>Risk Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>South Deep delivery in terms of rebase plan</td>
</tr>
<tr>
<td>2</td>
<td>Commodity prices and currency volatility</td>
</tr>
<tr>
<td>3</td>
<td>Replacing resources and reserves at international operations</td>
</tr>
<tr>
<td>4</td>
<td>Regulatory uncertainty / Mining Charter in South Africa</td>
</tr>
<tr>
<td>5</td>
<td>Loss of social licence to operate (community acceptance)</td>
</tr>
<tr>
<td>6</td>
<td>Water pollution, supply and cost</td>
</tr>
<tr>
<td>7</td>
<td>Safety and health of our employees</td>
</tr>
<tr>
<td>8</td>
<td>Impact of Cooke 4 closure on South Deep</td>
</tr>
<tr>
<td>9</td>
<td>Failure to improve portfolio</td>
</tr>
<tr>
<td>10</td>
<td>Retention of skilled staff in key positions</td>
</tr>
</tbody>
</table>
IAR 2016: GRI Material Issues – Cluster Score

<table>
<thead>
<tr>
<th>Material Issue</th>
<th>Score</th>
<th>Material Issue</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and safety</td>
<td>1.8</td>
<td>Energy and Carbon Management</td>
<td>4.1</td>
</tr>
<tr>
<td>Water management</td>
<td>2.2</td>
<td>General Grievance Mechanisms</td>
<td>4.4</td>
</tr>
<tr>
<td>Managing environmental issues across the lifecycle</td>
<td>2.4</td>
<td>Biodiversity</td>
<td>4.5</td>
</tr>
<tr>
<td>Compliance</td>
<td>2.7</td>
<td>Supply chain management</td>
<td>4.7</td>
</tr>
<tr>
<td>Workforce</td>
<td>2.7</td>
<td>Materials</td>
<td>4.8</td>
</tr>
<tr>
<td>Social licence to operate</td>
<td>2.8</td>
<td>Equal Remuneration</td>
<td>4.9</td>
</tr>
<tr>
<td>Community Value Distribution</td>
<td>3.1</td>
<td>Human rights due diligence on investments</td>
<td>5.1</td>
</tr>
<tr>
<td>Government Relations</td>
<td>3.3</td>
<td>Resettlement</td>
<td>5.8</td>
</tr>
<tr>
<td>Total Value Distribution</td>
<td>3.4</td>
<td>Market Regulation</td>
<td>5.9</td>
</tr>
<tr>
<td>Employee Development</td>
<td>3.8</td>
<td>Child/forced labour and freedom of association</td>
<td>6.1</td>
</tr>
<tr>
<td>Human Rights</td>
<td>3.9</td>
<td>Product Impacts</td>
<td>6.4</td>
</tr>
<tr>
<td>Industrial Relations</td>
<td>4.0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

With 1 being the most material to Gold Fields
Top Five Sustainability Priorities until 2020

Energy & Climate Change
- Develop risk-based climate change adaptation strategies with our host communities and for our operations.
- Stabilise energy costs at current levels till 2020 and continue evaluating options for renewable energy and other cost-effective low-emissions energy options.

Integrated Mine Closure
- Ensure an integrated approach to mine closure management with a focus on social closure, post-closure water management & liability reduction.

Water Stewardship
- Deliver enhanced operational security and stewardship of shared water resources through innovative technologies and optimal water conservation and demand side management practices.

Societal Acceptance
- Seek societal acceptance by focusing on building strong relationships with our key stakeholders, sharing value, enhanced impact management and targeted stakeholder communication.

Integrated Thinking
- Facilitate business-wide integration of sustainability.
## Safety management at Gold Fields

### If we cannot mine safely, we will not mine

- Safety is our number one priority
- Safety culture in the past has been reactive, not proactive

<table>
<thead>
<tr>
<th>Region</th>
<th>Safety Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>South Africa</td>
<td>1. Creating a working environment that is conducive to safe working practices</td>
</tr>
<tr>
<td></td>
<td>2. Operating equipment that is fit for purpose</td>
</tr>
<tr>
<td></td>
<td>3. Providing training, systems and leadership</td>
</tr>
<tr>
<td></td>
<td>4. Becoming consistent with every aspect of safety</td>
</tr>
<tr>
<td>Ghana</td>
<td>1. Ensure that safety leadership is visual and integrated into the business at all levels</td>
</tr>
<tr>
<td></td>
<td>2. Develop, maintain and continually improve on Safety performance</td>
</tr>
<tr>
<td></td>
<td>3. Create an operational environment where both our employees and business partners are fully involved in and compliant with the Health &amp; Safety Management System</td>
</tr>
<tr>
<td>Peru</td>
<td>1. Strengthening the visible leadership program in the field</td>
</tr>
<tr>
<td></td>
<td>2. Increasing the maturity of the Behaviour Based Safety program</td>
</tr>
<tr>
<td></td>
<td>3. Implementation of the Bow Tie methodology for critical controls of Material Unwanted Events</td>
</tr>
<tr>
<td>Australia</td>
<td>1. Implementation of Critical Hazard Standards</td>
</tr>
<tr>
<td></td>
<td>2. Embed Vital Behaviours, empowering our workforce to achieve safe production</td>
</tr>
<tr>
<td></td>
<td>3. Embed FELT Leadership via the introduction of Safety Interactions and TOPS</td>
</tr>
</tbody>
</table>
Safety performance

TRIFR improvement from 2014 to YTD 2017 is 44%

Group Safety Stats

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fatalities</td>
<td>3</td>
<td>3</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Fatality frequency rate</td>
<td>0.06</td>
<td>0.06</td>
<td>0.02</td>
<td>0.06</td>
</tr>
<tr>
<td>Total Recordable Injury Frequency Rate</td>
<td>4.04</td>
<td>3.40</td>
<td>2.27</td>
<td>2.27</td>
</tr>
</tbody>
</table>

Gold Fields ESG Overview | November 2017
Health management at Gold Fields

If we cannot mine safely, we will not mine

- Manage both occupational and primary health at all our operations
- Key occupational disease rates at South Deep per 1000 employees/contractors:

<table>
<thead>
<tr>
<th>Disease</th>
<th>YTD 2017</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Noise induced hearing loss (NIHL)</td>
<td>0.75</td>
<td>0.80</td>
<td>0.68</td>
<td>1.52</td>
<td>0.62</td>
</tr>
<tr>
<td>Cardio-respiratory tuberculosis (CRTB)</td>
<td>2.84</td>
<td>5.26</td>
<td>6.16</td>
<td>9.15</td>
<td>6.50</td>
</tr>
<tr>
<td>Silicosis</td>
<td>1.35</td>
<td>1.12</td>
<td>1.54</td>
<td>2.67</td>
<td>1.86</td>
</tr>
<tr>
<td>Chronic obstructive airways disease (COAD)</td>
<td>0.15</td>
<td>0.64</td>
<td>0.17</td>
<td>0.76</td>
<td>0.00</td>
</tr>
<tr>
<td>Active HAART participants</td>
<td>363</td>
<td>332</td>
<td>296</td>
<td>262</td>
<td>253</td>
</tr>
<tr>
<td>Malaria tested positive (Ghana &amp; South Deep)</td>
<td>332</td>
<td>514</td>
<td>532</td>
<td>690</td>
<td>N/A</td>
</tr>
</tbody>
</table>
Silicosis

Seeking a sustainable solution

- On 13 May 2016, South Gauteng High Court handed down a judgment granting a certificate entitling former employees of several current or former gold mining companies the right to sue their former employers for damages as a class
- The court also granted certification of a class for tuberculosis
- The gold mining companies have been granted leave to appeal the class action certification

What we are doing:

- We are part of a collaborative initiative (OLD) by SA mining companies formed in 2014 to deal with the issues of compensation and health care in regards to occupational health lung disease
- The working group is:
  - Engaging government and other stakeholders to have compensation transferred to the COIDA compensation fund for all current and future employees
  - Working with Department of Health to improve the administration of the ODMWA fund to make it easier and quicker for past employees to receive the compensation they are entitled to
  - In discussion with legal representatives of the claimants in the class action case with a view to establishing a legacy fund that will pay additional compensation to former employees eligible for ODMWA compensation. Good progress is being made in the negotiations
- In line with accounting regulations the six members of the OLD Group have made combined provisions of around R5bn (Gold Fields: R400m) for costs of possible settlement

The overall goal is to achieve a comprehensive solution to these matters that is both fair to all employees and sustainable to the industry
Energy initiatives

Reducing energy costs and carbon emissions, while improving security of supply

- **19% of operating cost** base (13% of AISC) is energy-linked
- **Increasing energy costs** across our operations
- **Post COP21 business implications** – carbon emissions related taxes, new regulations, incentives, reporting burden (duplication of systems)

We are committed to increasing low-carbon energy:

- Our Corporate Office in Johannesburg is powered 50% by **rooftop solar panels** (128 kWp)
- Appointment of an Independent Power Producer for the **2x20MW solar PV plants at South Deep**
- Conversion of diesel power plant to **24 MW gas plant at Granny Smith** (all Australian mines now on gas-generated electricity)
- Commissioned new **gas plants at Tarkwa and Damang** to supply 40 MW (of 55MW total) at below grid tariffs
- Commitment to **20% renewable energy** at our new mines, Salares Norte in Chile undergoing evaluation

Commitment to energy efficiency, reducing our carbon footprint and mitigating supply risks
Group Energy Spend & Energy Consumption

Energy spending
Group (US$m)

<table>
<thead>
<tr>
<th>Year</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>306</td>
<td>361</td>
<td>312</td>
<td>289</td>
</tr>
</tbody>
</table>

Energy costs (% of Opex)

<table>
<thead>
<tr>
<th>Year</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>18</td>
<td>21</td>
<td>22</td>
<td>19</td>
</tr>
</tbody>
</table>

Energy spend as % of Group Opex – 2016: 19% 2015: 22% 2014: 21% 2013: 18%
Understanding climate change impacts

We seek to understand our operations’ vulnerabilities, and manage through a policy

<table>
<thead>
<tr>
<th>Region</th>
<th>Risk Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Americas</td>
<td></td>
</tr>
<tr>
<td></td>
<td>» Intense storms leading to our water pumping and treatment capacity being exceeded</td>
</tr>
<tr>
<td></td>
<td>» Interruptions to the transport network leading to bottlenecks at the concentrate storage facility</td>
</tr>
<tr>
<td></td>
<td>» Higher sea undulations could lead to disruptions in the port operations and the need to increase capacity in the concentrate storage warehouse</td>
</tr>
<tr>
<td></td>
<td>» Water availability constraints could lead to reduced agricultural productivity</td>
</tr>
<tr>
<td>Australia</td>
<td></td>
</tr>
<tr>
<td></td>
<td>» Increases in flooding events could lead to pressure being placed on operation’s flood management capabilities and restrictions on personnel and suppliers’ access to site</td>
</tr>
<tr>
<td></td>
<td>» Declining availability of suitable quality processing water due to lower rainfall</td>
</tr>
<tr>
<td></td>
<td>» Legislative changes imposing restrictions on water use and punitively limiting emissions</td>
</tr>
<tr>
<td>South Africa</td>
<td></td>
</tr>
<tr>
<td></td>
<td>» Increases in temperatures – potentially exposing our surface operations to heat exhaustions, in the long term, underground cooling demand will increase</td>
</tr>
<tr>
<td></td>
<td>» Increases in variability and intensity of rainfall – exposing South Deep to periods of drought and increased water stress, as well as floods as storm intensity increases</td>
</tr>
</tbody>
</table>

Impacts of climate change present risks and opportunities
Group water 2020 objectives

Deliver enhanced operational security and stewardship of shared water resources through innovative technologies and optimal water conservation and demand side management practices

Water Supply
- Alternative sources of water
- Implement “fit for purpose” water

Water Demand Management
- Implement water efficiency initiatives
- Set water withdrawal targets and measures
- Catchment level involvement

Water Quality
- Understand contaminants of concern
- Zero discharge of polluted water

Strategic objectives
- SO 1. Ensure water security/supply for our operations
- SO 2. Pollution prevention
- SO 3. Integration to business
- SO 4. Shared Value initiatives
Group Water Consumption

**Group Total water withdrawal vs Water intensity**

- **Total water withdrawal (GL)**
- **Water use per ton (L/tonne mined)**

**Total water used in process vs Total Water recycled/reused**

- **Total water used in processes (GL)**
- **Total Recycled/reused (%)**

Delivering enhanced water stewardship
Management of Tailings Storage Facilities

Major review of TSFs following high-profile failures in the industry

1. Gold Fields Group TSF Guideline Update
   • Incorporate 2016 ICMM Position Statement into Group Guideline (completed)
   • Develop Assessment Criteria for each 15x Principles (completed)
   • Further updates to Guideline when ICMM Critical Control guidance is released
   • Independent sign-off of Guideline’s compliance with ICMM study recommendations

2. Preliminary Scan of Site TSFs’ Compliance with GF Guideline (completed)

3. Undertake 3-Yearly External Reviews
   • External review of all TSFs, using Group TSF Guideline as a framework (completed by end-2017)
   • Use findings of reviews to assist with Group Guideline update
   • Complete external specialist geotechnical reviews of Lepanto TSF

4. Lead ICMM Tailings Review
   • CEO is the sponsor for the review and Gold Fields chairs the member working group
   • We are committed to implementing any additional measures to improve TSF management that may emanate from the review

In the top quartile of industry leading TSF practices
Integrated Mine Closure: 2018 and 2019-2020

2018

Integrated Mine Closure Strategy Development

Social Closure Framework for Gold Fields

SRCE Tool used for Business Planning and Decision Making

2019 - 2020

Implementation of Integrated Mine Closure Strategy

Social Closure included in Mine Closure Plans for Implementation

Progressive Rehabilitation Implemented as part of Operational Activities

Integrated Closure Planning Initiatives: Activity design, re-design or execution
### Gross closure costs & funding methods

<table>
<thead>
<tr>
<th>Region</th>
<th>% of Group</th>
<th>Total (US$m)</th>
<th>Amount secured (US$m)</th>
<th>% Secured</th>
<th>Funding method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>48</td>
<td>182</td>
<td>0</td>
<td>0</td>
<td>Existing cash resources</td>
</tr>
<tr>
<td>South Africa</td>
<td>10</td>
<td>37</td>
<td>37</td>
<td>100%</td>
<td>Environmental trust funds and guarantees</td>
</tr>
<tr>
<td>West Africa</td>
<td>27</td>
<td>105</td>
<td>82</td>
<td>77%</td>
<td>Reclamation bonds underwritten by banks and restricted cash</td>
</tr>
<tr>
<td>Americas</td>
<td>15</td>
<td>57</td>
<td>32</td>
<td>56%</td>
<td>Bank guarantees</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100</strong></td>
<td><strong>381</strong></td>
<td><strong>150</strong></td>
<td><strong>40%</strong></td>
<td></td>
</tr>
</tbody>
</table>

As at 31 December 2016

### Integrated Audits & Independent Assurance:

- Annual internal review of closure plans
- Annual financial audit - focus on internal control environment (SOX controls):
  - ICOFR Internal Control audit
  - Financial Statement audit
- Biennial independent technical review of closure plans
- Early stage work on inclusion of “social closure”
Community Relations and Shared Value

Gold Fields’ Social Performance Framework

Build relationships

*Standards 1, 2 & 3*
- Community profile
- Stakeholder identification, mapping and analysis
- Stakeholder engagement strategy and plan
- Grievance mechanism
- Local society pact
- Free, prior and informed consent

Share Value

*Standard 4*
- Community investment strategy and plan
- Shared Value projects
- Community development projects
- Social and labour plan projects
- Partnerships/Alliance/Foundation/Trusts

Manage impacts

*Standards 5, 6, 7, 8 & 9*
- Social impact assessment
- Social management plan
- Resettlement action plan
- ASM strategy
- Closure plan
- Social management system

Measure delivery and action improvement to align delivery with commitment

Informed by baseline + impact + risk + needs
Community Impact:

| Community Investments – funding for projects that directly benefit our host communities | US$16.2 m |
| Host community workforce employment – just under half our total workforce is sourced from host communities | 8,567 people |
| Host community procurement – during 2016 we procured 41% of our goods and services from host community enterprises | US$558 m |

*Note:* We have used the World Gold Council definition to define our Total Value Distribution

Underpinned by:
- Social licence to operate
- Environmental responsibilities
- Zero Harm
- Regulatory compliance

Value creation and distribution
Mining Charter compliance

Gold Fields is committed to sustainable transformation

- SA mining industry currently operating under 2014 Mining Charter
- Next version of the Mining Charter currently in court contestation between the Chamber of Mines and the Department of Mineral Resources. Community organisation have joined the Chamber in its legal dispute
- Chamber of Mines seeking legal clarity on ownership elements of the Charter
- Gold Fields’ progress against key 2016 Mining Charter and SLP compliance targets:

<table>
<thead>
<tr>
<th>Mining Charter element</th>
<th>2016 compliance target</th>
<th>Progress against 2016 target</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HDSA ownership level</strong></td>
<td>• 26%</td>
<td>• 35%</td>
</tr>
<tr>
<td><strong>Housing and living costs</strong></td>
<td>• One person per room</td>
<td>• Achieved</td>
</tr>
<tr>
<td></td>
<td>• Family units established</td>
<td></td>
</tr>
<tr>
<td><strong>BEE procurement spending</strong></td>
<td>• Capital goods: 45%</td>
<td>• 89.4%</td>
</tr>
<tr>
<td></td>
<td>• Services: 75%</td>
<td>• 80.9%</td>
</tr>
<tr>
<td></td>
<td>• Consumable goods: 55%</td>
<td>• 83.4%</td>
</tr>
<tr>
<td><strong>Employment Equity levels</strong></td>
<td>• Board: 40%</td>
<td>• 50%</td>
</tr>
<tr>
<td></td>
<td>• Senior management: 40%</td>
<td>• 60%</td>
</tr>
<tr>
<td></td>
<td>• Junior-middle management: 40%</td>
<td>• 54 – 60%</td>
</tr>
<tr>
<td></td>
<td>• Core skills/professionals: 40%</td>
<td>• 71%</td>
</tr>
<tr>
<td><strong>Human Resource Development</strong></td>
<td>• HRD as % of payroll: 5.5%</td>
<td>• 9.65%</td>
</tr>
<tr>
<td><strong>Social Labour Plan (SLP)</strong></td>
<td>• Meaningful LED investments</td>
<td>• R23.2 million</td>
</tr>
<tr>
<td></td>
<td>• Portable skills development: 65</td>
<td>• 65</td>
</tr>
<tr>
<td></td>
<td>• Mentorship: 611 mentors</td>
<td>• 87</td>
</tr>
<tr>
<td></td>
<td>• Bursaries: 20 awards</td>
<td>• 20</td>
</tr>
<tr>
<td></td>
<td>• ABET: 731 learners</td>
<td>• 388</td>
</tr>
</tbody>
</table>
Recognition of our achievements

2017: 4th / 58 mining companies

2017: Excellent in Integrated Reporting Awards

2017: Top 3 / 113 mining companies

2017: Included in index

2017: BBB rating (BB in 2016)

2016: Mining and Energy Visionary of the Year

Top 30 Responsible Investment Index

2016: Most transparent company in South Africa

2017: Mining and Resources sector award

2017: CDP A-, WDP A-
### Key Performance Indicators (excluding Safety) – 3-year trend

<table>
<thead>
<tr>
<th>KPI</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Value Distribution (US$m)</td>
<td>2,505</td>
<td>2,425</td>
<td>2,650</td>
</tr>
<tr>
<td>Government, business, employees/contractors, SED and capital providers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SED spend (US$m)</td>
<td>16.2</td>
<td>13.7</td>
<td>17.4</td>
</tr>
<tr>
<td>Workforce from host communities (%)</td>
<td>48</td>
<td>47</td>
<td>47</td>
</tr>
<tr>
<td>In-country procurement (US$bn)</td>
<td>1.36</td>
<td>1.27</td>
<td>1.44</td>
</tr>
<tr>
<td>Host community procurement (US$m)</td>
<td>558</td>
<td>514</td>
<td>600</td>
</tr>
<tr>
<td>Environmental incidents (Level 3)</td>
<td>3</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>Water withdrawal (GL)</td>
<td>30.3</td>
<td>35.2</td>
<td>30.2</td>
</tr>
<tr>
<td>CO(_2) emissions (scope 1 and 2) (’000 tonnes)</td>
<td>1,514</td>
<td>1,323</td>
<td>1,258</td>
</tr>
<tr>
<td>CO(_2) emissions (scope 3) (’000 tonnes)</td>
<td>450</td>
<td>431</td>
<td>436</td>
</tr>
<tr>
<td>Energy Intensity (GJ/oz produced)</td>
<td>5.27</td>
<td>5.02</td>
<td>4.56</td>
</tr>
<tr>
<td>Energy Intensity (MJ/total tonnes mined)</td>
<td>63</td>
<td>68</td>
<td>72</td>
</tr>
<tr>
<td>Total Energy Consumption (PJ) (Includes diesel consumed)</td>
<td>11.7</td>
<td>11.2</td>
<td>10.5</td>
</tr>
<tr>
<td>Electricity (TWh)</td>
<td>1.40</td>
<td>1.32</td>
<td>1.34</td>
</tr>
</tbody>
</table>

KPIs were assured by KPMG
Thank you

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