Our management approach to host community value creation

Our host communities are key stakeholders for Gold Fields, as their support underpins our social licence to operate which, in turn, impacts our ability to create enduring value. These communities consist of individuals living near our operations who are or could be directly affected by our exploration, construction, operational or divestment activities.

We strive to continuously improve our social performance, recognising that empowered host communities go beyond granting our licence to operate: they strengthen our business. In times of economic hardship, many of our host communities expect Gold Fields to help alleviate their burdens by providing financial or other assistance. We believe the greatest benefit we can provide is to empower our host communities to build the long-term social, economic and environmental resilience they require.

Our targeted Host Community Value Creation programme guides our social performance. It distinguishes between three host community value creation levers: host community procurement, employment, socio-economic development (SED), including our legacy programmes.

Our main stakeholders in host community value creation are:

- **Host communities,** who expect employment and procurement opportunities, education and skills development and SED investments
- **Governments,** who expect in-country employment and SED investments in host communities

We engage continuously with these stakeholders, adapting our approach based on community feedback and needs. Our Community Engagement and Relations management approach details our engagement approach for host communities.

We incentivise our management teams with environmental, social and governance (ESG) targets, including a 2030 target to share 30% of the total national value we distribute with our host communities. Our 2030 ESG targets also include developing six legacy programmes to create enduring value for our host communities beyond life-of-mine.

OUR COMMITMENTS TO HOST COMMUNITY VALUE CREATION

Beyond our host-community-related 2030 ESG commitments, the main policies supporting our host community value creation include our:

- Community Policy Statement
- Sustainable Development Policy Statement

As a member of the **ICMM**, we actively engage with our peers on host community value creation, including community relations, in our committees, working groups and practice groups. We implement and publicly report and assure our performance against its Mining Principles and Performance Expectations, particularly Principle 9 – Social performance.

As a member of the **World Gold Council**, we implement and publicly report and assure our performance against its Responsible Gold Mining Principles, particularly Principle 7: Working with communities. In May 2025 we published our inaugural WGC RGMPs conformance self-assessment report, which was assured. The self-assessment report and assurance statement can be accessed at the following link: Responsible Gold Mining Principles Conformance Report.

We interact with peers on host community value creation in a range of working groups and actively participate in host community value creation forums in national industry associations in the countries where we operate.

OUR HOST COMMUNITY VALUE CREATION IMPACT

We prioritise making a positive impact through host community procurement, job creation and SED while avoiding or minimising adverse impacts as much as possible.

Business risks	Negative impacts on communities	Positive impacts
• Loss of social licence to operate • Operational disruptions due to community unrest	• Increased social inequalities • Increased economic dependence on mining activity	• Improved local infrastructure • Enhanced education and health outcomes • Economic empowerment through job creation and local procurement • Improved community resilience through legacy investment

OUR HOST COMMUNITY VALUE CREATION MANAGEMENT ACTIONS

Our 2030 ESG targets guide our host community value creation actions as follows:

Host community procurement	Host community employment
• Support areas where community suppliers can participate • Identify community suppliers that can supply our mines • Provide enterprise and skills development to close capability gaps • Improve payment times for small and medium-sized (SME) community suppliers	• Build our host communities' skills base through education and skills support • Prioritise the community when recruiting • Encourage our business partners to employ from our host communities • Create non-mining jobs linked to our SED investment projects or in partnership with business partners
SED investment	**Legacy investment**
• Balance investment across education and health services, enterprise development and infrastructure • Match investment to capacity and development needs of communities • Ensure projects offer a balanced benefit to communities and our mines • Include social benefit as a factor in developing closure criteria	• Focus on large-scale, long-term, transformative investments that create systems-level change, including legacy programmes that address our host communities' most pressing development needs while ensuring economic value creation beyond the life-of-mine and outside the mine's supply chain • Empower communities to build long-term social, economic and environmental resilience • Promote diversity, equity and inclusion

Effectiveness of management actions

We conduct regular independent assessments to measure the strength of our relationships with host communities, the social return on investment by our community projects and the value we create.

HOW WE MEASURE OUR PERFORMANCE

Key metrics in measuring our host community value creation include:

- Value created and distributed by country and stakeholder
- Host Community Value Creation as a percentage of total national value creation
- Socio-economic development spend
- Host community workforce (number)
- Percentage of host community workforce employment (of total workforce)
- Host community procurement spend and percentage

Our host community value creation metrics are rigorously audited internally and externally to ensure transparency and accountability.

WHERE WE REPORT ON OUR PERFORMANCE

Reporting and disclosures on host community value creation approach and performance are shared in our:

- Integrated Annual Report
- Report to Stakeholders

- ESG Databook and GRI Content Index

CASE STUDY: Wrapping up Social and Labour Plan III South Deep

Through SLP III, South Deep invested over R245m (US$13.4m) in projects to enhance the lives of our host communities, not including direct procurement from host community businesses amounting to R4.70bn (US$275m) between 2020 and 2024. SLP III made a significant impact on socio-economic development in the area, with highlights including:

- Supporting community healthcare: Renovated Hillshaven Community Clinic, which is now able to provide reliable primary healthcare to over 10,000 people from six host communities (investment of R9.5m (US$518,000))
- Refurbishing sports facilities: Refurbished Hillshaven Sports Complex's netball and basketball courts, soccer field, ablution facilities and fencing, creating 31 local jobs over the course of the project (investment of R3.8m (US$0.21m))
- Enabling science education: Constructed a 194m² science lab at TM Letlhake Secondary School, accommodating 50 learners, benefiting multiple schools and enabling hands-on science education (investment of R1.7m (US$93,000))
- Supporting supplier and enterprise development: Invested R33.3m (US$1.8m) in establishing a business support centre for local SMMEs, providing training in business, financial and compliance management. Additionally, R134.1m (US$7.3m) has been allocated to support local SMMEs through the ESD Fund
- Driving community development: Invested R3.8m (US$0.21m) in acquiring and renovating the Westonaria Community Trust Hub, in partnership with the South Deep Community and Education Trust, which works to support poverty alleviation, community development and infrastructure development
- Empowering host communities through education: Invested R59m (US$3.2m) in educational initiatives, including adult education and training programmes, which have provided functional literacy training to over 900 community members since 2020. Furthermore, we partnered with local schools to provide STEM education and career guidance, impacting over 500 learners

Certain SLP projects are behind schedule, with completion expected in 2025. Key initiatives include renewable energy installations at community facilities, construction of classrooms and equipping dual-purpose libraries with reading aids to support visually impaired users, and a multi-purpose centre.

South Deep's dedication to delivering on its SLP commitments demonstrates our ongoing commitment to our host communities, ensuring that the benefits of mining extend far beyond the life-of-mine.