Our management approach to nature and biodiversity

Gold Fields is committed to being a responsible steward of natural resources and biodiversity. We consider the interconnectedness and linkages between climate and nature as we progress with our sustainable development journey.

Our Group biodiversity guideline ensures we address potentially adverse impacts on biodiversity by applying mitigation measures and integrated land management practices. The guideline applies to all Gold Fields managed exploration sites and operations, encompassing land that is impacted by Gold Fields' activities across all phases of the mining lifecycle.

Our commitment to nature, including biodiversity conservation, guides us to:

- Neither mine nor explore in World Heritage sites
- Design and operate our mines in a way that does not compromise the nature values of any protected area
- Strive for no net loss of nature for all new projects and major expansions at existing sites
- Contribute to the conservation of nature and integrated approaches to land-use planning
- Adopt the mitigation hierarchy approach towards the management of biodiversity related risks at each stage of the mine lifecycle

Our main stakeholders in nature and biodiversity management are:

- **Host communities,** who expect us to protect and enhance environmental resilience and mitigate adverse environmental impacts
- **Governments,** who expect compliance with all relevant legislation and regulations

We engage with these stakeholders through regular consultations, collaborative initiatives and transparent reporting to address nature and biodiversity-related challenges and opportunities.

OUR COMMITMENTS TO NATURE AND BIODIVERSITY MANAGEMENT

The following policies commit us to integrating environmental sustainability principles, including nature and biodiversity, into the full mining lifecycle:

- Environmental Policy Statement
- Sustainable Development Policy Statement
- Water Stewardship Policy Statement

As a member of the International Council on Mining and Metals (ICMM), we implement and publicly report and assure our performance against its Mining Principles and Performance Expectations, particularly Principle 7 – Conservation of biodiversity and its related Performance Expectations. As a member of the **World Gold Council** (WGC), we implement and publicly report and assure our performance against its Responsible Gold Mining Principles (RGMPs), particularly Principle 9 – Biodiversity, land use and mine closure. 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 take guidance from the ICMM's thought leadership and, specifically, aim to incorporate its Position Statement on Nature into our ESG Charter, governance processes, decision-making and disclosures going forward. Looking ahead, we will use a baseline risk assessment guided by the Position Statement to systematically incorporate nature-related risks, dependencies and focus areas into our climate strategy, including our decarbonisation commitments and efforts, water stewardship strategy and stakeholder value creation priorities.

OUR NATURE AND BIODIVERSITY MANAGEMENT IMPACT

Our nature and biodiversity management efforts aim to minimise negative impacts on the environment where we mine and maximise positive impacts during and beyond the life-of-mine.

Negative impacts on Gold Fields	Negative impacts on others	Positive impacts
• Risk of legal penalties or fines should we not comply with regulations • Reputational damage	• Habitat loss and species decline • Reduced quality of life due to environmental degradation	• Restoration of natural habitats • Development of key habitats

OUR NATURE AND BIODIVERSITY MANAGEMENT ACTIONS

We manage nature and biodiversity by:

- Implementing site-specific biodiversity action plans to address local biodiversity risks and opportunities
- Implementing measures to protect and restore natural habitats affected by our operations and using native vegetation and sustainable land use practices to improve biodiversity outcomes
- Conducting ongoing monitoring and research to identify areas for improvement and collaborating with independent experts to improve our biodiversity practices
- Promoting environmental education and awareness among employees and host communities to support biodiversity conservation
- Engaging with key stakeholders to ensure our biodiversity action plans and nature-related rehabilitation efforts meet their needs and expectations
- Following a mitigation hierarchy for no net loss of nature for all new projects and major expansions

Effectiveness of management actions

We measure the effectiveness of our nature and biodiversity management by:

- Tracking key biodiversity indicators, such as species diversity, habitat quality and ecosystem health
- Assessing compliance with local and international environmental regulations and standards

HOW WE MEASURE OUR PERFORMANCE

Key metrics in measuring nature and biodiversity management performance include:

- Habitats protected or restored (ha)
- Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk
- Amount of land disturbed or rehabilitated

Our nature and biodiversity management metrics are rigorously audited internally and externally to ensure transparency and accountability.

WHERE WE REPORT ON OUR PERFORMANCE

Reporting and disclosures on our nature and biodiversity management approach and performance are shared in our:

- Integrated Annual Report
- Climate Change and Environment Report
- ESG Databook and GRI Content Index