



TARKWA GOLD MINE

GISTM Principle 15

*Annual Tailings Disclosure Report
– TSFs 1, 2 and 3*

April 2024

Creating enduring value beyond mining



safety



integrity



respect



responsibility



innovation



collaborative
delivery



GOLD FIELDS



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STRUCTURE OF THIS REPORT

Annual Tailings Disclosure Report

This Annual Tailings Disclosure report summarises information specifically related to Tailings Storage Facilities (TSFs) 1, 2, and 3 at the Tarkwa Gold Mine. These tailings facilities have been classified as having a 'Very High' consequence classification, making them a key focus of this disclosure. In accordance with Principle 15 of the GISTM, this report contains the disclosure of relevant information. The document is structured as follows:

Part 1

General overview of Gold Fields' approach to Tailings Management and GISTM implementation.

Part 2

A plain language summary of the Tarkwa TSFs, including disclosure of information aligned with GISTM Principle 15.1.

Confirmation of the commitment to Requirements 15.2 and 15.3



PART 1 – GENERAL OVERVIEW

This document has been prepared in response to the criteria described in Principle 15 of the Global Industry Standard on Tailings Management.

1.1. INTRODUCTION

Background

Gold Fields is dedicated to promoting safe and sustainable mining practices, recognising the importance of the Global Industry Standard on Tailings Management (GISTM) in achieving this. As a member of the International Council on Mining and Metals (ICMM), we embrace this Standard as it aligns with our commitment to responsible tailings facility management. The GISTM serves as a comprehensive framework, guiding us to prioritise safety throughout the lifecycle of our tailings facilities, including design, operation, closure, and post-closure.

Gold Fields is fully committed to implementing the GISTM as part of our membership commitment to the ICMM. In the context of this disclosure report, the Tarkwa TSFs are TSFs with a Very High Consequence Classification. Gold Fields Ghana has made a substantial effort to advance its conformance with the GISTM.

1.2. THE IMPORTANCE OF GISTM IMPLEMENTATION

Gold Fields views the introduction of the GISTM as a significant milestone for the mining industry, aligning to achieve safer and more sustainable mining practices. As an ICMM member company, Gold Fields recognises the Standard as a crucial component of its governance alongside other mine owners who have also adopted it.

The GISTM provides a framework encompassing six key topics to prioritise safety throughout the lifecycle of a tailings facility, covering design, operation, closure, and post-closure.

By implementing the GISTM and incorporating its principles into our operations, Gold Fields strives to safeguard the well-being of our stakeholders and the environment. We recognise the importance of ongoing engagement, continuous improvement, and the responsible management of tailings facilities to achieve a safer and more sustainable mining industry.

Gold Fields' core values of safety, integrity, respect, responsibility, innovation, and collaborative delivery resonate strongly with the principles and objectives of the GISTM. By prioritising safety, upholding integrity, respecting stakeholders, taking responsibility for our actions, encouraging innovation, and fostering collaboration, we check that the GISTM becomes an integral part of our operations. By incorporating these core values into our implementation of the GISTM, we can achieve continuous improvement and contribute to developing a safer and more sustainable mining industry.



PART 2 – PLAIN LANGUAGE SUMMARY

This document has been prepared in response to the criteria described in Principle 15 of the Global Industry Standard on Tailings Management.

REQUIREMENT 15.1

- A. For new tailings facilities for which the regulatory authorisation process has commenced or that are otherwise approved by the Operator, the Operator shall publish and update, in accordance with Principle 21 of the UNGP, the following information:**

Requirement 15.1 A is not applicable as these are existing facilities.

- B. For each existing tailings facility and in accordance with Principle 21 of the UNGP, the Operator shall publish and update, at least on an annual basis, the following information:**

- 1. A description of the tailings facility (information may be obtained from the output of Requirements 5.5 and 6.4)**

The Tarkwa Mine

Tarkwa Gold Mine (TGM) operates four gold tailings storage facilities: TSF1, TSF2, TSF3, and TSF5. The Life of Mine (LoM) tailings storage is managed through a wall-raising sequence implemented at TSF1, TSF2, and TSF5. TSF3 is currently in the decommissioning phase, with no further tailings being deposited since September 2019.

Location and Topography

The Tarkwa Mine is situated to the north and northwest of Tarkwa town in the Western Region of Ghana (Figure 1). It is located approximately 50 km north of the port of Takoradi and around 280 km west of the capital city, Accra. The mine's concession spans an area of approximately 208 km², extending from Tarkwa town southward for about 25 km, reaching its northeastern limit at Huni Valley.



Figure 1: Tarkwa Gold Mine Location Map

Tailings Storage Facility (TSF) Overview

The Tarkwa TSFs are geographically limited by a ridgeline called Phyllite Ridge, which constrains their layout to the south and west. Figure 2 illustrates the TSF Complex layout, including the reference nomenclature for site embankments.



Figure 2: Layout of Tarkwa TSFs



2. The Consequence Classification (Requirement 4.1)

Consequence Classification of Tarkwa TSFs

Consequence classification should not be confused with risk, as risk also requires the consideration of the likelihood of the event occurring. To better understand the risk that a tailings facility presents, it is necessary to consider both the likelihood of a failure event and the consequence of the event, which is performed through our risk assessment process described in the next section.

Table 1 presents the consequence classification associated with the Tarkwa TSFs, based on the GISTM approach. The consequence classifications have remained unchanged since the August 2023 disclosure.

Table 1: GISTM Consequence Classification

TSF	GISTM Consequence Classification
1	Very High
2	
3	

3. A summary of risk assessment findings relevant to the tailings facility (Information may be obtained from the output of Requirement 10.1)

Risk Management

We classify all risks to which Gold Fields is exposed using our Enterprise Risk Management Guideline. This tool is designed to identify, analyse, monitor and report risk, providing a platform to understand and manage risks. Similar risks are considered together in groups and categories.

A risk-based approach to the planning, design, construction, operation, closure and rehabilitation of TSFs underpins the principles of leading practice tailings management. In this approach, plans must be tailored to manage the TSF effectively over its full life cycle, with sufficient detail to manage the potential risks within acceptable limits. TSFs with a high consequence category require more rigour at the design phase, greater quality control during construction, and closer attention to risk management, emergency action planning systems and documentation during the operational and closure phases.

Formal risk assessments must consider all technical data from the current design and construction of the facility and operational constraints to clearly understand the risks involved in operating the facility throughout its life cycle, including closure and post-closure phases.

The risk assessment team must include individuals with appropriate technical skills and knowledge of the facility's design, construction, and operational limitations. The Design Engineer/EoR must also participate in the risk assessments. The risk assessment must consider site closure requirements, rehabilitation, and post-closure monitoring that will evolve over the facility's life.

Identification of all credible failure modes is needed in accordance with the Failure Mode and Effects Analysis (FMEA) or similar methodology to effectively assess dam safety risks. Results from the dam break study, including inundation map(s), are required to determine the people at risk and the potential impacts on communities, the environment and infrastructure in case of a potential failure for consideration in the risk assessment. FMEA must be reviewed and updated annually.



Risks and controls identified during the site, technology selection, and design phase must be considered in the risk assessments conducted during operations and closure. The risk register must include threats and opportunities and be reviewed by the independent reviewer during the independent operational reviews.

A Risk Management Plan (RMP) has been drafted for each operation, but the specific operation must further develop it with support from the appointed Engineers of Record.

This plan incorporates the risks, hazards, and potential failure modes identified through various assessments, including:

- Tarkwa TSF and Tailings Risk Assessment (December 2022)
- Failure Mode and Effects Analysis (FMEA) (December 2023)
- Quantitative Risk Assessment (QRA) (SLR, December 2023)
- Human Rights Impact Assessment (SRC, 2023)

A risk register for risks categorised as Major and above will be included in future updates.

ALARP

The key output of the risk assessment process is a risk mitigation action plan to reduce risk further and demonstrate implementation of the “as low as reasonably practicable” (ALARP) principle. Inherently, judgment is involved in assessing whether risks (geotechnical, hydrological, environmental, social) are mitigated to demonstrate ALARP. Consensus on risk mitigation measures is obtained through communication with key stakeholders, including the ITRB, the Engineer of Record (EoR), the Responsible Tailings Facility Engineer (RTFE), the Accountable Executive and others.

Risks identified through the risk assessment process that can be satisfactorily managed through the Risk Management System and best practices are not reported in this disclosure. Where additional activities are required to reduce risk to ALARP, measures have been identified, and we have committed to implement these measures “as soon as reasonably practicable” (per GISTM Requirement 4.7), noting permitting, construction and other constraints.

The associated facilities and ALARP risk reduction measures are summarised in Table 2.

Critical controls

To mitigate the risks inherent in the design, construction, operation and closure of TSFs, we monitor facility performance in accordance with critical controls and other performance metrics. Critical controls are those that significantly influence the likelihood and/or consequence of an unwanted event. The absence or failure of a critical control would significantly increase the risk despite the existence of other controls. Moreover, a control that prevents more than one unwanted event or mitigates more than one consequence is often classified as critical.

Sites report against six critical controls and performance metrics:

- Performance monitoring and evaluation (preventative)
- Operational management and TSF integrity (preventative)
- Third-party reviews and inspections (preventative)
- Change management (preventative)
- Emergency Response Plan activation (mitigative)
- Regulatory compliance



Table 2: ALARP Risk reduction measures for TSFs 1 and 2

Facility	Current control measures	Measures to demonstrate ALARP
TSF 1	<ul style="list-style-type: none"> - Correct Basis of Design adopted for scenarios and loading conditions - Structural zone material characteristics appropriately derived (e.g. geotechnical model) - Appropriate stability and deformation assessments carried out - Adequate construction documentation. - Operations carrying out activities within the design intent - Inspection programme in place comprising daily, monthly, quarterly by the Engineer of Record (EoR) and annual (by the EoR and independent parties); and 	<ul style="list-style-type: none"> - Reduce the risk of internal erosion/piping by maintaining the supernatant pond as small as possible and centrally located around the decant structure. This is an ongoing operational practice. - Gold Fields decided to further reduce the risk associated with embankment failure by constructing a rock buttress along the eastern flank of the TSF. This work has been completed. - Prior to the construction of the buttress, weak foundation material was removed down to bedrock. This work has been completed. - Gold Fields decided to further reduce the risk associated with embankment failure by constructing a rock buttress along the northern flank of the TSF along with modifying the slope geometry to accommodate a flatter slope. This work will be completed in Q4 2024. - This TSF is in the process of being transitioned from an upstream/centreline facility to a downstream raised facility. This work will be completed in 2025.
TSF 2	<ul style="list-style-type: none"> - Monitoring systems in place and operational including vibrating wire piezometers (VWPs) and deformation monitoring. - Site-specific seismic hazard assessment available and appropriate - Appropriate seepage modelling - Appropriate underdrainage design - Appropriate deposition practices and water monitoring and management practices 	<ul style="list-style-type: none"> - Reduce the risk of internal erosion/piping by maintaining the supernatant pond as small as possible and centrally located around the decant structure. This is an ongoing operational practice. - Gold Fields decided to further reduce the risk associated with embankment failure by constructing a rock buttress along the northern and western flanks of the TSF. This work is ongoing as part of current and future raises where the bottom-up approach is followed during embankment construction. - Prior to the construction of the buttress, weak foundation material is removed down to bedrock. This work is ongoing as the embankment is raised. - This TSF has been successfully transitioned from an upstream-raised facility to a downstream-raised facility. - Site investigations were conducted, and additional instruments were installed in 2023 to fill knowledge gaps and improve ongoing surveillance.



4. Summary of Impact Assessment Relevant to the tailings facility

The summary of the Impact Assessment relevant to the tailings facility reveals important findings. Firstly, the consequences mentioned in the assessment do not reflect the current condition of the TSF; instead, they serve as a means to identify potential failure modes and develop appropriate plans and engineering controls to prevent such events. Since Tarkwa is situated in close proximity to local communities, protecting the people living downstream is a priority. With large communities residing in this area, it is crucial to implement robust engineering control systems and processes that align with managing an extreme consequence facility.

To evaluate risks comprehensively, the team conducted thorough analyses, including potential failure mode analysis (PFMA), Failure Modes and Effects Analysis (FMEA), and a Quantitative Risk Assessment (QRA). Identified gaps were addressed to check that the risks remain within acceptable limits. Various scenarios, such as storm events, climate change, overtopping, and structural failure, were considered, and appropriate controls have been implemented to manage these risks effectively.

The most recent failure impact assessment for the TSF complex (excluding TSF 5) indicates potential human exposure should a cascading failure occur involving TSFs 1, 2 and 3. The greatest potential exposure relates to a failure of the eastern embankment of TSF 3 via its spillway location.

The failure scenario represents the worst-case scenario. The estimated PAR of the TSF complex is in the very high classification range of 100-1,000 people, comprising workers on the mine site and local communities. A catastrophic tailings release could result in the following impacts:

- Extent of tailings flow: less than 5 square kilometres covered by tailings
- Environmental impact: may impact areas of state environmental significance
- Infrastructure impacted: public/shared infrastructure could be impacted, like roads, water supply

5. A description of the design for all phases of the tailings facility lifecycle, including the current and final height (Information may be obtained from the output of Requirement 5.5)

Design Description

A detailed design overview and description can be found in the August 2023 disclosure for Tarkwa.

To provide an overview of our design approach, we present key design information for our priority TSFs as of December 2023, as summarised in Table 3.



Table 3: Summary of TSF Status

Parameter	Unit	TSF 1	TSF 2	TSF 3
Engineer of Record		SLR Consulting		
GISTM Consequence Classification		Very High		
Commissioning year	Yr.	2004	2008	2011
Final Permitted Capacity	Mt	90	88	36.2
Final Permitted Elevation	mRL	129	105	80
Current Elevation	mRL	111.5	105	80
Raise Method		Upstream/Downstream*	Upstream/Downstream**	Upstream
Facility Liner Type		Unlined	Unlined	Clay liner
Raise Construction Materials		Waste rock/clay zoned		
Current Maximum Height	m	51	51	30
Footprint	Ha	135	204	110
Current Stage/Raise	No	11A	8	3
Next Stage/Raise	No	11B	9	-
Final Permitted Stage/Raise	No	15	8	3
Status		Active deposition	Active deposition	Decommissioning in progress

*Being transitioned from upstream to downstream raising, **Transition to downstream completed.

6. A summary of material findings of annual performance reviews and dam safety review (DSR), including implementation of mitigation measures to reduce risk to ALARP (Information may be obtained from output of Requirements 10.4 and 10.5)

Annual Performance Review (2023)

The EoR conducts construction and performance reviews, typically on a quarterly basis, to review and evaluate the adequacy of the performance and operation of a TSF. These reviews are often termed Dam Safety Inspections (DSIs) and are part of our first line of defence in our tailings management governance framework.

The next annual performance review will cover the period from January 2023 to December 2023 and will be submitted in March 2024. We are dedicated to conducting regular assessments and providing updates to maintain the highest standards of tailings facility management.

There are no outstanding material findings for these facilities from annual performance reviews.

**Dam Safety Review (DSR)**

A Dam Safety Review (DSR) is a periodic and systematic process carried out by an independent qualified review engineering team to assess and evaluate the safety of a dam or system of dams (in this case, a TSF) against failure modes to make a statement on the safety of the facility. A safe TSF performs its intended function under normal and unusual conditions, does not pose an unacceptable risk to people, property or environment, and meets applicable safety criteria.

Comprehensive DSRs are performed at least every five (5) years for TSFs with 'Very High' or 'Extreme' consequence classifications and at least every ten years for other TSFs. Per our tailings management governance framework, DSRs are part of our second line of defence.

An independent engineer within the Engineer of Record (EoR) firm conducted a comprehensive Dam Safety Review (DSR) in Q4 2022. The next DSR is due in 2025.

There are no outstanding material findings for these facilities from Dam Safety Reviews (DSR).

7. A summary of material findings of the environmental and social monitoring programme, including implementation of mitigation measures (Requirement 7.5)

No material Environmental and Social Incidents have been reported for these facilities since the August 2023 disclosure.

8. A summary version of the tailings facility EPRP for facilities that have a credible failure mode(s)

Site-specific inundation studies have been conducted for all high-consequence facilities with credible failure modes to identify any potentially impacted communities and waterbodies in the extremely unlikely event of a tailings incident to evaluate design/mitigation strategies and to assist with emergency planning and response. Gold Field's programs exist to reduce the likelihood of such events to negligible.

In evaluating potential consequences, Gold Fields bases its evaluation upon the potential environmental, safety and economic effects of a failure. Therefore, this ranking does not reflect the likelihood of failure but provides a tool to assist with facility design and emergency planning.

Our operations have developed and are prepared to implement a site-specific EPRP for credible failure modes that could lead to emergencies. This includes credible failure modes that could lead to catastrophic failures.

Emergency planning related to tailings facilities is integrated into broader, sitewide emergency planning so that the operation has a comprehensive EPRP to address the full range of potential emergencies that could occur. These systems demonstrate leadership and commitment to responsible tailings management practices and were developed through consultation with communities. We also review emergency response plans with our local communities and stakeholders, undertake community meetings and emergency drills to work through these plans, and discuss our approach to tailings management.

The surveillance programmes include activities capable of identifying the performance, occurrences or observations that would result in an emergency being declared (e.g., based on risk controls and associated performance criteria).



The objective of the EPRP is to prevent, mitigate or reduce impacts (e.g., injury or loss of life) in an emergency.

Each EPRP does the following:

- Describe measures the operation will take to prepare for an emergency and to respond if an emergency occurs. This detailed description is primarily for the operator's use and is typically integrated into the sitewide emergency plan.
- Provide information to off-site emergency responders, communities and public sector agencies to assist in developing their emergency response measures and collaborate with them in that development.
- Provide information to other parties that may be impacted if an emergency occurs.
- Align with the OMS manual.

Operators do engage off-site emergency responders, communities, public sector agencies, and, where relevant, other parties that may be involved in emergency response in the development of relevant components of the EPRP (i.e., components related to potential emergencies that could have off-site impacts, or for which the Operator may require external support to respond to the emergency). This process also includes supporting communities and public sector agencies to develop their own EPRPs. In consultation with off-site emergency responders, communities and public sector agencies, it is up to the Operator to determine how best to organise information related to emergency preparedness.

The EPRP is tested throughout all lifecycle phases at a frequency established in the plan or more frequently if triggered by a material change to the tailings facility or the social, environmental and local economic context. Testing typically involves communities and public sector agencies, including off-site emergency responders, who would be involved in responding to an emergency.

Operators also engage with employees and contractors to inform the development and testing of the EPRP and co-develop community-focused emergency preparedness measures with project-affected people. The EPRP is revised, as appropriate, to reflect outcomes and lessons learned from testing.

Table 4: Status of external engagements on TSF Emergency Response

TSF	Description of external engagement
Tarkwa TSFs 1 to 5	<p>During the year, we disclosed the conformance status of the three priority TSFs against the GISTM. We also conducted a site-specific human rights due diligence assessment in accordance with the United Nation’s Guiding Principles on Business and Human Rights (UNGPs).</p> <p>Our Tarkwa tailings stewardship team comprises sustainable development, community relations, mine management, engineer of record and engineering representatives. During the year, we focused on mitigating dam safety risks, establishing robust governance and management systems and conducting comprehensive engineering, social and environmental studies. The next stage of our GISTM journey involves meaningful engagements with project-affected people, including:</p> <ul style="list-style-type: none"> • Organising fire, flooding and tailings emergency response training for host community volunteers. • Organising a TSF tour for host community volunteers and other stakeholders



- Engaging emergency response agencies as part of our emergency preparedness and response plan
- Installing handheld sirens and fire extinguishers and guiding host communities on their use in emergencies

Tarkwa records impacts and mitigation plans in its risk register to ensure transparent disclosures. Although our Tarkwa TSFs only partially conform with GISTM requirements – with 79% conformance – we have addressed all dam safety and environment-related aspects.

For more details, refer to Tarkwa’s GISTM disclosure report available on our company website.

9. Dates of most recent and next independent reviews (Requirement 10.5)

The following is a summary of the most recent independent reviews conducted:

ITRB Review:

The most recent ITRB (Independent Tailings Review Board) meeting was held in June 2023.

The next ITRB meeting is scheduled for May 2024.

Third-party Reviews:

DSR conducted by SLR Consulting in Q4 2022. The next DSR is due in 2025.

10. Annual confirmation that the Operator has adequate financial capacity (including insurance to the extent commercially reasonable) to cover estimated costs of planned closure, early closure, reclamation, and post-closure of the tailings facility and its appurtenant structures (Requirement 10.7)

At Gold Fields, we recognise the importance of responsible mine closure in minimising our environmental and social impacts while optimising our liabilities. We understand that a mining company's ability to effectively close its operations is crucial for maintaining a social license to operate.

Integrating mine closure planning, portfolio management, and liability optimisation into our business activities, we have implemented the following measures to support our commitment:

Regularly reviewing and updating closure plans for our operations.

Developing rigorous closure cost estimates, which undergo internal and external annual reviews.

Setting annual performance targets to check the progressive implementation of rehabilitation plans.

Taking a proactive approach, in 2023, Gold Fields continued to implement efforts to fund mine closure beyond regulatory requirements. We supplement the funding mandated by regulators to check that we are fully prepared for the inevitable closure of our mines. Additionally, our existing bank confirms, and security agreements remain in place to address potential unplanned closures and fulfil in-country regulatory obligations.



In Ghana, we make provisions for mine closure cost estimates through reclamation security agreements with the Environmental Protection Agency (EPA), bonds underwritten by banks, and ongoing funds reserved for this purpose. Similarly, our South African and Ghanaian operations contribute to dedicated environmental trust funds and a bank account to finance final closure and rehabilitation costs.

For more detailed information, please refer to our website section on Integrated Mine Closure under the Sustainability tab on Gold Fields' official website. You can find the link here: <https://www.goldfields.com/mine-closure.php>

Furthermore, you can also access the 2023 Annual Financial Report, including relevant details on mine closure, by downloading the document <https://www.goldfields.com/pdf/investors/integrated-annual-reports/2023/afs-2023.pdf>.

C. Provide local authorities and emergency services with sufficient information derived from the breach analysis to enable effective disaster management planning (Information may be obtained from the output of Requirement 2.3)

In accordance with the GISTM, Gold Fields is committed to providing local authorities and emergency services with the necessary information derived from our breach analysis, such as evacuation routes and muster points. This information is essential for enabling effective disaster management planning.

As part of our tailings management practices, we conducted thorough breach analyses to evaluate potential failure modes and assess the risks associated with TSF 1, 2 and 3. These analyses provide us with critical insights into the behaviour and potential consequences of our tailings facilities.

The information obtained from these breach analyses forms the basis for developing comprehensive disaster management plans. By sharing this information with local authorities and emergency services, we check that they have access to the necessary data to make informed decisions and take appropriate actions in the event of a tailings emergency.

Through our commitment to transparency and cooperation, we actively engage with local authorities and emergency services to facilitate the exchange of this vital information. By working together, we aim to enhance preparedness, response capabilities, and overall safety for our operations and surrounding communities.

REQUIREMENT 15.2

A. Respond in a systematic and timely manner to requests from interested and affected stakeholders for additional information material to the public safety and integrity of a tailings facility. When the request for information is denied, provide an explanation to the requesting stakeholder.

Gold Fields is committed to the timely response to requests for additional information material to the public safety and integrity of their TSFs from interested and affected stakeholders. In the event that specific information cannot be shared with the requesting stakeholder, an explanation will be provided. Information on Gold Fields Tailings Management policy and our Stakeholder Engagement Policy can be found at the following links: <https://www.goldfields.com/environment-tsf.php> and



<https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2024/gfl-policy-stakeholder-relationship.pdf> respectively.

REQUIREMENT 15.3

A. Commit to cooperate in credible global transparency initiatives to create standardised, independent, industry-wide, and publicly accessible databases, inventories or other information repositories about the safety and integrity of tailings facilities.

Gold Fields is committed to global transparency around the public safety and integrity of our TSFs. A link to the Gold Fields Tailings Management Policy can be found here: <https://www.goldfields.com/tailings-inventory-and-disclosure.php>.