# GOLD FIELDS CONFORMANCE TO THE WORLD GOLD COUNCIL RESPONSIBLE GOLD MINING PRINCIPLES

Gold Fields Disclosure on the Implementation of the RGMPs

# 1. Introduction

Gold Fields is a leading global gold producer with a strong commitment to sustainable mining practices. We prioritize the integration of environmental, social, and governance (ESG) considerations into every aspect of our business. Our dedication to responsible mining is reflected in our efforts to minimize our environmental footprint, support local communities, and ensure the safety and well-being of our workforce.

In alignment with the World Gold Council's Responsible Gold Mining Principles (RGMPs), this Self-Assessment Report serves as a testament to our commitment to sustainable and responsible mining practices. The RGMPs provide a comprehensive framework that guides us in managing our impacts and enhancing the positive contributions of our activities. In this report, we outline our adherence to these principles, detailing our strategies, practices, and performance in key areas such as ethical governance, environmental stewardship, community engagement, and workforce safety. By conducting this self-assessment, we aim to transparently communicate our progress, identify areas for improvement, and reinforce our commitment to responsible gold mining. Through continuous evaluation and enhancement of our practices, Gold Fields strives to uphold the highest standards of integrity and sustainability in the gold mining industry.

# 2. About Gold Fields

Gold Fields is a globally diversified gold producer with nine mines in Australia, South Africa, Ghana, Chile, and Peru and one project in Canada.

Our purpose is to create enduring value beyond mining in everything we do. This is the legacy we want to leave, and we aim to create positive and sustainable value for employees, communities, capital providers, governments and business partners that will last beyond the closure of our mines. Strategic Pillar 2 of our Strategy is to deliver positive social and environmental impact. Sustainability has long been part of our way of doing business, and we have sought to integrate environmental, social and governance (ESG) matters into the operational and financial management of our operations. We strive to take care of the environment while we mine, create value for our stakeholders, meaningfully invest in our host communities and adhere to the highest ethical standards. For more information on Gold Fields operations, please visit this link https://www.goldfields.com/index.php.

# 3. Global Reporting Disclosures, Standards and Frameworks

Gold Fields subscribes to a range of global sustainability indices, reporting frameworks and standards including:

- ICMM Mining Principles, Position Statements and Performance Expectations
- 10 Principles of the United Nations Global Compact (UNGC)
- Global Reporting Initiative (GRI) Standards
- World Gold Council Conflict-Free Gold Standard and Responsible Gold Mining Principles
- Johannesburg Stock Exchange Listings Requirements
- New York Stock Exchange Listings Requirements
- United States Securities and Exchange Commission (SEC)
- Sarbanes-Oxley Act (2002)

We are committed to these reporting standards and frameworks and have integrated them in our operations for consistency and transparency in our reporting, enabling our stakeholders to make informed decision.

# 4. WGC Responsible Gold Mining Principles

The Responsible Gold Mining Principles (RGMPs), established by the World Gold Council in September 2019, serve as a comprehensive framework for promoting responsible practices in gold mining. These principles are designed to ensure that gold mining operations are conducted in an ethical and sustainable manner, delivering benefits to local communities and protecting the environment. The RGMPs highlight the significance of transparency, accountability, and continuous improvement within the mining sector.

In addition to defining responsible mining practices, the RGMPs provide a clear framework that guides companies in their operations.

## The 10 Responsible Gold Mining Principles include the following:

- **Ethical Governance:** Uphold high standards of governance and ethical conduct
- **Health, Safety, and Security:** Ensure the health, safety, and security of all employees and contractors
- **Environmental Stewardship:** Minimize environmental impacts and promote sustainable resource use
- **Community Engagement:** Engage with local communities and respect their rights and interests
- **Human Rights:** Uphold human rights and ensure fair treatment of all stakeholders
- **Labor Rights:** Promote fair labour practices and respect workers' rights
- **Biodiversity and Land Use:** Protect biodiversity and manage land use responsibly
- **Water Stewardship:** Manage water resources sustainably and minimize water-related impacts
- **Supply Chain Responsibility:** Ensure responsible sourcing and management of materials throughout the supply chain
- **Transparency and Reporting:** Commit to transparency in operations and report on performance against the RGMPs

# 5. Commitments to the Responsible Gold Mining Principles Implementation

Gold Fields takes seriously our responsibility to produce gold in a responsible manner. To demonstrate that commitment, the company has endorsed the Responsible Gold Mining Principles (the "Principles") developed by the World Gold Council. In conforming to the Principles, we have:

- Developed and implemented policies, systems, processes and controls to ensure that the company conforms with the Principles
- Disclosed information that helps external stakeholders understand how conformance with the Principles is achieved

# 6. Scope and Boundary of Responsible Gold Mining Principles Implementation

The boundary for implementing the RGMPs includes all mining and processing operations over which the company has direct control. This is consistent with the reporting boundaries that we publicly disclose in our Integrated Annual Report.

The following mines are included in Gold Fields disclosure on the implementation of the RGMPs:

Gruyere (Western Australia, Australia)
Granny Smith (Western Australia, Australia)
St. Ives (Western Australia, Australia)
Agnew (Western Australia, Australia)
South Deep (Gauteng, South Africa)

Damang (Western Region, Ghana)
Tarkwa (Western Region, Ghana)
Salares Norte (Atacama Region, Chile)
Cerro Corona (Cajamarca Region, Peru)

This report does not include exploration sites and projects under development, that are yet to produce gold, e.g. Windfall Project in Canada. This report also excludes non-managed Joint Ventures, e.g. Santa Cecilia Project in Chile, which is currently an exploration project or Asanko Gold Mine in Ghana, from which we divested in 2024.

# 7. Gold Fields Disclosure on the Implementation of the RGMPs

As part of our commitment to responsible mining practices, Gold Fields has actively implemented the Responsible Gold Mining Principles (RGMPs) established by the World Gold Council. Our disclosure on the RGMPs reflects our comprehensive approach, which emphasizes ethical governance, environmental stewardship, and community engagement. The table below outlines specific actions and initiatives we have undertaken to align with each of the RGMPs, providing a clear overview of our performance and commitment to responsible mining practices. Through this structured disclosure, we aim to transparently communicate our progress and reinforce our dedication to upholding the highest standards in the gold mining industry.

**Description of Our Conformance:** Gold Fields has in place a detailed self-assessment template and supporting database to complete the assessment and retain evidence for internal assessment and reporting purposes. Our self-assessment template and database ensure consistency between assets and allow for internal analysis and benchmarking.

**Sustainability Reporting:** Gold Fields produces an Integrated Annual Report, Climate Change Report, which is now Climate Change and Environmental Report and Report to Stakeholders annually. These reports are publicly disclosed, primarily on our website, along with our GRI Context Index - Sustainability Performance Report and Data Reports and other sustainability reports.

**Assessment of Conformance:** In line with the Assurance Framework for the Responsible Gold Mining Principles, Gold Fields conformance is assessed as 'Conforms', In Progress' and 'Does not Conform.

- Conforms – Systems and/or practices related to the Responsible Gold Mining Principle have been implemented and there is sufficient evidence to demonstrate that the intent of the Responsible Gold Mining Principle is being met, however opportunities for improvement may remain.

- In Progress – Systems and/or practices related to meeting the intent of the Responsible Gold Mining Principle have been partially implemented. Gaps or weaknesses persist that may contribute to an inability to meet the intended outcome of the Responsible Gold Mining Principle, or insufficient verifiable evidence can be provided to demonstrate that the activity is aligned with the intent of the Responsible Gold Mining Principle.

- Does Not Conform – Systems and/or practices required to support implementation of the substantive intent of the Responsible Gold Mining Principle are not in place, or are not being implemented, or cannot be evidenced.
- Not Applicable – Applicability at corporate and asset levels – those cells that are 'not applicable' are marked as 'N/A'.

Refer to page 11 for the Key to the assessment tables in the subsequent sections.

Improvement Opportunities: Gold Fields will work to close the gaps identified through the assessment.

# 8. External Validation of Conformance

This report on the implementation of the RGMPs has been reviewed and assured by PricewaterhouseCoopers (PwC) Inc. Gold Fields' disclosure on the implementation of the RGMPs and the PwC Assurance Report can be viewed at https://www.goldfields.com/sustainability-reporting.php.

| THE RESPONSIBLE GOLD MINING PRINCIPLES | GOLD FIELDS COMMENTS | CORPORATE | CERRO CORONA | SALARES NORTE | TARKWA | DAMANG | SOUTH DEEP | AGNEW | ST IVES | GRANNY SMITH | GRUYERE | EXTERNAL VALIDATION |
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| **PRINCIPLE 1:** Ethical conduct: we will conduct our businesses with integrity including absolute opposition to corruption | | | | | | | | | | | | |
| 1.1: Legal compliance – As a minimum expectation, we will comply with applicable host and home country laws and relevant international law, and will maintain systems to deliver this objective.[RA] | Our strategy and approach to legal compliance is addressed in our Group Governance & Compliance Framework. This is aligned with the King IV Report on Corporate Governance. Assets comply through a supporting management guideline utilising our Group Governance & Compliance Portal.<br><br>Gold Fields' Code of Conduct and various levels of assurance programmes, including Internal Audit Plans for the Group and assets and Independent Assurance and Reviews further support implementation. These systems and processes are applied at Group (Corporate) and asset level.<br><br>All assets are certified to ISO 14001 environmental and ISO 45001 safety management systems. These management systems include mechanisms for the identification and management of related legal compliance obligations. The systems ensure that legal requirements and related compliance obligations are accessible as required and have tracking and compliance systems.<br><br>Salares Norte are implementing environmental and safety management systems but are yet to be ISO 14001 and ISO 45001 certified as gold production only commenced during the course of 2024 and the certification process has just begun. Certification is anticipated in Q2 2025. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 1.2: Code of conduct – We will maintain a code of conduct to make clear the standards with which we expect our employees, and those with whom we do business, to comply. We will actively promote awareness of our code and implement systems to monitor and ensure compliance.[RA] | At Gold Fields, we are committed to conducting our business in a fair and ethical manner in order to promote a corporate culture that is socially and environmentally responsible. This is achieved by living the core Values of the Gold Fields Group, upholding our Code of Conduct, and working with suppliers and contractors who share and uphold these Values and standards. We recognise that when we contract third parties, they become an extension of our business. We therefore expect suppliers to uphold and comply with our Values and Code of Conduct, and all applicable laws, rules and regulations.<br>Key principles of our Code of Conduct include:<br>• Transparency and ethics in all stakeholder engagements, including with respect to gifts/entertainment and conflicts of interest<br>• Protection of Company information<br>• Protection of employees and third-party whistle-blowers and support for the reporting of concerns or known transgressions<br>Compliance with these principles is a contractual requirement in all jurisdictions in which we operate.<br>Assets comply through a management guideline utilising our Group Governance & Compliance Portal, which includes a dedicated Code of Conduct Gateway. Internal Audit and SOX Controls support verification of the implementation of these policies and practices at an asset level.<br>Our employees are introduced to the Code during onboarding and engage in annual refresher training, which includes learning modules available on our internal learning platform. This ongoing process helps to foster and maintain a strong culture of awareness among all employees. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

**The following key is used in the assessment:**
Conforms  In-progress  Does Not Conform  Not applicable

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| 1.3: Combating bribery and corruption – We will put in place controls to combat bribery and corruption in all their forms, conflicts of interest and anti-competitive behaviour by employees, agents or other company representatives.[RA] | Gold Fields' Anti-Bribery and Corruption (ABC) Framework addresses our strategy and approach to prevent bribery and corruption. Assets comply through a management guideline utilising our Group Governance & Compliance Portal, which includes a dedicated Code of Conduct Gateway, ABC Policy and Group Whistle Blowing Policy. Our Code of Conduct covers internal obligations to ensure the Group's focus on anti-bribery and corruption controls. The Code of Conduct prohibits facilitation payments and requires the reporting of bribery attempts and identification of the Political Exposed Persons.<br>Internal Audit and SOX Controls support verification of the implementation of these policies and practices at an asset level.<br>Gold Fields discloses all payments to third parties, including business partners, governments, capital providers etc. Whilst we do not support facilitation payments, any payments we do make to governments is reported in our annual Report to Stakeholders. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 1.4: Political contributions – We will disclose the value and beneficiaries of financial and in-kind political contributions that we make, whether directly or through an intermediary.[RA] | Our Group Governance & Compliance Framework, ABC, Code of Conduct and management and engagement with government and related third-parties prohibits financial and in-kind political contributions, unless approved by the Board.<br>Relevant financial payments to government are disclosed in our Annual Financial Report, Integrated Annual Report and/or Report to Stakeholders. | Conforms | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | Corporate externally validated (2024). |
| 1.5: Transparency – We will publish our tax, royalty and other payments to governments annually by country and project. We support the principles of the Extractive Industries Transparency Initiative (EITI) and will encourage governments to promote greater transparency around revenue flows, mining contracts and the beneficial ownership of license holders.[RA] | Our host governments are among Gold Fields' key stakeholders, as they issue mining licenses, develop state policies and enforce regulations. This requires us to adhere to all relevant legislation, including paying taxes and other levies. Driven by our Tax Strategy, we aim to proactively manage tax obligations transparently, responsibly and sustainably – while acknowledging differing stakeholder interests. As part of our commitment to enhancing transparency, we publicly disclose our tax, royalty and other payments to government in our Integrated Annual Reports as well as our Annual Financial Reports, which are provided on our website.<br>Information related to transparency of mineral revenues is contained on our website, the EITI website, the EITI assessment of Gold Fields, and EITI country websites in Ghana and Peru.<br>We have continually produced the Report to Stakeholders, where we provide an overview of our performance and relationships with key stakeholders' groups, particularly communities. | Conforms | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | Corporate externally validated (2024). |

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| 1.6: Taxes and transfer pricing – We will pay the taxes and royalties required by host country codes. We will seek to ensure that transfer pricing outcomes are in line with fair business practices and value creation.[RA] | The Gold Fields tax strategy is to proactively manage its tax obligations in a transparent, responsible and sustainable manner, acknowledging the interests of all stakeholders.<br>The Group does not engage in aggressive tax planning and seeks to maintain professional real-time relationships with the relevant tax authorities. In material or complex matters, the Group would generally seek advance tax rulings or alternatively obtain external counsel opinion.<br>The Group does not embark on intra-group sales and only sells its gold (or gold-equivalent product) directly to independent third parties at arm's -length prices - generally at the prevailing gold spot price. Active business income is therefore fully declared and taxed in the source country where the relevant mining operation is located, with the revenue accruing to the source country.<br>Gold Fields has appropriate controls and procedures in place to ensure compliance with relevant tax legislation in all the jurisdictions in which it operates. This includes compliance with transfer pricing ("TP") legislation and associated TP documentation requirements, which is governed by the Group Tax Policy, Master File and Local Files in each jurisdiction. The Group TP transactions are fully compliant with OECD guidelines and is regularly updated and benchmarked by independent experts. Uncertain tax positions are properly evaluated and reported in terms of (IAS) 37 Provisions, Contingent Liabilities and Contingent Assets. All material uncertain tax positions as per IAS 37 are fully disclosed to and evaluated by our external auditors.<br>Gold Fields fall within the scope of the OECD Pillar II model rules and have implemented its requirements, including the Globe Minimum Tax, effective 1 January 2024. The Group is subject to South African Controlled Foreign Companies tax legislation which is aimed at taxing passive income and capital gains realised by its foreign subsidiaries (to the extent that it was not taxed in the foreign jurisdiction).<br>We disclose our taxes, royalties and dividends payments in our Annual Financial Reports. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 1.7: Accountabilities and reporting – We will assign accountability for our sustainability performance at Board and/or Executive Committee level. We will report publicly each year on our implementation of the Responsible Gold Mining Principles.[RA] | We take our commitment to producing gold in a responsible way seriously. To demonstrate this, we rejoined the WGC in January 2022 and endorse the Responsible Gold Mining Principles. This is our inaugural WGC Responsible Gold Mining Principles conformance self-assessment, which we will continue to review and update annually.<br>Gold Fields Strategy, Sustainable Development Policy Statement and related Policy Statements guidelines, standards, management approaches and other aligned practices assign accountability for sustainability performance.<br>Our Board Safety, Health and Sustainable Development Committee and Social, Ethics and Transformation Committee Charters also assign accountability for sustainability performance for the Board and Executive Committee.<br>Additionally, Gold Fields commit to implementing the WGC RGMPs and reporting on this annually.<br>We publicly disclose relevant accountabilities and responsibilities in our Integrated Annual Report and/or on our website. | Conforms | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | Corporate externally validated (2024). |

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| **PRINCIPLE 2:** Understanding our impacts: we will engage with our stakeholders and implement management systems so as to ensure that we assess, understand and manage our impacts, realise opportunities and provide remedy where needed | | | | | | | | | | | | |
| 2.1: Risk management – We will maintain systems to identify and prevent or manage both the risks that face our operations and those which our activities may pose to others.[RA] | Our Group Policy Statements for Sustainable Development, Environment, Climate Change, Group Diversity, Occupational Health and Safety, Risk Management, Stakeholder Relationships and Engagement, and Water Stewardship commit us to appropriate environmental and social risk identification and management.<br>The Gold Fields Group Enterprise Risk Management Guideline identifies and tracks the implementation of risk-based controls aimed at preventing, minimizing, mitigating, and remedying health, safety, and environmental impacts on workers, local communities, cultural heritage, and the natural environment. Our guideline is aligned with ISO 31000 - International Guideline on Risk Management and is applicable to the entire Group and all its assets.<br>All assets maintain risk registers, which are reviewed and updated quarterly as appropriate. Furthermore, all assets are certified under ISO 14001 for environmental management and ISO 45001 for safety management except for Salares Norte which is expected to be done by Q2 2025. These systems are designed to identify and assess risks, develop risk mitigation and management plans, and establish associated procedures for implementation and follow-up. These risk assessment and risk mitigation plans address impacts related to noise management and air quality (e.g. dust suppression) where appropriate.<br>Our Capital Study (Projects) guidelines coupled with the Gold Fields Community relations and stakeholder engagement handbook ensure coverage of potential risks and associated mitigation such as heritage disturbance, in-migration or host community impact and changes through conducting ongoing Social Impact assessments (SIA) (as noted in" Standard 5 : Assess and manage social impacts" of the Community relations handbook) , and environmental impacts and risks related to water, land, biodiversity (nature), air quality (dust) and noise. | Not applicable | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | All assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 2.2: Stakeholder engagement – We will listen to and engage with stakeholders in order to understand better their interests and concerns and integrate this knowledge into how we do business.[RA] | Gold Fields have a Stakeholder Relationship and Engagement Policy Statement, which identifies relevant stakeholders and commits to engagement and disclosure. We report on our engagement on sustainable development related matters publicly for our Group in our Integrated Annual Report (IAR). Our Report to Stakeholders (RtS) highlights how Gold Fields unlocks value to benefit stakeholders including engagement with stakeholders and employees, host communities, suppliers, governments, capital providers and the environment.<br>At an asset level, we actively engage with our stakeholders to understand their issues. We implement plans to address issues as referenced in our RtS and IAR. Both reports are available on our website. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 2.3: Due diligence – We will regularly and systematically conduct due diligence to identify human rights, corruption and conflict risks associated with our activities and in our supply chain with the intention of preventing adverse impacts. We will exercise risk-based due diligence on those entities to which we sell our products.[RA] | Our commitment to human rights is publicly disclosed in our Integrated Annual Report (IAR), Report to Stakeholders (RtS) and on our website.<br>Gold Fields commit to support the Voluntary Principles on Security and Human Rights. We have a Group Policy Statement: Human Rights. Gold Fields Group have identified Human Rights salient issues, and associated Bowtie's for management which are reviewed and updated annually.<br>We implement the Conflict Free Gold Standard. and will ensure that when we operate in conflict affected or high-risk areas, our operations do not cause, support or benefit unlawful armed conflict or contribute to human rights abuses or breaches of international humanitarian law. We prepare an annual conformance statement for the Conflict Free Gold Standard. Gold Fields only uses London Bullion Market Association (LBMA) certified refiners (who we sell our products to). Our refineries participate in the Responsible Sourcing Programme, which aims to ensure that gold sourcing (and refining) is conflict free gold, or part of the LBMA Good Delivery Refiners are free from 'threat financing'.<br>Gold Fields implements initiatives such as human rights training, and a due diligence tool for assets to undertake a human rights due diligence assessment. These initiatives are focused on addressing relevant issues such as resettlement, artisanal and small-scale mining, Indigenous peoples, and gender equality. To ensure responsible practices throughout our operations, we conduct screenings of all business partners in our supply chain based on predefined risk metrics, including human rights considerations.<br>As part of supply chain and vendor engagement processes , we utilize an interactive third-party due diligence gateway where we undertake a screening and risk assessment (3rd Party Vendor Screening Risk Calculator (3SRC)) , which includes assessment of legal standings, materiality risk analysis, spend analysis, risk considerations such as legal exposure, exclusion or other listings, political exposure, special interest entity or person, adverse media scans, etc. The assessment will also determine potential human risks, issues or exposure (Dow Jones assessment which triggers an additional Integrity Check if required). | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 2.4: Impact assessment – We will conduct impact assessments that involve substantive environmental components, socio-economic (including human rights where relevant) and cultural elements, and ensure that these are periodically updated. We will seek to identify and take account of local cumulative impacts. We will ensure that such assessments are accessible to affected communities and include plans to avoid, minimise, mitigate or compensate for significant adverse impacts.[RA] | Gold Fields Capital (Project) Study Guidelines (applicable to new Projects and major expansions) for Concept, Pre-Feasibility and Feasibility studies include sustainable development considerations including environment, social and stakeholder engagement. These guidelines align with Gold Fields' strategy and commitments to leading industry practice and aim to be pragmatic for the different project contexts and comprehensible to project teams. The requirements include the identification, assessment and mitigation of risk. Our community relations and stakeholder engagement handbook supports these assessments and addresses thematic risks and provides for iterative stakeholder engagement.<br><br>Gold Fields is committed to incorporating sustainability value into projects by prioritizing the interests of our stakeholders, including communities, employees, contractors, and governments. We align our initiatives with recognized sustainability standards and actively engage with affected people to understand their interests and issues. By assessing the natural resources at risk and ensuring compliance with regulatory requirements, we focus on innovative project concepts that enhance our sustainability credentials. This approach not only aims to increase stakeholder value but also promotes diversity, inclusion, and positive impacts in the communities that host our assets.<br><br>During the planning and design phases of projects, we emphasize minimizing negative impacts on people, biodiversity, and ecosystems. Our commitment to safety and health is paramount, and we strive to reduce our surface footprint while enhancing the aesthetic aspects of our operations. We are dedicated to minimizing pollution and maximizing resource efficiency, implementing strategies to reduce our carbon footprint and prepare for climate change. Effective water management and alignment of our mine waste management practices with international standards are critical components of our sustainability strategy. By integrating sustainability into our operational controls and business systems, we ensure a long-term vision that includes comprehensive closure planning and the reduction of future liabilities, reinforcing our commitment to responsible mining and environmental stewardship.<br><br>Projects have risk assessments which are reviewed and updated during execution, along with independent peer reviews. Additionally, project related environmental and social impact assessments (or similar) including relevant stakeholder engagement and feedback processes are conducted in accordance with in-country requirements.<br><br>To protect, preserve and respect culture heritage, we actively engage with local stakeholders during our project assessment processes. This includes conducting archaeological or heritage survey to identify potential sensitive sites or locations. Before any new site or area can be disturbed as part of our mining activities, we ensure that all assets have necessary disturbance permits, which may have different names depending on the asset. This process involves internal review and assessment to address "chance find" risks associated with unforeseen discoveries. Additionally, our Environmental Incident guideline specifically addresses land disturbance or clearance, ensuring that we manage these activities responsibly. Our community relation and stakeholder engagement handbook further outline our approach.<br><br>Through these comprehensive measures, we are committed to safeguarding cultural heritage while conducting operations.<br><br>Our Group Policy Statements including Sustainable Development, Community, Human Rights, Environment, Climate Change, Group Diversity, Occupational Health and Safety, Risk Management, Stakeholder Relationship and Engagement, and Water Stewardship commit us to appropriate environmental and social risk identification and management, and stakeholder engagement processes. This is further supported by additional guidelines such a Community Relations, Biodiversity Management, Energy and Carbon Management, Enterprise Risk Management, Mine Closure Management and Tailings Management. All guidelines are applicable to the Group and all assets. All assets, regions and Group have strategic and operational risk registers (as appropriate). | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 2.5: Resolving grievances – We will establish fair, accessible, effective and timely mechanisms through which complaints and grievances related to our activities can be raised and resolved and remedies implemented. Those raising such grievances in good faith will not face discrimination or retaliation as a result of raising their concerns.[RA] | Gold Fields commit to engagement with stakeholders through appropriate processes that provide the platform for dialogue, for understanding stakeholder views and for understanding our impacts on those around us in our Group Policy Statement: Community. Our Group Community Relations and Stakeholder Engagement Guideline and Handbook provides guidance on relevant Standards including building sustainable relationships with stakeholders (Standard 1), establishing communication engagement mechanisms that are effective, timely, transparent, and culturally pertinent (Standard 2), managing conflicts (Standard 3) and contributing to social and economic development of host communities (Standard 4).<br><br>Our Group Community Relations and Stakeholder Engagement Handbook provides guidance on asset level community grievance mechanisms. All assets have, and utilise, a grievance mechanism, maintain the relevant records and report accordingly to the Social, Ethics and Transformation (SET) Committee. Grievances reported and addressed are reported in our Integrated Annual Report (IAR) and Report to Stakeholders (RtS) and on our website. | Not applicable | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | All assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| **PRINCIPLE 3:** Supply chain: we will require that our suppliers conduct their businesses ethically and responsibly as a condition of doing business with us | | | | | | | | | | | | |
| 3.1: Supply Chain Policy – We will adopt and publish a Supply Chain Policy and support our contractors and suppliers to operate responsibly and to standards of ethics, safety, health, human rights and social and environmental performance comparable with our own. We will conduct risk-based monitoring of compliance.[RA] | Gold Fields support the adoption of responsible health and safety, environmental, human rights and labour policies and practices by third parties through our Group Policy Statements for Human Rights, Materials and Supply Chain Stewardship, Sustainable Development, Group Code of Conduct, Gold Fields Values & Code of Conduct 'Summary for Suppliers and Contractors' and 'Information for Suppliers and Contractors' Booklets.<br><br>As part of our supplier engagement and due diligence, we undertake a screening and risk assessment process, where all business partners in the supply chain are screened monthly according to predefined risk metrics, including human rights, utilising our 3rd Party Vendor Screening Risk Calculator (3SRC). An interactive third-party due diligence gateway enables procurement teams identify and address risks and collaborate with business partners to address identified concerns. If risks cannot be mitigated, Gold Fields refrains from entering a business relationship.<br><br>We prioritize suppliers with strong ESG performance and integrate sustainability criteria into procurement decisions, considering emissions, waste, and resource use. Additionally, within our supply chain, we identify and manage risks related to unethical practices, environmental impact, and supply disruptions, developing contingency plans to ensure operational continuity.<br><br>Our Policy Statements include applicability to or influence over third party and business partners. We also have a Modern Slavery Statement and Toolkit. Our assets utilise the following processes as appropriate:<br>• Modern Slavery Toolkit, "Understanding Modern Slavery" brochure, FAQs, and a Human Rights Supplier Self-Assessment Questionnaire (SAQ)<br>• Gold Fields' on-line registration questionnaire<br>• Gold Fields' Code of Conduct for Suppliers and Contractors<br>• Conflict of Interest declaration<br>• Third-party Supplier agreements<br>• Terms and conditions for the supply of goods and services<br>• Gold Fields' Environmental, Health and Safety Standard for Contractor Management System Specifications | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

**The following key is used in the assessment:**
Conforms · In-progress · Does Not Conform · Not applicable

| THE RESPONSIBLE GOLD MINING PRINCIPLES | GOLD FIELDS COMMENTS | CORPORATE | CERRO CORONA | SALARES NORTE | TARKWA | DAMANG | SOUTH DEEP | AGNEW | ST IVES | GRANNY SMITH | GRUYERE | EXTERNAL VALIDATION |
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| 3.2: Local procurement – We will promote access for local businesses to procurement and contracting opportunities generated by our operations and, where appropriate, provide capacity building support to help them improve their capabilities as suppliers.[RA] | Gold Fields commit to prioritising local procurement and employment and measuring our contribution to local economic development in our Group Policy Statement: Community and supporting the economies of our host communities and operating countries through the local procurement of goods and services in Materials and Supply Chain Stewardship Policy and through the implementation of our host community employment and procurement.<br><br>We disclose progress in implementing this commitment in our Integrated Annual Report (IAR) and Report to Stakeholders (RtS) and on our website. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 3.3: Market access for ASM – We support access to legitimate markets for those artisanal and small-scale miners (ASM) who respect applicable legal and regulatory frameworks, who seek to address the environmental, health, human rights and safety challenges often associated with ASM activity, and who, in good faith, seek formalisation. We will consider supporting government initiatives to reduce and eliminate the use of mercury by ASM.[RA] | ASM is a significant source of income for communities in resource-rich developing countries, including South Africa, Ghana and Peru, where Gold Fields operates. However, ASM is often associated with illegal mining, which presents related social and environmental impacts. These include the loss of ore, potential damage to mine property and operations and potential mercury and cyanide contamination of water resources. Illegal mining also frequently leads to adverse social impacts on host communities, such as child labour.<br><br>Our primary concern is the potential social impact of illegal mining, as illegal mining incursions at our operations could lead to violence and injuries to our workforce, host community members and the illegal miners. Such incidents can escalate into wider community unrest. This challenge is especially significant at our mines in Ghana, where incursions frequently occur<br><br>Where illegal mining occurs at our operations, we collaborate with government and its security agencies to uphold the law. Our security workforce is trained to manage illegal mining in line with international security and human rights standards. We also engage with host communities to prevent illegal mining or mitigate its impact.<br><br>We work with our peers in national and international mining associations to engage governments to advocate for improved ASM sustainability practices and contribute to policy and regulatory development.<br><br>We do not participate in ASM marketing activities.<br><br>Gold Fields supports the Ghana government in its National Alternative Livelihood and Community Mining programs, which focuses on ASM – a sector that is regulated by the Minerals Commission. In 2021, the Damang mine concluded the process of ceding 1,340ha of land to the Minerals Commission for community mining. The Company also provided geological information and submitted digital cadastral maps. ASM miners are currently working on the site. In addition, Gold Fields provides education and skills development programs, including scholarships, graduate traineeship, vocational training and apprenticeships, as an alternative career pathway for at-risk youth to ASM.<br><br>Our Australian assets are not in close proximity to ASM activity. As such, this requirement is deemed not applicable to our assets in this country.<br><br>Mercury is allegedly used in illegal ASM activities in other countries where we operate and the relevant governments do not lead partnerships to transfer low- to no-mercury technologies into the ASM sector. | N/A | Conforms | N/A | Conforms | Conforms | Conforms | N/A | N/A | N/A | N/A | Assets externally validated (2024) |

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| **SOCIAL** | | | | | | | | | | | | |
| **PRINCIPLE 4:** Safety and health: we will protect and promote the safety and occupational health of our workforce (employees and contractors) above all other priorities and will empower them to speak up if they encounter unsafe working conditions | | | | | | | | | | | | |
| 4.1: Safety – We will be pro-active in preventing fatalities and injuries to our workforce. Regular safety training will be conducted, and personal protective equipment will be supplied at no cost to our workforce. Our objective is zero harm.[RA] | Safety is critical to enabling performance, adhering to our principal value and achieving our business objectives. The safety, health and wellbeing of our employees is paramount. Gold Fields strives for Zero Harm to our workforce and this is embedded in our Group Safety Strategy. Our overriding strategic goal is to eliminate material unwanted safety events, fatalities, serious injuries, health risk exposures and potential incidents.<br><br>Additionally, we allocate resources to continually improve the elimination of less significant injuries at our operations. The key strategic objectives to achieve this goal are as follows:<br>• Develop a culture of safety leadership through the organisation and firmly embed safety management as a line management responsibility with comprehensive roll out of Courageous Safety Leadership program. Every member of our workforce attends and engages with the program.<br>• Provide appropriate mechanisms to engage our workforce on safety and health, through Vital Behaviours, and equip them with the necessary skills to achieve safe outcomes consistently.<br>• Deploy fit for purpose management systems that are aligned to a critical control management approach and are certified to the ISO 45001 standard for health and safety management.<br><br>Our approach to safety is centred on safety performance, systematic delivery driven by leadership and a strong safety culture, risk management inclusive of the application of hierarchy of controls, continual learning, incident reporting encouragement, critical controls maintenance and empowerment through the “"Stop, Think, Fix, Verify and Continue"” technique.<br><br>Our aspiration for zero harm extends to protecting our people’s psychological and emotional health. We do not tolerate any form of harassment, bullying, discrimination or harmful behaviour, and are seeking to create a safe workplace where everyone feels respected, valued and empowered to speak up. In 2023 we conducted an independent review of our workplace culture and the Board and management reviewed the findings and committed to the following principles:<br>• Implementation of the review’s recommendations in full and conducting a follow-up survey in three years’ time to monitor our progress<br>• Building a respectful workplace framework as a key element of developing greater psychological safety across the business<br>• Building greater understanding and awareness of what diversity, equity, inclusion and belonging (DEIB) means in our business.<br>The above is further supported by our Occupational Health and Safety Policy Statement which forms an integral part of our Sustainable Development framework, Health and Safety Reporting Guideline, Group Injury Classification Checklist, Group Occupational Health Guideline and Group Safety and Health Strategy. Furthermore assets undertake site risk assessments, and implement asset level guidelines, procedures and codes of practice, and occupational health/hygiene programmes. | Not applicable | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | All assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 4.2: Safety management systems – We will implement safety and health management systems based on internationally recognised good practice and focused on continuous improvement of our performance. We will engage regularly on these issues with our workforce and their representatives.[RA] | Safety is critical to enabling performance, adhering to our principal value and achieving our business objectives. The safety, health and wellbeing of our employees is paramount. Gold Fields strives for Zero Harm to our workforce and this is embedded in our Group Safety Strategy. Our overriding strategic goal is to eliminate material unwanted safety events, fatalities, serious injuries, health risk exposures and potential incidents.<br><br>Additionally, we allocate resources to continually improve the elimination of less significant injuries at our operations. The key strategic objectives to achieve this goal are as follows:<br>• Develop a culture of safety leadership through the organisation and firmly embed safety management as a line management responsibility with comprehensive roll out of Courageous Safety Leadership program. Every member of our workforce attends and engages with the program.<br>• Provide appropriate mechanisms to engage our workforce on safety and health, through Vital Behaviours, and equip them with the necessary skills to achieve safe outcomes consistently.<br>• Deploy fit for purpose management systems that are aligned to a critical control management approach and are certified to the ISO 45001 standard for health and safety management.<br><br>Our approach to safety is centred on safety performance, systematic delivery driven by leadership and a strong safety culture, risk management inclusive of the application of hierarchy of controls, continual learning, incident reporting encouragement, critical controls maintenance and empowerment through the “”Stop, Think, Fix, Verify and Continue”” technique.<br><br>Our aspiration for zero harm extends to protecting our people’s psychological and emotional health. We do not tolerate any form of harassment, bullying, discrimination or harmful behaviour, and are seeking to creating a safe workplace where everyone feels respected, valued and empowered to speak up. In 2023 we conducted an independent review of our workplace culture and the Board and management reviewed the findings and committed to the following principles:<br>• Implementation of the review’s recommendations in full and conducting a follow-up survey in three years time to<br>• monitor our progress<br>• Building a respectful workplace framework as a key element of developing greater psychological safety across the<br>• business<br>• Building greater understanding and awareness of what diversity, equity, inclusion and belonging (DEIB) means in our business.<br><br>The above is further supported by our Occupational Health and Safety Policy Statement which forms an integral part of our Sustainable Development framework, Health and Safety Reporting Guideline, Group Injury Classification Checklist, Group Occupational Health Guideline and Group Safety and Health Strategy. Furthermore assets undertake site risk assessments, and implement asset level guidelines, procedures and codes of practice, and occupational health/hygiene programmes. | Not applicable | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | All assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 4.3: Occupational health and wellbeing -We will maintain high standards of occupational health and hygiene and implement risk-based monitoring of the health of our workforce based on occupational exposures. We will promote the physical and mental wellbeing of our workforce.[RA] | Occupational health and wellbeing are governed by our Occupational Health and Safety Policy. This policy requires us to have health and safety management systems in place that are certified to the ISO 45001 standard.<br>Consequently, all assets take a risk-based approach to occupational health where priority is placed on occupational exposures based on the risk profile of the asset. In accordance with the risk profile, controls are implemented designed to reduce occupational exposures to levels below pre- set occupational exposure limits. The control environment is constructed with preference towards higher order controls such as elimination of the risks and engineering controls but the use of lower order controls such as PPE may still be required.<br>To verify the effectiveness of our control environment, comprehensive sampling programs are in place to continuously monitor the occupational environment and to be able to proactively identify where our controls may not be reaching the desired level of effectiveness. Any exceedances of our Occupational Exposure Limits are investigated, and corrective actions are assigned. The results of these sampling programs are reported as Key Performance Indicators within routine reports submitted to site leadership, the Executive Committee and the Safety, Health and Sustainable Development Committee of the Board.<br>In addition, proactive health surveillance programs are utilised to monitor the health of our workforce and to provide early indicators to any potential diseases as well as input into the verification of the effectiveness of the control environment. Our health surveillance programs are tailored to the risk profile of the assets and utilises physical examinations through to biomonitoring.<br>All assets are appropriately resourced with occupational health and medical professionals to ensure the technical integrity of our management programs.<br>Where relevant, our health programs also extend to non-occupational diseases such as HIV/Aids and malaria.<br>Our management of health also extends the psychosocial aspects of the work environment. Whilst work in this area continues to mature, we are increasingly integrating the management of psychosocial hazards into our health and safety management systems using a risk-based approach. Dedicated resourcing has been applied towards continuing to mature our management approach to psychosocial hazards. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 4.4: Community health and emergency planning – We will identify and eliminate or minimise significant risks to the health and safety of local people as a result of our activities and those of our contractors. We will develop, maintain and test emergency response plans based on national regulations and international best practice guidelines, ensuring the involvement of potentially affected stakeholders.[RA] | At Gold Fields, the development, maintenance, and testing of emergency response plans are integral components of our commitment to safety and risk management. Recognizing that significant risks to external stakeholders can arise from our operations, we prioritize collaboration with potentially affected communities and stakeholders throughout this process. Our approach is grounded in established industry best practices, ensuring that our emergency response plans are not only robust but also tailored to the specific needs and concerns of those who may be impacted.<br>Gold Fields have a Group Crisis Management Guideline which is applicable to the Group and all assets. This guideline is regularly 'stress tested' in collaboration with relevant stakeholders, and we transparently disclose our crisis management practices in our Integrated Annual Report (IAR). The Group have identified Material Unwanted Events (MUEs) and implemented a Critical Control Management approach to these events. We have undertaken independent assurance of our Critical Control Management processes.<br>Apart from Salares Norte which is anticipated to be ISO 14001 and ISO 45001 certified by Q2 2025, all assets have certified ISO 14001 environmental and ISO 45001 safety management systems with associated Emergency Preparedness and Response Plans. These plans are tested or 'stress tested' to confirm their readiness.<br>Gold Fields integrates emergency preparedness into its GISTM (Global Industry Standard on Tailings Management) framework, which encompasses six(6) key topics designed to ensure the safety and stability of Tailings Storage Facilities (TSFs) throughout their lifecycle, including the design, operation, closure, and post-closure phases. We have effectively identified, addressed, and managed all significant dam safety and environmental-related requirements. However, we recognize the need for improvement in community engagement and consultation, particularly concerning human rights risks related to emergency response and preparedness. To address these gaps, we have developed plans that will be implemented over the next 18 to 24 months, ensuring a comprehensive approach to emergency preparedness within the GISTM management framework.<br>Additionally, Gold Fields prioritizes effective assurance as a vital feedback mechanism for tailings management, especially in the context of GISTM emergency preparedness. This assurance process evaluates current performance, identifies deficiencies, and uncovers opportunities for improvement across our TSFs. Our governance structure establishes clear accountabilities by appointing qualified personnel to key roles, including Responsible Tailings Facility Engineers (RTFEs) and Engineers of Record (EoRs). These professionals oversee the planning, operation, and maintenance of TSFs, supported by independent technical reviews and audits to ensure compliance with safety and operational standards at Gold Fields. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| **PRINCIPLE 5:** Human rights and conflict: we will respect the human rights of our workforce, affected communities and all those people with whom we interact | | | | | | | | | | | | |
| 5.1: UN Guiding Principles – We will adopt and implement policies, practices and systems based on the UN Guiding Principles on Business and Human Rights.[RA] | Gold Fields' Human Rights Policy includes commitments to support UN Guiding Principles on Business and Human Rights, undertake human rights due diligence and provide asset-level grievance mechanisms for our workforce and communities. Gold Fields developed and rolled out human rights training and implemented a due diligence tool and assessment at all assets in 2021. We report publicly on our progress in our Integrated Annual Report (IAR) and Report to Stakeholders (RtS).<br>Our Group Community Relations and Stakeholder Engagement Handbook provides guidance on asset level community grievance mechanisms. Grievances reported and addressed are reported in our IAR, RtS and on our website. All assets have, and utilise, a grievance mechanism, maintain the relevant records and report accordingly to the Social, Ethics and Transformation (SET) Committee. Assets consider risk and impact assessment, mitigation and management measures relating to human rights in assets' Environmental and Social Impact Assessment and/or Environmental and Social Management Plan. Additionally, we conduct independent, standalone human rights impact assessments, addressing areas such as tailings storage facilities and workplace safety.<br>In Australia we have published a Modern Slavery Voluntary Compliance Statement which forms the basis of subsequent Compliance Statements issued in accordance with the Modern Slavery Act 2018.<br>Gold Fields subscribes to the principles of the UN Global Compact, with oversight from the SET and Safety, Health and Sustainable Development (SHSD) Board Committees. The UN Global Compact include the following principles to support the protection of internationally proclaimed human rights, ensure that businesses are not complicit in human rights abuses, and that businesses uphold the freedom of association and the right to collective bargaining. | N/A | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | All assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 5.2: Avoiding complicity – We will seek to ensure that we do not cause, and are not complicit in, human rights abuses either directly or through our business relationships.[RA] | Gold Fields' Human Rights Policy includes commitments to support UN Guiding Principles on Business and Human Rights, undertake human rights due diligence and provide asset-level grievance mechanisms for our workforce and communities. Gold Fields developed and rolled out human rights training and implemented a due diligence tool and assessment at all assets in 2021. We report publicly on our progress in our Integrated Annual Report (IAR) and Report to Stakeholders (RtS).<br>Our Group Community Relations and Stakeholder Engagement Handbook provides guidance on asset level community grievance mechanisms. Grievances reported and addressed are reported in our IAR, RtS and on our website. All assets have, and utilise, a grievance mechanism, maintain the relevant records and report accordingly to the Social, Ethics and Transformation (SET) Committee. Assets consider risk and impact assessment, mitigation and management measures relating to human rights in assets' Environmental and Social Impact Assessment and/or Environmental and Social Management Plan. Additionally, we conduct independent, standalone human rights impact assessments, addressing areas such as tailings storage facilities and workplace safety.<br>In Australia we have published a Modern Slavery Voluntary Compliance Statement which forms the basis of subsequent Compliance Statements issued in accordance with the Modern Slavery Act 2018.<br>We have instituted these policies and measures to ensure we are not complicit in human rights abuses either directly or through our business relationships. | N/A | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | All assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 5.3: Security and human rights – We will manage security-related human rights risks through implementation of the Voluntary Principles on Security and Human Rights.[RA] | Gold Fields recognises its responsibility to secure its people and assets. This requires particular attention in higher-risk operating environments, areas of relatively weak governance and areas affected by illegal mining. As a producer of an inherently high-value and easily transportable product, there are obvious risks around the transfer of gold between our mining operations and the refineries where it is processed. Nonetheless, professional and effective security provision, particularly where this involves the actual or potential use of physical force, should not compromise the human rights of others.<br>Gold Fields' Human Rights Policy includes commitments to support the Voluntary Principles on Security and Human Rights (VPSHR), and provide training and guidance for all relevant staff, including security staff and contractors. Our assets utilise the following to ensure conformance:<br>• Written country/asset commitment to implement a human rights and security approach consistent with the VPSHR<br>• Security-related human rights risk assessment and action plan to close identified gaps or opportunities for<br>• improvement<br>• Engagement and human rights training provided to Gold Fields, private and public police or military, as applicable, security providers<br>• Human rights-related background checks on Gold Fields, private and public security personnel<br>• Our Australia country security staff utilise the Emergency Management Plan should a security issue occur.<br>Australia country security staff are not trained or approved/directed to engage in physical security matters and instead utilise local state police, as required under state legislation, i.e. our assets may not self-manage but rather utilise local state police services should the need arise at an asset level. | Not applicable | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | All assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 5.4: Conflict – We will implement the Conflict Free Gold Standard. We will ensure that when we operate in conflict affected or high-risk areas, our operations do not cause, support or benefit unlawful armed conflict or contribute to human rights abuses or breaches of international humanitarian law.[RA] | Our commitment to human rights is publicly disclosed in our Integrated Annual Report (IAR), Report to Stakeholders (RtS). and on our website.<br>Gold Fields commit to support the Voluntary Principles on Security and Human Rights. We have a Group Policy Statement: Human Rights. Gold Fields Group have identified Human Rights salient issues and associated bowties.<br>We implement the Conflict Free Gold Standard and will ensure that should we operate in conflict affected or high-risk areas, our operations do not cause, support or benefit unlawful armed conflict or contribute to human rights abuses or breaches of international humanitarian law. We prepare an annual conformance statement to the Conflict Free Gold Standard. Gold Fields only utilise London Bullion Market Association (LBMA) certified refiners (who we sell our products to). Our refineries participate in the Responsible Sourcing Programme, which aims to ensure that gold sourcing (and refining) is conflict free gold, or part of the LBMA Good Delivery Refiners are free from 'threat financing'.<br>Gold Fields has developed and implemented initiatives such as on-going human rights training, and a due diligence tool for all assets to undertake a human rights due diligence assessment. These initiatives are focused on addressing relevant issues such as resettlement, artisanal and small-scale mining, Indigenous Peoples, and gender equality. To ensure responsible practices throughout our operations, we conduct monthly screenings of all business partners in our supply chain based on predefined risk metrics, including human rights considerations.<br>As part of supply chain and vendor engagement processes , we utilize an interactive third-party due diligence gateway where we undertake a screening and risk assessment (3rd Party Vendor Screening Risk Calculator (3SRC) , which includes as assessment of legal standings, materiality risk analysis, spend analysis, risk considerations such as legal exposure, exclusion or other listings, political exposure, special interest entity or person, adverse media scans, etc. The assessment determines potential human risks, issues or exposure (Dow Jones assessment which triggers an additional Integrity Check if required). If a risk cannot be effectively mitigated, Gold Fields will refrain from entering into a business relationship. This proactive approach underscores our commitment to ethical practices and responsible sourcing within our supply chain. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| **PRINCIPLE 6:** Labour rights: we will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices | | | | | | | | | | | | |
| 6.1: Wages and benefits – We will ensure that our workforce receives fair wages and benefits relative to relevant national and local benchmarks, norms and regulations.[RA] | Gold Fields is committed to providing market-related and competitive remuneration and other benefits to its employees and ensuring that its business partners do the same. With the maturity and availability of Living Wage reference values for all the countries in which we have a presence, we have been able to conduct an in-depth assessment to compare our pay structures and understand our overall position regarding the Living Wage across our global employee workforce.<br><br>We have the following Living Wage commitments:<br>• Ensuring that every employee at Gold Fields earns a living wage, and we are confident that this principle is applied to all our employees in all jurisdictions in which we operate.<br>• Formalising our approach to fair pay by incorporating a Living Wage analysis into our annual pay review processes to ensure we adhere to fluctuating Living Wage benchmarks.<br>• Advocating Living Wage principles to business partners, organisations and individuals, where feasible and where we have a measure of influence.<br><br>Our human capital strategy comprises six pillars, three of which relate to attracting, retaining and enhancing skills. The learning and development, talent management and performance and reward pillars are upheld throughout the employee lifecycle. By embedding these pillars in recruitment, onboarding, development and retention, we aspire to improve our people's experience at Gold Fields.<br><br>Aside living wage, Gold Fields provides other financial and in-kind benefits across the Group to support health and total wellness stability for our employees and their families. Some examples of these benefits include participation in Company sponsored medical and pension plans, opportunities to attend financial wellness briefings, and annual physical medical checkups. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 6.2: Preventing discrimination and bullying – We will engage regularly and constructively with our employees and their representatives and strive to ensure a workplace free from bullying or harassment and unfair discrimination.[RA] | Gold Fields is committed to the principles of the UN Global Compact, overseen by our Social Ethics and Transformation (SET) and Safety Health and Sustainable Development (SHSD) Board Committees. We uphold the protection of internationally proclaimed human rights, ensure we are not complicit in human rights abuses, and support the freedom of association and the right to collective bargaining. Recognizing the importance of employee representation in decision-making, we actively engage with labour unions and employee representative bodies to ensure their interests are considered. We value their input and work collaboratively to achieve mutually beneficial solutions, negotiating in good faith to establish fair and equitable collective bargaining agreements that balance the interests of both employees and the company.<br>Gold Fields recognises employee's right to freedom of association and employees are therefore free to join a union of their choice. Gold Fields has policies in place to recognise and engage with organised labour once a certain threshold is achieved in membership. Interactions with organised labour are conducted through formal and informal decision-making forums, depending on the decision required. We consider organised labour as a key stakeholder in our business as they form part of decisions taken about round the safety and health of our employees.<br>In addition, Gold Fields is dedicated to fostering a safe, inclusive, and respectful work environment that is free from bullying, sexual harassment, racism, and other forms of harmful behaviour, thereby preventing discrimination and promoting a positive workplace culture. The Gold Fields Way, our transformational culture journey, underscores our commitment to advancing diversity, equity, inclusion, and belonging (DEIB) across the Group. Supported by the 2023 Respectful Workplace review from Elizabeth Broderick & Co, we aim to create a safer, more inclusive work environment free from bullying, gender inequality, and racism.<br>Our diversity, equity, inclusion and belonging (DEIB) strategy is a fundamental aspect of our human capital approach, fostering a culture where every individual feels valued and empowered. We are dedicated to building a diverse workforce that drives business growth and performance across various dimensions, including race, gender, ethnicity, age, sexual orientation, ability, religion, and socioeconomic status.<br>Key initiatives include:<br>• Investing in DEIB expertise and capabilities.<br>• Training leaders in inclusive leadership practices.<br>• Implementing inclusive recruitment strategies.<br>• Conducting workshops to raise awareness and address unconscious bias.<br>Gold Fields has detailed policies and procedures in place to respect the rights of workers in relation to child labour, managing grievances, human trafficking, safety and freedom of association. Our assets follow the Procurement Policy / Anti-Slavery processes managed regionally. All assets comply with local legislation and no regions aside from Australia employ individuals under 18 years of age. In some instances, where our Australian operations do employ individuals between 16 and 18 years, we employ artisans on a development programme, and this is done with the consent of parents and access to hazardous environments is strictly managed.<br>The Group adopted an approach to screen all active stakeholders monthly, from whom we procure products and services, for any actual or perceived human rights, workers' rights and workers' dispute claims, allegations and/or transgressions. All potential risk alerts are reviewed and assessed, and if confirmed, an internal risk management process is implemented, via the Internal Screening Risk Calculator-solution. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 6.3: Child and forced labour – We prohibit child labour, forced labour and modern slavery in our operations and in our supply chains.[RA] | Gold Fields has detailed policies and procedures in place to respect the rights of workers in relation to child labour, managing grievances, human trafficking, safety and freedom of association. Our assets follow the Procurement Policy / Anti-Slavery processes managed regionally. All assets comply with local legislation and no regions aside from Australia employ individuals under 18 years of age. In some instances, where our Australian operations do employ individuals between 16 and 18 years, we employ artisans on a development programme, and this is done with the consent of parents and access to hazardous environments is strictly managed.<br>The Group adopted an approach to screen all active stakeholders monthly, from whom we procure products and services, for any actual or perceived human rights, workers' rights and workers' dispute claims, allegations and/or transgressions. All potential risk alerts are reviewed and assessed, and if confirmed, an internal risk management process is implemented, via the Internal Screening Risk Calculator-solution.<br>Gold Fields is committed to the principles of the UN Global Compact, overseen by our Social Ethics and Transformation (SET) and Safety Health and Sustainable Development (SHSD) Board Committees. We uphold the protection of internationally proclaimed human rights, ensure we are not complicit in human rights abuses, and support the freedom of association and the right to collective bargaining. Recognizing the importance of employee representation in decision-making, we actively engage with labour unions and employee representative bodies to ensure their interests are considered. We value their input and work collaboratively to achieve mutually beneficial solutions, negotiating in good faith to establish fair and equitable collective bargaining agreements that balance the interests of both employees and the company. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 6.4: Freedom of association and collective bargaining – We will uphold the legal rights of our workforce to associate with others and to join, or refrain from joining, labour organisations of their choice and to bargain collectively without discrimination or retaliation.[RA] | Gold Fields has detailed policies and procedures in place to respect the rights of workers in relation to child labour, managing grievances, human trafficking, safety and freedom of association. Our assets follow the Procurement Policy / Anti-Slavery processes managed regionally. All assets comply with local legislation and no regions aside from Australia employ individuals under 18 years of age. In some instances, where our Australian operations do employ individuals between 16 and 18 years, we employ artisans on a development programme, and this is done with the consent of parents and access to hazardous environments is strictly managed.<br>The Group adopted an approach to screen all active stakeholders monthly, from whom we procure products and services, for any actual or perceived human rights, workers' rights and workers' dispute claims, allegations and/or transgressions. All potential risk alerts are reviewed and assessed, and if confirmed, an internal risk management process is implemented, via the Internal Screening Risk Calculator-solution.<br>Gold Fields is committed to the principles of the UN Global Compact, overseen by our Social Ethics and Transformation (SET) and Safety Health and Sustainable Development (SHSD) Board Committees. We uphold the protection of internationally proclaimed human rights, ensure we are not complicit in human rights abuses, and support the freedom of association and the right to collective bargaining. Recognizing the importance of employee representation in decision-making, we actively engage with labour unions and employee representative bodies to ensure their interests are considered. We value their input and work collaboratively to achieve mutually beneficial solutions, negotiating in good faith to establish fair and equitable collective bargaining agreements that balance the interests of both employees and the company.<br>Gold Fields recognises employee's right to freedom of association and employees are therefore free to join a union of their choice. Gold Fields has policies in place to recognise and engage with organised labour once a certain threshold is achieved in membership. Interactions with organised labour are conducted through formal and informal decision-making forums, depending on the decision required. We consider organised labour as a key stakeholder in our business as they form part of decisions taken about round the safety and health of our employees. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 6.5: Diversity – We will implement policies and practices to promote diversity at all levels of the company, including the representation and inclusion of historically under-represented groups and will report on our progress.[RA] | Gold Fields at Group and asset level has relevant policies and practices implemented to respect the rights and interests of women and support diversity in the workplace. This includes Group Diversity, Sexual Harassment and Harassment Policies, key performance indicators, targets and dashboard with harassment and diversity e-learning modules. Our practices include:<br>• Policy implementation<br>• Harassment and Diversity e-learning modules<br>• Sponsorship of women advocacy groups<br>• Gender representation identified as an impact priority<br>• Preferential recruitment to increase representation<br>• Engagement with educational institutions to raise awareness amongst women on careers in mining Review on whether a gender pay gap does exist (internal)<br>• Gender representation identified as an impact priority<br>• Goals and targets (as noted below).<br><br>Our Group 2030 ESG Targets includes 30% women representation in our workforce' (currently 25% for 2024). Additional initiatives to achieve this include:<br>• Programmes to foster diversity in addition to gender<br>• Gender recruitment bias<br>• Ethnicity and gender pay gap analysis<br>• Improve representation across all elements of the 'people pipeline'<br><br>This is tracked through our diversity key performance indicators, targets and dashboard. We disclose progress publicly in our Integrated Annual Report and Report to Stakeholders. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 6.6: Women and mining – We are committed to identifying and resolving barriers to the advancement and fair treatment of women in our workplaces. Through our employment, supply chain, training and community investment programmes, we will aim to contribute to the socio-economic empowerment of women in the communities associated with our operations.[RA] | Our diversity, equity, inclusion and belonging (DEIB) strategy is a fundamental aspect of our human capital approach, fostering a culture where every individual feels valued and empowered. We are dedicated to building a diverse workforce that drives business growth and performance across various dimensions, including race, gender, ethnicity, age, sexual orientation, ability, religion, and socioeconomic status.<br>Key initiatives include:<br>• Investing in DEIB expertise and capabilities<br>• Training leaders in inclusive leadership practices<br>• Implementing inclusive recruitment strategies<br>• Conducting workshops to raise awareness and address unconscious bias<br>Gold Fields at Group and asset level has relevant policies and practices implemented to respect the rights and interests of women and support diversity in the workplace. This includes Group Diversity, Sexual Harassment and Harassment Policies, key performance indicators, targets and dashboard with harassment and diversity e-learning modules. Our practices include:<br>• Policy implementation<br>• Harassment and Diversity e-learning modules<br>• Sponsorship of women advocacy groups<br>• Gender representation identified as an impact priority<br>• Preferential recruitment to increase representation<br>• Engagement with educational institutions to raise awareness amongst women on careers in mining Review on whether a gender pay gap does exist (internal)<br>• Gender representation identified as an impact priority<br>• Goals and targets (as noted below).<br>Our Group 2030 ESG Targets includes 30% women representation in our workforce' (currently 25% for 2024). Additional initiatives to achieve this include:<br>• Programmes to foster diversity in addition to gender<br>• Gender recruitment bias<br>• Ethnicity and gender pay gap analysis<br>• Improve representation across all elements of the 'people pipeline'<br>This is tracked through our diversity key performance indicators, targets and dashboard. We disclose progress publicly in our Integrated Annual Report and Report to Stakeholders. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 6.7: Raising concerns – We will provide a confidential mechanism through which employees and others associated with our activities may raise ethical concerns and which will provide protection from retaliation for those who raise concerns in good faith.[RA] | At Gold Fields, we stand united in our belief that every person deserves to be treated with unwavering respect and dignity. We are committed to creating safe and enabling workplaces, where everyone can thrive and unlock their full potential to contribute to their growth and the sustainable future of our Company. In support of this, we are committed to ensuring that our employees have access to safe spaces where they can freely express concerns and be heard. Guided by our Group Whistleblowing Policy, we provide a confidential hotline operated by an external party, allowing employees to report grievances or ethical concerns anonymously.<br>Gold Fields has a zero-tolerance towards retaliation, victimization, or any form of disadvantage against individuals who raise concerns. Any such acts are considered misconduct and will be addressed through our Whistleblowing Policy and Disciplinary and Grievance Policy. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| **PRINCIPLE 7:** Working with communities: we will contribute to the socio-economic advancement of communities associated with our operations and treat them with dignity and respect | | | | | | | | | | | | |
| 7.1: Community consultation – We will consult regularly and in good faith with the communities associated with our operations on matters of interest to them, and will take account of their perspectives and concerns.[RA] | Gold Fields commit to engagement with stakeholders through appropriate processes that provide the platform for dialogue, for understanding stakeholder views and for understanding our impacts on those around us in our Group Policy Statement: Community. Our Group Community Relations and Stakeholder Engagement Guideline and Handbook provides guidance on relevant Standards including building sustainable relationships with stakeholders (Standard 1), establishing communication engagement mechanisms that are effective, timely, transparent, and culturally pertinent (Standard 2), managing conflicts (Standard 3) and contributing to social and economic development of host communities (Standard 4).<br>Our Group Community Relations and Stakeholder Engagement Handbook provides guidance on asset level community grievance mechanisms. All assets have, and utilise, a grievance mechanism, maintain the relevant records and report accordingly to the Social, Ethics and Transformation (SET) Committee. Grievances reported and addressed are reported in our Integrated Annual Report (IAR), Report to Stakeholders (RtS) and on our website.<br>A strong reputation is essential for Gold Fields to maintain trust with stakeholders, secure our social licence to operate and deliver enduring value. As a global mining company operating in diverse markets, understanding how stakeholders perceive our performance, commitments and impact is critical to shaping our strategy and ensuring alignment with their priorities and expectations. Recognising this, we conduct stakeholder perception surveys to measure our reputational health. The survey results are used to address gaps, leverage opportunities, manage issues and maintain areas of strength.<br>We disclose progress in implementing this commitment in our IAR and RtS and on our website. | Not applicable | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | All assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 7.2: Understanding communities – We will ensure that we engage with communities, including traditional leaders, in a culturally appropriate manner. We will be alert to the dangers of causing differentially negative impacts on women, children, Indigenous Peoples and other potentially vulnerable or marginalised groups. We will strive to ensure that the voices of these groups are heard, and that this knowledge is integrated into how we do business.[RA] | Gold Fields commit to engagement with stakeholders through culturally appropriate processes that provide the platform for dialogue, for understanding stakeholder views and for understanding our impacts on those around us in our Group Policy Statement: Community. Our Group Community Relations and Stakeholder Engagement Guideline and Handbook provides guidance on relevant Standards including building sustainable relationships with stakeholders (Standard 1), establishing communication engagement mechanisms that are effective, timely, transparent, and culturally pertinent (Standard 2), managing conflicts (Standard 3) and contributing to social and economic development of host communities (Standard 4).<br>We recognize the potential negative impacts our operations may have on women, children, Indigenous Peoples, and other marginalized groups. As such, we make it a point to identify these groups, engage them and seek their input for integration into our business practices. We also conduct heritage surveys and Environmental and Social Impact Assessments to better understand our impacts and develop appropriate heritage management plans for implementation.<br>Our Community Policy Statement emphasizes the importance of listening to and integrating the voices of surrounding communities, particularly for projects on lands traditionally owned or used by Indigenous Peoples.<br>Additionally, Gold Fields promotes workplace diversity and the rights of women through various initiatives, including Group Diversity, Sexual Harassment, and Harassment Policies, and engagement with educational institutions. Our Group 2030 ESG Targets aim for 30% women representation in our workforce, with progress tracked through key performance indicators and publicly disclosed in our Integrated Annual Report and Report to Stakeholders. Our Group Community Relations and Stakeholder Engagement Handbook provides guidance on asset level community grievance mechanisms. All assets have, and utilise, a grievance mechanism, maintain the relevant records and report accordingly to the Social, Ethics and Transformation (SET) Committee. Grievances reported and addressed are reported in our IAR, RtS and on our website. | Not applicable | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | All assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 7.3: Creating local benefits – We will ensure that the communities associated with our operations are offered meaningful opportunities to benefit from our presence, including through access to jobs and training, and procurement opportunities for local businesses and social investment.[RA] | Gold Fields commit to prioritising local procurement and employment and measuring our contribution to local economic development in our Group Policy Statement: Community and supporting the economies of our host communities and operating countries through the local procurement of goods and services in Materials and Supply Chain Stewardship Policy and through the implementation of our host community employment and procurement programme.<br>Gold Fields is also committed to empowering local Small and Medium-sized Enterprises (SMEs)and through Enterprise and Supplier Development programmes we bridge gaps in skills and capacity, offering targeted capacity building, coaching and mentorship to help SMEs thrive in our supply chain and beyond.<br>We disclose progress in implementing this commitment in our Integrated Annual Report (IAR), Report to Stakeholders (RtS) and on our website. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 7.4: Seeking community support We will seek to obtain and sustain the broad-based support of communities affected by our activities.[RA] | Gold Fields commit to engagement with stakeholders through appropriate processes that provide the platform for dialogue, for understanding stakeholder views and for understanding our impacts on those around us in our Group Policy Statement: Community. Our Group Community Relations and Stakeholder Engagement Guideline and Handbook provides guidance on relevant Standards including building sustainable relationships with stakeholders (Standard 1), establishing communication engagement mechanisms that are effective, timely, transparent, and culturally pertinent (Standard 2), managing conflicts (Standard 3) and contributing to social and economic development of host communities (Standard 4).<br>A strong reputation is essential for Gold Fields to maintain trust with stakeholders, secure our social license to operate and deliver enduring value. As a global mining company operating in diverse markets, understanding how stakeholders perceive our performance, commitments and impact is critical to shaping our strategy and ensuring alignment with their priorities and expectations. Recognising this, we conduct stakeholder perception surveys to measure our reputational health. The survey results are used to address gaps, leverage opportunities, manage issues and maintain areas of strength.<br>We disclose progress in implementing this commitment in our Integrated Annual Report (IAR), Report to Stakeholders (RtS) and on our website.<br>In Australia, we seek to embed principles of Free Prior Informed Consent (FPIC) in agreements and agreement making processes with native title groups who hold rights over lands where our operations are located. The intent is to build strong relationships and enter agreements is articulated in the Aboriginal Engagement Strategy for Australia. We also document engagement and consent outcomes through Cultural Heritage Management Plans and associated activities. | Not applicable | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | All assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 7.5: In-migration – We will work with local authorities and community leaders to control or manage the impact of migratory influxes of people attracted by mine development.[RA] | Gold Fields recognizes the impact that the influx of people into host communities can have on social services, infrastructure and the environment. The impact is assessed through Environmental and Social Impact Assessments (ESIA) and management plans are developed and implemented as relevant. Stakeholder engagement is undertaken with interested and affected parties' including community leaders and government authorities as part of the ESIA process. Our host community procurement and employment strategy are key to mitigating this risk. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 7.6: Indigenous Peoples – We will respect the collective and customary rights, culture and connection to the land of Indigenous Peoples. We will work to obtain their free, prior and informed consent where significant adverse impacts may occur during exploration, project design, operation and closure, including around the delivery of sustainable benefits.[RA] | This Principle applies to our operating assets in Australia and Chile where Indigenous Peoples are stakeholders. In Australia in 2022, we developed an Aboriginal Engagement Strategy aligned with Group Community Relations principles, international standards, and Australian best practices. This strategy established a framework for seeking agreement with Indigenous Peoples that have been recognised to hold traditional and cultural rights to the lands where operations are located. The Reconciliation Action Plan process is actively implemented as part of this strategy.<br>Our commitment to respecting the rights, aspirations, culture, indigenous knowledge, and natural resource-based livelihoods of Indigenous Peoples is outlined in Gold Fields' Community Policy. This commitment extends to our Capital Management (Project) Study Guidelines for new projects and major expansions, ensuring that project design, development, and operation align with Indigenous Peoples' aspirations for social and economic development.<br>In Chile, we actively foster meaningful engagement between our Salares Norte workforce and the Colla Indigenous communities of Chañaral province. Through our heritage programme, we ensure that our people and suppliers gain a first-hand understanding of the traditions, culture and worldview of the Colla communities of Chiyagua and Diego de Almagro.<br>In Australia, we seek to embed principles of FPIC in agreements and agreement making processes with native title groups who hold rights over lands where our operations are located. The intent to build strong relationships and enter agreements is articulated in the Aboriginal Engagement Strategy for Australia. We also document engagement and consent outcomes through Cultural Heritage Management Plans and associated activities.<br>Heritage training and ongoing engagement further support these efforts. Our Community Policy Statement reinforces our commitment to obtaining consent from surrounding communities, especially for projects on lands traditionally owned or used by Indigenous Peoples, addressing potential significant adverse impacts as part of our Capital Management guidelines.<br>We engage with communities, including traditional leaders, in a culturally appropriate manner. We are mindful of the potential for differentially negative impacts on women, children, Indigenous Peoples, and other vulnerable or marginalized groups. We strive to ensure that the voices of these groups are heard and that their knowledge is integrated into our business practices. Additionally, we seek to preserve cultural heritage from adverse impacts associated with project activities, including through our impact assessments. We implement chance find procedures to address any unexpected discoveries during operations.<br>This Performance Expectation does not apply to our assets in Ghana (Tarkwa and Damang), South Africa (South Deep), and Peru (Cerro Corona), as there are no recognized Indigenous Peoples affected by our operations in these countries.<br>We conduct due diligence to address potential adverse impacts on Indigenous Peoples by conducting heritage surveys, implementing heritage management plans, and conducting Environmental and Social Impact Assessments (ESIA). Gold Fields is committed to sharing benefits in alignment with our aspirations. This comprehensive approach ensures that we respect and integrate the rights and interests of Indigenous Peoples throughout our operations in countries where Indigenous Peoples are affected by our operations. | N/A | N/A | Conforms | N/A | N/A | N/A | Conforms | Conforms | Conforms | Conforms | Assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 7.7: Cultural heritage – We will seek to preserve cultural heritage from adverse impacts associated with project activities, including through our impact assessments. We will put in place chance finds procedures at all relevant operations.[RA] | Gold Fields actively engages with local stakeholders during project assessment processes. As part of this commitment, we conduct archaeological and heritage surveys to identify potential sensitive sites or locations. Each of our assets is equipped with 'disturbance permits'—which may have different names depending on the asset—ensuring that an internal review and assessment process is completed before any new site or area can be disturbed due to mining activities. This process effectively addresses 'chance find' risks, allowing us to implement appropriate procedures and safeguards to protect cultural heritage throughout our operations.<br>The Australian Assets each have Cultural Heritage Management Plans, which sit beneath an overarching Aboriginal Cultural Heritage Management Standard, which provides a framework for ongoing and transparent engagement with Aboriginal communities with regard to cultural heritage management. | N/A | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | All assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 7.8: Resettlement – We will seek to avoid involuntary resettlement. Where this is unavoidable, we will proceed on the basis of meaningful consultation with affected communities, a publicly-available planning framework, the restoration of established livelihoods and the provision of fair and timely compensation. We will seek to minimise adverse impacts on displaced people.[RA] | Gold Fields' Human Rights Policy commits to freedom of movement including the minimisation of involuntary resettlement, subject to fair compensation where the latter is unavoidable and in accordance with the Standards in Gold Fields' Community Policy. We disclose progress against these commitments in our Integrated Annual Report (IAR) and Report to Stakeholders (RtS)<br>Additionally, Standard 6 of our Group Community Relations and Stakeholder Engagement Handbook provides guidance on good practice resettlement and our Group Enterprise Risk Management Guideline ensures resettlement and displacement is integrated as part of the strategic and operational risk management of all assets. Our Gold Fields Management (Project) Study Guidelines which apply to new projects and major expansions during the Concept, Pre-Feasibility, and Feasibility study phase, considers risk and impact assessment, mitigation and management (mitigation hierarchy) measures in Environmental and Social Impact Assessments and/or Environmental and Social Management Plans.<br>At an asset level the following processes are utilised should resettlement or economic displacement be unavoidable:<br>• Resettlement considerations included in mine strategic and business plans<br>• Resettlement procedure<br>• Resettlement policy framework for economic displacement<br>• Resettlement Action Plan for economic and physical displacement<br>• Stakeholder engagement plan and records<br>• Compensation records<br>• Livelihood restoration programmes<br>• Grievance records<br>• Monitoring and evaluation records and action plans. | N/A | Conforms | N/A | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Assets externally validated (2024). |
| **ENVIRONMENT** | | | | | | | | | | | | |
| **PRINCIPLE 8:** Environmental stewardship: we will ensure that environmental responsibility is at the core of how we work | | | | | | | | | | | | |
| 8.1: Managing environmental impacts – We will implement systems to monitor and manage our impacts on the environment. We will avoid, minimise, mitigate or compensate for significant adverse impacts on the environment relating to our activities.[RA] | Before the commencement of any projects, comprehensive Environmental and Social Impact Assessments (ESIAs) are conducted to thoroughly evaluate the potential environmental and social impacts. These assessments inform the development of effective mitigation strategies and management plans tailored to minimize any adverse effects. Consequently, all of our operations are supported by robust Environmental Management Plans (EMPs), which are actively implemented to ensure sustainable practices. In addition, we have established rigorous environmental monitoring programs that facilitate ongoing improvements and ensure timely corrective actions are taken whenever necessary, reinforcing our commitment to environmental stewardship and continuous enhancement of our operational practices.<br>Our assets retain ISO 14001 Environmental Management Systems certification which identify environmental risks related to our activities and provide for the implementation of mitigation and management measures and review adherance to these measures. Salares Norte ISO 14001 certification anticipated to be done by Q2 2025. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 8.2: Tailings and waste management – We will design, build, manage and decommission tailings storage and heap-leaching facilities and large-scale water infrastructure using ongoing management and governance practices in line with widely supported good practice guidelines. We will not develop a new mine that would involve the use of riverine or shallow submarine tailings.[RA] | As an ICMM member Gold Fields is committed to implementing the 77 requirements of the GISTM developed by the Principles for Responsible Investment (PRI), ICMM, and United Nations Environmental Programme (UNEP). The ICMM has allowed for a three-year implementation period (August 2023) for Extreme and Very high-consequence facilities and two additional years for other facilities (August 2025). In addition, all tailings storage facilities (TSFs) that are not in a state of safe closure must show conformance with the GISTM by August 2025.<br>Implementing the GISTM is a journey, and it is an important step toward raising the bar with respect to tailings management. Even if full conformance cannot be demonstrated by the established conformance deadlines by Gold Fields or our peers, we believe it is important to recognise the industry's journey to implement the GISTM and the enhancements being made, now and into the future.<br>Progress on this journey includes:<br>• Tailings Management Standard: Gold Fields developed and implemented a new Tailings Management Standard that addresses the many technical and governance aspects of tailings management.<br>• Governance Updates: Our Tailings Management Governance Framework, finalised in March 2023, aligns with the GISTM and details the roles, responsibilities and accountabilities for tailings management. Executives have been appointed in each of our four regions to fulfil the role of Accountable Executive as required by the GISTM. In addition, Gold Fields has appointed Responsible Tailings Facility Engineers (RTFEs) at all of its operations.<br>• Education and Training: A series of informational sessions were held throughout 2022 that included overviews for senior management, targeted sessions for specific focus areas (e.g. human resources, legal) and detailed mandatory sessions for employees that have a key role in tailings management at our active operations and legacy sites on the requirements of the GISTM.<br>• Systematic Third-party Review: The GISTM requires ITRBs to be in-place for TSFs with consequence classifications of 'Extreme' or 'Very High', and senior independent technical review for all other TSFs. From 2006, Gold Fields previously established an ITRB for Cerro Corona. In 2022, an additional ITRB was implemented for Tarkwa. The ITRBs meet on a minimum annual basis.<br>• Risk Assessment: Risk assessments are required for all TSFs per the GISTM. Gold Fields is developing a TSF Risk Assessment Guideline to align with the GISTM requirements. The risk assessments for the priority TSFs will be updated, refined, and completed by Q1 2023.<br>• Conformance Protocols for the GISTM and Tailings Management Good Practice Guide: Gold Fields is committed to implementing the GISTM across our facilities and welcomes the Conformance Protocols for the Standard as a vital tool to help demonstrate our conformance.<br>Experts from across our company collaborated to develop ICMM's Tailings Management Good Practice Guide, which provides comprehensive guidance on good governance and engineering practices. The Guide will support continual improvement in tailings management across the industry.<br>The teams at Cerro Corona and Tarkwa spent the last three years working diligently to conform with the GISTM requirements. It is important to note that all significant dam safety and environmental-related requirements were identified, addressed and effectively managed. Gold Fields identified areas for further improvement, particularly in community engagement and consultation and addressing human rights risks with respect to emergency response and preparedness. These gaps will be addressed over the next 18 to 24 months. Work is underway to conduct self-assessments for the lower consequence classification facilities at our other mines, due for GISTM conformance by August 2025. The 2024 GISTM disclosure reports for both Cerro Corona and Tarkwa are available on our website.<br>At Gold Fields, we do not deposit tailings in riverine or shallow marine environments due to the significant environmental risks, including water contamination and harm to aquatic ecosystems, associated with such practices. We are committed to protecting the environments in which we operate. As part of this commitment, we ensure that our tailings storage facilities are designed and constructed in accordance with international standards and best practices. | In-progress | In-progress | In-progress | In-progress | In-progress | In-progress | In-progress | In-progress | In-progress | In-progress | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

**The following key is used in the assessment:**

Conforms   In-progress   Does Not Conform   Not applicable

| THE RESPONSIBLE GOLD MINING PRINCIPLES | GOLD FIELDS COMMENTS | CORPORATE | CERRO CORONA | SALARES NORTE | TARKWA | DAMANG | SOUTH DEEP | AGNEW | ST IVES | GRANNY SMITH | GRUYERE | EXTERNAL VALIDATION |
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| 8.3: Cyanide and hazardous materials – We will identify and manage potential risks relating to the transportation, handling, storage and disposal of all hazardous materials. Where our operations use cyanide we will ensure that our arrangements for the transport, storage, use and disposal of cyanide are in line with the standards of practice set out in the International Cyanide Management Code.[RA] | We are fully committed to the International Cyanide Management Code (the Code), with all of our assets being ICMI certified, except for Cerro Corona, which does not use cyanide in processing. Salares Norte has pre-operational certification, with certification due by 30 November 2025. As certified members, we strictly adhere to the Code's requirements regarding the purchase, transportation, storage, and use of cyanide in our operations. In compliance with these standards, we ensure that cyanide is sourced exclusively from producers certified by the International Cyanide Management Institute (ICMI) and transported by ICMI-certified transport companies. We also rigorously follow the Code's guidelines for cyanide storage and disposal. Cyanide is delivered in its designated packaging and stored according to the specifications outlined in the corresponding Material Safety Data Sheets (MSDS).<br><br>We also procure other hazardous chemicals, such as lime, caustic soda and hydrogen peroxide for our processing operations. These chemicals are managed with the utmost care, in strict accordance with their respective Material Safety Data Sheets (MSDS), ensuring safety and environmental protection at all stages of handling. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 8.4: Mercury – We will not use mercury to extract gold in our processing facilities nor accept gold produced by third parties using mercury. We support the Minamata Convention's objective of reducing mercury emissions for the protection of human health and the environment. We will identify point source mercury emissions to the atmosphere arising from our activities and minimise them. We will only sell mercury thereby captured for uses recognised as acceptable by international conventions.[RA] | Gold Fields does not own, invest in, or operate any mines designed to produce mercury as the primary product. Only our Salares Norte mine produces mercury as a by-product, and this in very small quantities. The recovered mercury is stored securely on site, before being treated and disposed (not sold) in line with Chile's national and international commitments.<br><br>We apply materials stewardship for materials in our business in accordance with our Materials and Supply Chain Stewardship Policy Statement.<br><br>We identify, asses and where appropriate measure air emissions from our operations in accordance with our risk assessments, environmental and social impact assessments and ISO 14001 environmental management systems, and occupational health management. We have not identified any significant point source mercury emissions from our operations, other than the potential for emissions at Salares Norte. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 8.5: Noise and dust – We will adopt and implement policies and practices to avoid or mitigate impacts on local communities and the environment arising from noise, dust, blasting and vibration.[RA] | Through the Environmental and Social Impact Assessments (ESIAs) conducted for our projects, we identify sensitive receptors, including nearby communities, within our operational areas, in full compliance with national regulations and industry standards. This allows us to develop and implement tailored mitigation measures to effectively address potential impacts such as noise, dust, blasting, and vibrations. To minimize dust impacts, we utilize dust suppression methods, such as the deployment of water bowsers, and limit vegetation clearance to the areas that are absolutely necessary for our operations. For blasting-related impacts, we proactively share daily blasting schedules with our host communities to ensure transparency and minimize disruption. These measures together with our EMPs and Environmental Monitoring Programmes are part of our ongoing commitment to safeguarding the environment and promoting the well-being of local communities. Our assets retain ISO 14001 Environmental Management Systems certification which identify environmental risks related to noise and dust, implement mitigation and management measures and review adherance to these measures. Salares Norte anticipated to be certified by Q2 2025. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| **PRINCIPLE 9:** Biodiversity, land use and mine closure: we will work to ensure that fragile ecosystems, habitats and endangered species are protected from damage, and will plan for responsible mine closure | | | | | | | | | | | | |
| 9.1: Biodiversity – We will implement biodiversity management plans. At a minimum, we will seek to ensure that there is no net loss of critical habitat. Where opportunities arise to do so, we will work with others to produce a net gain for biodiversity. We will incorporate both scientific and traditional knowledge in designing adaptation strategies in ecosystem management and environmental assessment.[RA] | Our Group Biodiversity Guideline and management approaches elaborate on our commitments and requirements for biodiversity management at a group and an asset level. This includes biodiversity risk and impacts assessments, and mitigation, management plans or actions plans. Our certified ISO 14001 environmental management systems include biodiversity management and related procedures. We report publicly on Salares Norte, and related biodiversity risk and impact management.<br>Our biodiversity guideline commits to no net loss of significant biodiversity. We regard forests to be significant biodiversity. As such this supports our commitment to no deforestation.<br>Gold Fields is committed to enhancing our environmental stewardship and promoting long-term sustainability through the implementation of nature-based solutions. These sustainable management actions are designed to address critical issues such as climate change, biodiversity loss, and water security, and are integrated into our climate change mitigation and adaptation strategies.<br>We are further dedicated to creating a beneficial impact on the environment through our comprehensive approach to biodiversity management. Our Integrated Annual Report (IAR) and Climate Change and Environment Report provides site-specific reviews and updates of Biodiversity Management Action Plans, where major activities or interventions are in progress along with various biodiversity initiatives, ensuring that our strategic commitments are effectively translated into actionable plans at the site level.<br>At all our sites, we prioritize progressive rehabilitation that balances the enhancement of biodiversity with community agricultural needs. In response to considerable seasonal rainfall events, our South Deep, Tarkwa, and Damang operations have constructed and natural wetlands to manage surface water flow and promote biodiversity.<br>Our Gold Fields Capital Project Study Guidelines for Concept, Pre-Feasibility, and Feasibility studies incorporate sustainable development considerations and biodiversity management. This holistic approach underscores our commitment to assessing and addressing risks and impacts to biodiversity and ecosystem services at each stage of the mine lifecycle. By implementing the mitigation hierarchy, we aim to achieve no net loss of biodiversity, reinforcing our dedication to environmental stewardship. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 9.2: World Heritage Sites – We will not explore or seek to develop new mining operations in an area designated as a World Heritage Site.[RA] | 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 commitment to nature, including biodiversity conservation, guides us to:<br>• Neither mine nor explore in World Heritage sites<br>• Design and operate our mines in a way that does not compromise the nature values of any protected area<br>• Strive for no net loss of nature for all new projects and major expansions at existing sites<br>• Contribute to the conservation of nature and integrated approaches to land-use planning<br>• Adopt the mitigation hierarchy approach towards the management of biodiversity related risks at each stage of the mine lifecycle<br>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 and operations. This includes land impacted by Gold Fields' activities and encompasses all phases of the mining lifecycle. Our Guideline ensures biodiversity risk and impacts assessments, and mitigation, management plans or actions plans. We require Biodiversity Management Plans for managing high risk biodiversity areas and Biodiversity Action Plans for implementing No Net Loss where applicable at our assets. Our certified ISO 14001 environmental management systems include biodiversity management and related procedures. We disclose biodiversity and land related data in our Integrated Annual Report, GRI Content Index, Sustainability Performance Data, and on our website. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 9.3: Land use and deforestation – We recognise the importance of integrated land use planning. In determining our project footprint, we will give meaningful consideration to the land access needs of nearby communities and to the preservation of biodiversity. We will aim to minimise deforestation arising from our activities.[RA] | As part of our commitment to responsible mining, we recognise the importance of integrated land use planning and actively incorporate this principle into our project development and operational decision-making.<br><br>We facilitate structured and respectful access arrangements for key stakeholders who require entry to our sites, while maintaining the safety standards essential to operating mines. In Australia, for example, we provide access to our tenements for Native Title Claimants to undertake traditional activities, in accordance with agreed cultural heritage protocols. In Ghana, we collaborate with local communities to support the safe and controlled traversal of our sites, enabling access to hamlets and agricultural lands.<br><br>Our survey protocols with Traditional Landowners in Australia incorporate both ethnographic and archaeological perspectives, ensuring that cultural narratives and heritage linked to natural features and/or biodiversity are accorded the same respect and protection as anthropogenic artefacts.<br><br>Where contextually relevant—particularly where host communities are situated near our assets—we engage in meaningful dialogue with land users to understand their access needs and land use priorities. This participatory approach ensures that our land access strategies are socially inclusive, locally informed, and culturally appropriate.<br><br>We apply the mitigation hierarchy to biodiversity management—prioritising avoidance, minimisation, restoration, and offsetting of environmental impacts. Baseline ecological assessments (i.e. EIAs) and spatial planning tools are used to identify sensitive ecosystems and guide the design and layout of our project footprint.<br><br>We commit to no net loss of significant biodiversity. We would regard forests to be significant biodiversity, as such this supports our commitment to no deforestation. We maintain a strict no-go policy on exploration or mining within UNESCO World Heritage Sites. We prioritise development in areas of lower ecological value wherever possible, implement stringent vegetation clearing and surface disturbance protocols, progressively rehabilitate our disturbances, ensure mine closures are adequately planned for and funded; and are developing a company-wide strategy to achieve a net nature positive outcome.<br><br>Through these integrated efforts, we aim to ensure that our land use decisions are environmentally responsible, culturally respectful, and aligned with Principle 9.3 of the Responsible Gold Mining Principles. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| 9.4: Mine closure – We will plan for the social and environmental aspects of mine closure in consultation with authorities, our workforce, affected communities and other relevant stakeholders. We will make financial and technical provision to ensure planned closure and post-closure commitments are realised, including the rehabilitation of land, beneficial future land use, preservation of water sources and prevention of acid rock drainage and metal leaching.[RA] | Gold Fields considers mine closure an integral part of our core business. As mining ends on our sites, we strive to achieve sustainable outcomes that benefit our business, people, host communities and the environment. We integrate mining closure into our business activities to reduce our environmental and social impacts, optimise our liabilities and, where possible, enhance asset values.<br>Our commitment to responsible mine closure planning aims to ensure sustainable post-mining land use and positive legacy outcomes for our host communities and the environment. Effective mine closure planning is critical for minimising environmental impacts, fulfilling regulatory obligations and ensuring long-term socioeconomic benefits.<br>Our mine closure guideline outlines our approach to effective integrated mine closure planning. The guideline focuses on mine closure plans and cost estimations throughout the mining lifecycle in three stages: conceptual, detailed and definitive closure planning. All our operations have mine closure plans and cost estimates in place, and we conduct rehabilitation continuously as part of ongoing operations.<br>In 2022, Gold Fields implemented a proactive, beyond-compliance approach to funding the inevitable closure of our mines, which includes supplementing the funding regulators currently require us to set aside. Our existing bank guarantees and other security agreements remain in place to support potential unplanned closures and to meet in-country regulatory requirements. Gold Fields Capital Management (Project) Study Guidelines (applicable to new Projects and major expansions) for Concept, Pre-Feasibility and Feasibility studies also include integrated mine closure planning and stakeholder engagement requirements.<br>Our integrated mine closure planning, portfolio management and liability optimisation are supported by:<br>• Closure plans for all operations: Our integrated mine closure planning processes ensure our operations' mine closure plans are regularly updated in line with good practice and the Group's requirements. The Group's mine closure plans comply with in-country legal requirements and are approved by the appropriate regulator<br>• Rigorous closure cost estimates: Our operations make provision for mine closure cost estimates per country of operation<br>• Progressive rehabilitation: All our operations implement progressive rehabilitation plans, which include closure-related technical studies and designs; remediation of contaminated areas; decommissioning and removal of redundant infrastructure; landform reshaping; revegetation; and in-pit waste rock disposal Effectiveness of management actions<br>We measure the effectiveness of our integrated mine closure planning through:<br>• Regularly reviewing and updating operations' closure plans<br>• Annually reviewing closure cost estimates<br>• Setting rehabilitation targets in our progressive rehabilitation plans<br>• Completing closure gap assessments for mines reaching the end of their life-of-mine<br>Our Gold Fields Group Policy Statements for Sustainable Development and Environment, along with our Gold Fields Mine Closure Management Guideline and supporting Closure Cost Estimate Guideline require that we plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure-related environmental and social aspects, and make financial provision to enable agreed closure and post-closure commitments to be realised.<br>Gold Fields report on integrated mine closure and our annual closure cost liability update and review in our Integrated Annual Report (IAR). All assets have an up-to-date Mine Closure Plan approved by the relevant regulator. All Mine Closure Plans have been developed and/or updated in line with in-country requirements and our Group Guidelines. All assets review and update the closure cost estimate on an annual basis in line with in-country requirements, financial reporting requirements and Group guidance. This is internally and externally (or independently) reviewed and assured. We publicly disclosure our financial provision and / or funds set aside for closure related activities. Furthermore, progressive rehabilitation is undertaken by all assets in line with their Mine Closure Plan objectives and commitments and the asset's Progressive Rehabilitation Plan requirements. We publicly disclose key progressive rehabilitation actions undertaken annually. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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| **PRINCIPLE 10:** Water, energy and climate change: we will improve the efficiency of our use of water and energy, recognising that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our licence to operate | | | | | | | | | | | | |
| 10.1: Water efficiency – We will use water efficiently and responsibly and in co-operation with authorities and, where possible, other users. When we operate in water-stressed areas, we will take proportionate and practicable steps to improve the efficiency of our water use and seek to reduce our water footprint, including, where possible, through increased recycling.[RA] | Access to water is a fundamental human right and a vital resource for Gold Fields' mining and ore processing activities. We share water with the communities and other industries near our operations, making responsible water stewardship crucial for our licence to operate and achieving our long-term business objectives. This is particularly important as three of the countries where we operate i.e. Australia, South Africa and Chile are water stressed. Furthermore, climate change impacts our operations and communities through severe rainfall, shifts in rainfall patterns and prolonged droughts. Gold Fields is committed to sustainable water management to ensure the availability and quality of water for our operations, host communities and ecosystems. We focus on minimising water use, preventing pollution and enhancing water efficiency across all our operations.<br>Our main stakeholders in water stewardship are:<br>• Host communities, who expect environmental resilience and the mitigation of adverse environmental impacts, as well as social investments like water stewardship projects to ensure sustainable water use<br>• Governments, who expect compliance with all relevant legislation and regulations<br>• Capital providers, who expect progress on our key ESG priorities<br>• Other industries in our catchments, who expect who expect collaboration on water management initiatives, sustainable resource usage and shared responsibility in maintaining water quality and availability<br>We engage with these stakeholders through regular consultations, collaborative initiatives and transparent reporting to address water-related challenges and opportunities.<br>Additionally, our Environmental, social and governance (ESG) targets, includes a 2030 target to reduce freshwater withdrawal by 45% from the 2018 baseline of 14.5GL to 8 GL, and recycling or reusing 80% of total water used and we report progress against these targets as part of our annual results reporting each year.<br>Our approach is guided by the Group's 2030 Water Stewardship Framework. All operations have updated water management and efficiency while enhancing engagement with catchment stakeholders to create enduring value beyond mining. It consists of the following pillars:<br>• Climate adaptation and preparedness: identifying and understanding our vulnerability to drought and flooding<br>• Water efficiency: continuously monitoring and optimising water use across all operations<br>• Protecting water quality: minimising pollution discharge into natural environments<br>• Catchment management: managing the impact of our operations on host and collaborating with stakeholders to address common challenges and identify opportunities Effectiveness of management actions<br>We measure the effectiveness of our water stewardship actions through:<br>• Regularly assessing water quality to ensure compliance with environmental standards<br>• Collecting and incorporating feedback from stakeholders<br>• Tracking water use intensity and efficiency improvements<br>The above is further supported by our Water Stewardship Policy Statement, Sustainable Development Policy, Environmental Policy Statement and Climate Change Policy Statement. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 10.2: Water access and quality – Recognising that access to water is a human right and fundamental ecosystem requirement, we will manage our operations so as to ensure that they do not adversely affect the overall quality of catchment water resources available to other users.[RA] | Access to water is a fundamental human right and a vital resource for Gold Fields' mining and ore processing activities. We share water with the communities and other industries near our operations, making responsible water stewardship crucial for our licence to operate and achieving our long-term business objectives. This is particularly important as three of the countries where we operate i.e. Australia, South Africa and Chile are water stressed. Furthermore, climate change impacts our operations and communities through severe rainfall, shifts in rainfall patterns and prolonged droughts. Gold Fields is committed to sustainable water management to ensure the availability and quality of water for our operations, host communities and ecosystems. We focus on minimising water use, preventing pollution and enhancing water efficiency across all our operations.<br>Our main stakeholders in water stewardship are:<br>• Host communities, who expect environmental resilience and the mitigation of adverse environmental impacts, as well as social investments like water stewardship projects to ensure sustainable water use<br>• Governments, who expect compliance with all relevant legislation and regulations<br>• Capital providers, who expect progress on our key ESG priorities<br>• Other industries in our catchments, who expect who expect collaboration on water management initiatives, sustainable resource usage and shared responsibility in maintaining water quality and availability<br>We engage with these stakeholders through regular consultations, collaborative initiatives and transparent reporting to address water-related challenges and opportunities.<br>Additionally, our Environmental, social and governance (ESG) targets, includes a 2030 target to reduce freshwater withdrawal by 45% from the 2018 baseline of 14.5GL to 8 GL, and recycling or reusing 80% of total water used and we report progress against these targets as part of our annual results reporting each year.<br>Our approach is guided by the Group's 2030 Water Stewardship Framework. All operations have updated water management and efficiency while enhancing engagement with catchment stakeholders to create enduring value beyond mining. It consists of the following pillars:<br>• Climate adaptation and preparedness: identifying and understanding our vulnerability to drought and flooding<br>• Water efficiency: continuously monitoring and optimising water use across all operations<br>• Protecting water quality: minimising pollution discharge into natural environments<br>• Catchment management: managing the impact of our operations on host and collaborating with stakeholders to address common challenges and identify opportunities Effectiveness of management actions<br>We measure the effectiveness of our water stewardship actions through:<br>• Regularly assessing water quality to ensure compliance with environmental standards<br>• Collecting and incorporating feedback from stakeholders<br>• Tracking water use intensity and efficiency improvements<br>The above is further supported by our Water Stewardship Policy Statement, Sustainable Development Policy, Environmental Policy Statement and Climate Change Policy Statement. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 10.3: Combating climate change – We support the objectives of global climate accords, through avoidance, reduction or mitigation of carbon emissions. Where relevant, we will work to enhance the ability of our operations and nearby communities to be resilient to the effects of climate change.[RA] | As part of our 2030 ESG Targets, Gold Fields commits to a 30% net carbon reduction in carbon emissions by 2030 and zero carbon emissions by 2050 in line with the Paris Agreement. Our commitment and activities to improve energy efficiency, reduce carbon emissions and report our outcomes against internationally recognised protocols are contained in our Group Policy Statement: Climate Change Policy and supporting Group Energy Management Guideline. We have energy and carbon emissions plans for all assets, and these are key considerations in the Group's strategic and business planning processes for our assets. We report against our commitments, targets and progress on our website, in our Integrated Annual Report (IAR), TCFD aligned annual Climate Change and Environment Report and GRI / Sustainability Performance Data.<br>Our assets are working towards achieving these objectives and our targets through:<br>• Implementation of ISO 50001 energy management systems.<br>• Risk and impact assessment, mitigation, and management (mitigation hierarchy) in their Environmental and Social Impact Assessment and / or and/or Environmental and Social Management Plan<br>Annually, Gold Fields implements energy and emission reduction initiatives, which we publicly disclose in our Integrated Annual Report and Climate Change and Environment Report.<br>We report on our progress against our ESG targets publicly and our Climate Change and Environment Report provides further details on our energy and emissions performance, and renewable energy. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |
| 10.4: Energy efficiency and reporting – We will work to improve the efficiency of our energy use and to minimise our greenhouse gas emissions intensity. We will measure and report on our $CO_2$ equivalent emissions in line with accepted reporting standards.[RA] | As part of our 2030 ESG Targets, Gold Fields commits to a 30% net carbon reduction in carbon emissions by 2030 and zero carbon emissions by 2050 in line with the Paris Agreement. Our commitment and activities to improve energy efficiency, reduce carbon emissions and report our outcomes against internationally recognised protocols are contained in our Group Policy Statement: Climate Change Policy and supporting Group Energy Management Guideline. We have energy and carbon emissions plans for all assets, and these are key considerations in the Group's strategic and business planning processes for our assets. We report against our commitments, targets and progress on our website, in our Integrated Annual Report (IAR), TCFD aligned annual Climate Change and Environment Report and GRI / Sustainability Performance Data.<br>Our assets are working towards achieving these objectives and our targets through:<br>• Implementation of ISO 50001 energy management systems.<br>• Risk and impact assessment, mitigation, and management (mitigation hierarchy) in their Environmental and Social Impact Assessment and / or and/or Environmental and Social Management Plan<br>Annually, Gold Fields implements energy and emission reduction initiatives, which we publicly disclose in our Integrated Annual Report and Climate Change and Environment Report.<br>We report on our progress against our ESG targets publicly and our Climate Change and Environment Report provides further details on our energy and emissions performance, and renewable energy. | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Conforms | Corporate and all assets externally validated (2024) except Salares Norte. Salare Norte was excluded from the validation scope because gold production only commenced in 2024, and Salares Norte is not yet at full commercial production. |

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# 9. Description of Any Non-Conformance

There are no non-conformances to the requirements of the RGMPs. As Salares Norte is not yet in full commercial production, certain elements such as ISO certification are in progress. Furthermore, we are working toward achieving substantial conformance to the GISTM standard by the end of 2025, hence requirements relating to this are assessed as in progress.

# 10. Link to Assurance Statement

External review and assurance have been carried out by PwC. The PwC Assurance Report can be viewed at https://www.goldfields.com/sustainability-reporting.php.

GOLD FIELDS

**Independent Auditor's Reasonable Assurance Report on Gold Fields Limited's conformance with the Responsible Gold Mining Principles for the year ended 31 December 2024**

**To the Directors of Gold Fields Limited**

We were engaged by Gold Fields Limited (the "Company") to provide reasonable assurance on the disclosures, marked with a "RA", made by the Company of its conformance with the Responsible Gold Mining Principles (RGMPs) for the year ended 31 December 2024, as set out in the Gold Fields Conformance (except Salares Norte) to the World Gold Council Responsible Gold Mining Principles Report.

The Responsible Gold Mining Principles are set out in the Guidance on implementing and assuring the RGMPs: supplement to the Assurance Framework.

**Management's responsibilities**

Management is responsible for ensuring that the Company designs, implements, operates and monitors activities, processes and controls to ensure compliance with the Responsible Gold Mining Principles. It is also responsible for the preparation and presentation of the Gold Fields Conformance to the World Gold Council Responsible Gold Mining Principles Report.

Management are also responsible for determining the appropriateness of the measurement and RGMPs in view of the intended users of the report and for ensuring that those criteria are publicly available to the Report users.

**Inherent limitations**

Non-financial information, such as the Company's conformance with the Principles, is subject to more inherent limitations than financial information, given the more qualitative characteristics of the subject matter and the methods used for determining conformance. The absence of a significant body of established practice on which to draw to evaluate and measure nonfinancial information allows for different, but acceptable, measurement techniques and can affect comparability between entities and over time.

**Our Independence and Quality Management**

We have complied with the independence and other ethical requirements of the *Code of Professional Conduct for Registered Auditors*, issued by the Independent Regulatory Board for Auditors' (IRBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)*.

The firm applies the International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

**Our responsibility**

Our responsibility is to express a reasonable assurance opinion on the subject matter information based on the procedures we have performed and the evidence we have obtained. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements



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Chief Executive Officer: L S Machaba
The Company's principal place of business is at 4 Lisbon Lane, Waterfall City, Jukskei View, where a list of directors' names is available for inspection.
Reg. no. 1998/012055/21, VAT reg.no. 4950174682.

3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information* (ISAE 3000 (Revised)), issued by the International Auditing and Assurance Standards Board. That Standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the subject matter information are free from material misstatement.

A reasonable assurance engagement in accordance with ISAE 3000 (Revised) involves performing procedures to obtain evidence about the measurement of the subject matter information and related disclosures in the Report. The nature, timing and extent of procedures selected depend on the auditor's professional judgement, including the assessment of the risks of material misstatement of the subject matter information, whether due to fraud or error.

- The assurance scope consists of a review of the disclosures made by the Company and the underlying systems, processes and performance to conform with the requirements of the RGMPs.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Reasonable Assurance Opinion**

In our opinion and subject to the inherent limitations outlined elsewhere in this report, the subject matter information for the year ended 31 December 2024 are prepared, in all material respects, in accordance with the reporting criteria.

**Other Matters**

Our report includes the provision of reasonable assurance on the World Gold Council Responsible Gold Mining Principles. We were previously not required to provide assurance on this subject matter information.

The maintenance and integrity of Gold Fields Limited's website is the responsibility of Gold Fields Limited's management. Our procedures did not involve consideration of these matters and, accordingly, we accept no responsibility for any changes to either the information in the Report or our independent assurance report that may have occurred since the initial date of presentation on Gold Fields Limited's website.

**Restriction of liability**

Our work has been undertaken to enable us to express a reasonable assurance opinion on the subject matter information to the directors of the Company in accordance with the terms of our engagement, and for no other purpose. We do not accept or assume liability to any party other than the Company, for our work, for this report, or for the conclusion we have reached. We neither owe nor accept any duty to any third party, whether in contract or in delict (including without limitation, negligence and breach of statutory duty) or however otherwise arising, and shall not be liable, in respect of any loss, damage or expense of whatsoever nature which is caused by the third party's usage of our Report.

PricewaterhouseCoopers Inc.

**PricewaterhouseCoopers Inc.**
Director: Jameel Essop
Registered Auditor
Johannesburg, South Africa
30 May 2025