



GOLD FIELDS

GROUP POLICY STATEMENT STAKEHOLDER RELATIONSHIP AND ENGAGEMENT

Stakeholders are an integral part of Gold Fields' business, representing a wide range of rights and interests that both influence and are impacted by our business and operations. Ensuring that our stakeholders' interests are appropriately represented, considered and acted upon is critical to achieving our Purpose of *creating enduring value beyond mining*. This Purpose, together with our Vision of being *the preferred gold mining company, delivering superior, sustainable value*, requires us to develop strong relationships with our stakeholders, built on open, transparent, and meaningful engagement.

For engagement to be meaningful, it must have mutual respect and trust at its core, and allow for participative and informed decision-making, balancing our stakeholders' interests, needs and expectations with our own. This balance is also reflected in our approach to shared value, with a commitment to achieving outcomes that are mutually beneficial.

To attain this vision, we commit to:

- embed the practice across our business of ongoing, meaningful and transparent engagement and communication with our stakeholders;
- mandate and enable Gold Fields' stakeholder representatives;
- undertake respectful, inclusive and culturally appropriate engagement processes;
- create platforms for open and participative engagement;
- undertake comprehensive analysis of our stakeholders, and understand their rights and interests and the intersection with our business activities;
- work collaboratively with stakeholders to mitigate and manage risks and impacts as well as explore and seek to realise opportunities;
- provide appropriate and effective feedback and grievance mechanisms; and
- comply with all applicable regulatory requirements and obligations contained in relevant rules, codes and standards to which we subscribe;
- implement formal management, reporting, monitoring and measurement systems in respect of our engagement activities;
- provide transparent, relevant factual reporting of material information;
- adhere to leading corporate governance principles with reference to disclosure and reporting; and
- conduct continuous review and improvement processes.

The following are regarded as Gold Fields' material stakeholders, across the Group:

- Employees;
- Organised labour;
- Business partners, contractors and suppliers;
- State-owned enterprises;
- Host communities;
- Indigenous Peoples and their representatives;
- Non-governmental / community-based organisations;
- Traditional authorities;
- Governments (national, regional and local) and regulators;
- Industry associations and mining peers;
- Financial market participants (shareholders, investors, capital providers and analysts); and
- Media.

Everyone working for and on behalf of Gold Fields plays an active role in achieving these commitments by:

- ensuring engagements are informed by and aligned with Gold Fields' purpose, vision and values, strategies and policies;
- identifying, engaging with, and listening to stakeholders who influence and are impacted by our business, and integrating these considerations into relevant strategic, operational and project plans;
- integrating meaningful engagement into the full cycle of our business processes and exploring opportunities to improve them;
- implementing engagement and communication systems; and
- reporting key stakeholder issues, potential impacts, opportunities and risks to management, the Board and, where appropriate, external stakeholders.


Mike Fraser
CEO

01 January 2024

Date

Creating enduring value beyond mining



safety



integrity



respect



responsibility



innovation



collaborative
delivery

STAKEHOLDER RELATIONSHIP