

Gold Fields Limited

# 2024 CDP Corporate Questionnaire 2024

Word version

**Important: this export excludes unanswered questions**

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

[Terms of disclosure for corporate questionnaire 2024 - CDP](#)

# Contents

## C1. Introduction

### (1.1) In which language are you submitting your response?

Select from:

☒ English

### (1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☒ USD

### (1.3) Provide an overview and introduction to your organization.

#### (1.3.2) Organization type

Select from:

☒ Publicly traded organization

#### (1.3.3) Description of organization

*Gold Fields Limited is headquartered in Johannesburg, South Africa, the company is listed on both the Johannesburg Stock Exchange (JSE) (primary listing) and the New York Stock Exchange (NYSE) (secondary listing and American depositary shares trading). We are a globally diversified gold producer with nine operating mines in Australia, South Africa, Ghana (including the Asanko Joint Venture) and Peru and one project in Chile. Our total attributable annual gold-equivalent production decreased by 4% to 2.30Moz in 2023, while Proved and Probable gold Mineral Reserves declined by 3% to 44.6Moz in 2023. Gold Fields had a workforce of 6,297 employees and 15,229 contractors in 2023. Gold Fields is reporting on the following mining operations: 1. Gruyere (Australia) 2. Granny Smith (Australia) 3. St Ives (Australia) 4. Agnew (Australia) 5. South Deep (South Africa) 6. Damang (Ghana) 7. Tarkwa (Ghana) 8. Cerro Corona (Peru). The Salares Norte project in Chile is also excluded because it had not commenced gold production in 2023. Both Asanko mine and Salares Norte are excluded from Gold Fields non-financial disclosures. In addition, in May 2023, Gold Fields announced a partnership with Osisko Mining to develop and mine the underground Windfall project in Québec, Canada through a 50/50 joint venture. Windfall is currently excluded from this disclosure as it is still under development.*

[Fixed row]

**(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.**

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	12/30/2023	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

**(1.4.1) What is your organization's annual revenue for the reporting period?**

4287000000

**(1.5) Provide details on your reporting boundary.**

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

**(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?**

ISIN code - bond

### (1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

### ISIN code - equity

### (1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

### (1.6.2) Provide your unique identifier

ZAE000018123

### CUSIP number

### (1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

### (1.6.2) Provide your unique identifier

38059T106

### Ticker symbol

### (1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

### (1.6.2) Provide your unique identifier

GFI

## SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

B2QSG47

## LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

5299003KXIBJQYCBBD72

## D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

## Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

[Add row]

### (1.7) Select the countries/areas in which you operate.

Select all that apply

☒ Australia

☒ Ghana

☒ Peru

☒ South Africa

### (1.17) In which part of the metals and mining value chain does your organization operate?

#### Mining

☒ Copper

☒ Gold

#### Processing

☒ Copper

☒ Gold

### (1.18) Provide details on the mining projects covered by this disclosure, by specifying your project(s) type, location and mining method(s) used.

#### Row 1

##### (1.18.1) Mining project ID

Select from:

☒ Project 1

### (1.18.2) Name

*Gruyere Mine*

### (1.18.3) Share (%)

*50*

### (1.18.4) Country/Area

*Select from:*

☒ Australia

### (1.18.5) Latitude

*-27.994079*

### (1.18.6) Longitude

*123.862567*

### (1.18.7) Project stage

*Select from:*

☒ Production

### (1.18.8) Mining method

*Select from:*

☒ Open-cut and underground

### (1.18.9) Raw material(s)

*Select all that apply*

☒ Gold



### (1.18.10) Year extraction started/is planned to start

2019

### (1.18.11) Year of closure

2031

### (1.18.12) Description of project

*Gruyere is located 200km east of Laverton and 1,000km NE of Perth and is an existing brownfield mine. The mine leases 200,355ha from the Yamarna Pastoral Lease. Pastoral leases in Australia are designated as rangeland (grassland, shrubland, woodlands, wetlands and deserts grazed by livestock or wild animals). Our Group Biodiversity Guideline is applicable to all Gold Fields managed exploration and operations. This includes land and land impacted by Gold Fields' activities and encompasses all phases of the mining life cycle. Our scope of the no net loss commitment is companywide scope and is applicable to new Projects and major expansions. The project proposal underwent formal environmental assessment by the Office of Environmental Protection Authority (OEPA) under Part IV of the Environmental Protection Act 1986 (EP Act). The Assessment on Proponent Information, Category A (API-A) that was required for the project was prepared. The management and protection of stygofauna (aquatic fauna that live in groundwater systems or aquifers) that have been identified in the Yeo bore field area of the project was the key environmental factor identified by OEPA that required formal impact assessment. Final project EPA Part IV approval was received December 2016. A Project Management Plan, Mining Proposal and Mine Closure Plan detailing information on identification, evaluation and management of environmental impacts relevant to the project and the surrounding environment was submitted to DMP and approval granted in February 2017. In parallel with these proposals, the project received various works approvals and licences for construction and operation of prescribed premises under Part V of the EP Act. These approvals from the Department of Environment Regulation were received in February 2017.*

## Row 2

### (1.18.1) Mining project ID

Select from:

☒ Project 2

### (1.18.2) Name

Granny Smith Mine

### (1.18.3) Share (%)

100

#### (1.18.4) Country/Area

Select from:

☒ Australia

#### (1.18.5) Latitude

-27.994079

#### (1.18.6) Longitude

123.862567

#### (1.18.7) Project stage

Select from:

☒ Production

#### (1.18.8) Mining method

Select from:

☒ Underground

#### (1.18.9) Raw material(s)

Select all that apply

☒ Gold

#### (1.18.10) Year extraction started/is planned to start

2013

#### (1.18.11) Year of closure

2034

## (1.18.12) Description of project

*Granny Smith is a brownfield mine situated in the Yilgarn Craton at an elevation of 400m above mean sea level (amsl) approximately 400km north-east of Kalgoorlie in the Eastern Goldfields of Western Australia in the Laverton district. Our Group Biodiversity Guideline is applicable to all Gold Fields managed exploration and operations. This includes land and land impacted by Gold Fields' activities and encompasses all phases of the mining life cycle. Our scope of the no net loss commitment is companywide scope and is applicable to new Projects and major expansions.*

### Row 3

## (1.18.1) Mining project ID

Select from:

☒ Project 3

## (1.18.2) Name

*St Ives Mine*

## (1.18.3) Share (%)

*50*

## (1.18.4) Country/Area

Select from:

☒ Australia

## (1.18.5) Latitude

*-31.304362*

## (1.18.6) Longitude

*121.752785*

## (1.18.7) Project stage

Select from:

☒ Production

#### (1.18.8) Mining method

Select from:

☒ Open-cut and underground

#### (1.18.9) Raw material(s)

Select all that apply

☒ Gold

#### (1.18.10) Year extraction started/is planned to start

2019

#### (1.18.11) Year of closure

2031

#### (1.18.12) Description of project

*The St Ives mining operations extend from 5km – 25km south-south-west of Kambalda in Western Australia, 630km east of Perth. St Ives is in an area of arid bush land. Our Group Biodiversity Guideline is applicable to all Gold Fields managed exploration and operations. This includes land and land impacted by Gold Fields' activities and encompasses all phases of the mining life cycle. Our scope of the no net loss commitment is company wide scope and is applicable to new Projects and major expansions. The mine maintained ISO 45001 certification for its occupational health and safety management system and ISO 14001 certification for its environmental management system. St Ives is also certified as fully compliant with the International Cyanide Management Code. The mine complies with all applicable legislation. St Ives continued implementing the RAP and working closely with traditional owners to identify and manage Aboriginal cultural heritage sites. In accordance with the three-year cycle, in 2020, St Ives completed a detailed review of its mine closure plan, which was approved by the regulator in 2021. Brownfields exploration continued in 2023 across St Ives' expansive tenement package but with a focus on the Lefroy Exploration Limited (LEX) JV.*

#### Row 4

#### (1.18.1) Mining project ID

Select from:

☒ Project 4

### (1.18.2) Name

Agnew Mine

### (1.18.3) Share (%)

100

### (1.18.4) Country/Area

Select from:

☒ Australia

### (1.18.5) Latitude

-27.995687

### (1.18.6) Longitude

120.501161

### (1.18.7) Project stage

Select from:

☒ Production

### (1.18.8) Mining method

Select from:

☒ Underground

### (1.18.9) Raw material(s)

Select all that apply

☒ Gold

#### (1.18.10) Year extraction started/is planned to start

1990

#### (1.18.11) Year of closure

2038

#### (1.18.12) Description of project

Agnew is situated in the Norseman-Wiluna Greenstone Belt. It is located 23km west of Leinster in Western Australia, 375km north of Kalgoorlie and 850km northeast of Perth. The climate is semi-arid. In 2023, exploration focused on extensions and infill at the Waroonga and New Holland mineralised systems, and surface exploration drilling. Agnew was recertified to ISO 45001 and ISO 14001 during 2022. The mine was recertified to comply with the International Cyanide Management Code in November 2022. Agnew undertook a comprehensive revision of its mine closure plan, which was submitted to the regulator in 2020.

### Row 5

#### (1.18.1) Mining project ID

Select from:

☒ Project 5

#### (1.18.2) Name

South Deep Mine

#### (1.18.3) Share (%)

100

#### (1.18.4) Country/Area

Select from:

☒ South Africa

#### (1.18.5) Latitude

-25.416667

#### (1.18.6) Longitude

27.666667

#### (1.18.7) Project stage

*Select from:*

☒ Production

#### (1.18.8) Mining method

*Select from:*

☒ Underground

#### (1.18.9) Raw material(s)

*Select all that apply*

☒ Gold

#### (1.18.10) Year extraction started/is planned to start

1961

#### (1.18.11) Year of closure

2096

#### (1.18.12) Description of project

South Deep is located in South Africa's Gauteng province, southwest of Johannesburg. The mine continues to make significant strides in environmental management, including updating its Biodiversity Management Action Plan. It introduced an apiary project featuring 10 beehives housing approximately 500,000 bees to promote biodiversity around the mine's controlled areas which will be expanded with an additional 40 hives. The second phase of the South Deep mini-forest project involved the planting of 1,000 indigenous trees, expanding upon phase 1, which saw 200 trees planted. Wetlands have also been constructed to manage surface water flow and enhance local biodiversity. The mine is situated in a region classified under the Köppen-Geiger system as having a Cwb climate (warm temperature, winter dry, and warm summer), with distinct seasonal patterns. Regulatory compliance is continually ensured through regular updates to the legal register, and South Deep maintains ISO certifications for environmental, health and safety, and energy management (ISO 14001, ISO 45001, and ISO 50001). The mine also complies with the International Cyanide Management Code. Frequent internal and external audits, including evaluations by the Department of Mineral Resources and Energy (DMRE), ensure that the mine's environmental performance meets the required standards. Environmental and Social Impact Assessments (ESIAs) are conducted for all new projects to mitigate potential impacts, while South Deep adheres to Group standards covering mine closure, water stewardship, climate and energy, and community engagement.

## Row 6

### (1.18.1) Mining project ID

Select from:

☒ Project 6

### (1.18.2) Name

Damang Mine

### (1.18.3) Share (%)

100

### (1.18.4) Country/Area

Select from:

☒ Ghana

### (1.18.5) Latitude

5.50853



### (1.18.6) Longitude

-1.841759

### (1.18.7) Project stage

Select from:

☒ Production

### (1.18.8) Mining method

Select from:

☒ Open-cut

### (1.18.9) Raw material(s)

Select all that apply

☒ Gold

### (1.18.10) Year extraction started/is planned to start

2002

### (1.18.11) Year of closure

2025

### (1.18.12) Description of project

*Damang is in south-west Ghana, approximately 300km by road west of Accra. The Damang concession lies to the north of and is contiguous with the Tarkwa concession, which is located near the town of Tarkwa. Damang has constructed wetlands to manage surface water flow and increase biodiversity. Exploration at Damang during 2023 focused on the Tamang-Nyame corridor. No exploration is scheduled at Damang for 2024. Damang gold mine is situated in a tropical climate characterised by two distinct rainy seasons – from approximately March to July and again from September to November – with an average annual rainfall (over a 12-year period (2010-2022)) of about 2,612mm. Changes in the regulatory regime are constantly tracked, and the legal register is updated to ensure the operation maintains compliance. Damang submitted its 2023 – 2026 Environmental Management Plan (EMP), settled all required permit fees and awaits the environmental certificate from the Environmental Protection Agency (EPA). The mining and explosives permits were also received from the Minerals Commission of Ghana*

(MINCOM). The operation is certified to ISO 14001, ISO 45001, ISO 50001 and is fully compliant with the International Cyanide Management Code. Environmental performance is evaluated through internal audits, during which opportunities for improvement are identified and implemented. The mine is also subject to frequent (at least quarterly) audits by the EPA and the Mines Inspectorate Division of MINCOM. In addition, Damang's material non-financial disclosures are assured independently on an annual basis. The impacts of all new projects are assessed and mitigated through Environmental and Social Impact Assessments (ESIAs). In addition, Damang adheres to Group standards for investment projects for concept, PFS and FS, which include sustainability requirements for environmental and water stewardship, climate and energy, mine closure, tailings management, and social and community.

## Row 7

### (1.18.1) Mining project ID

Select from:

☒ Project 7

### (1.18.2) Name

Tarkwa Mine

### (1.18.3) Share (%)

90

### (1.18.4) Country/Area

Select from:

☒ Ghana

### (1.18.5) Latitude

5.318394

### (1.18.6) Longitude

-2.013579

### (1.18.7) Project stage

Select from:

☒ Production

#### (1.18.8) Mining method

Select from:

☒ Open-cut

#### (1.18.9) Raw material(s)

Select all that apply

☒ Gold

#### (1.18.10) Year extraction started/is planned to start

1961

#### (1.18.11) Year of closure

2031

#### (1.18.12) Description of project

*Tarkwa is located in south-west Ghana, approximately 300km by road west of Accra. The mine is located 4km west of the Tarkwa township, 60km to the south on the Atlantic coast. Tarkwa has constructed wetlands to manage surface water flow and increase biodiversity. Tarkwa has a warm, tropical climate characterised by two distinct rainy seasons. Tarkwa is currently trialling a 21.8ha arboretum of IUCN red-listed and protected tree species to promote conservation and trial carbon sequestration potential. If successful, this programme may be expanded across the area managed by Gold Fields Ghana. Changes in the regulatory regime are constantly tracked, and the legal register is updated to enable the operations to maintain compliance. The mine has a valid 2022 – 2024 EMP, water-use permit, mine operating and explosives permits in place. The operation is certified to ISO 14001, ISO 45001 and ISO 50001, and fully complies with the International Cyanide Management Code. Environmental performance is evaluated through internal audits, during which opportunities for improvement are identified and implemented. The mine is also subject to frequent (at least quarterly) audits by the EPA and the Mines Inspectorate Division of MINCOM. In addition, Tarkwa's material non-financial disclosures are assured independently on an annual basis. The impacts of all new projects are assessed and mitigated through ESIA's. Also, Tarkwa adheres to Group standards for investment projects for concept, PFS and FS, which include sustainability requirements for environmental and water stewardship, climate and energy, mine closure, tailings management, and social and community.*

**Row 8**

### (1.18.1) Mining project ID

Select from:

☒ Project 8

### (1.18.2) Name

Cerro Corona Mine

### (1.18.3) Share (%)

99

### (1.18.4) Country/Area

Select from:

☒ Peru

### (1.18.5) Latitude

-27.994079

### (1.18.6) Longitude

123.862567

### (1.18.7) Project stage

Select from:

☒ Production

### (1.18.8) Mining method

Select from:

☒ Open-cut

### (1.18.9) Raw material(s)

Select all that apply

☒ Copper

☒ Gold

### (1.18.10) Year extraction started/is planned to start

2008

### (1.18.11) Year of closure

2030

### (1.18.12) Description of project

*The Cerro Corona mine is situated in the Andes Cordillera, at elevations between 3,600m and 4,000m above sea level (amsl). It is located approximately 1.5km west-north-west of the Hualgayoc village, 80km north of Cajamarca, and 600km north-north-west of Lima. The property spans 6,208 hectares, comprising 4,805 hectares of mining concessions, with 1,403 hectares of surface rights. Cerro Corona operates as an open-pit brownfield site. The mine maintains several key certifications, including ISO 14001 for environmental management, ISO 45001 for health and safety, and ISO 50001 for energy management. Frequent internal audits and external assessments, conducted by relevant local authorities, help ensure that the mine's performance meets regulatory and environmental standards. As part of Gold Fields' 2030 ESG targets, we have initiated the development of six legacy programmes, one of which is a dairy value chain development project at Cerro Corona. This programme is designed to benefit the mine's host communities during and after the life of the mine, with an estimated 800 families expected to benefit directly from the initiative. The operation also adheres to Gold Fields' Group standards for sustainability, including environmental and water stewardship, mine closure planning, climate and energy management, and community engagement.*

[Add row]

## (1.24) Has your organization mapped its value chain?

### (1.24.1) Value chain mapped

Select from:

☒ Yes, we have mapped or are currently in the process of mapping our value chain

### (1.24.2) Value chain stages covered in mapping

Select all that apply

☒ Upstream value chain

### (1.24.3) Highest supplier tier mapped

Select from:

☒ Tier 1 suppliers

### (1.24.4) Highest supplier tier known but not mapped

Select from:

☒ Tier 2 suppliers

### (1.24.7) Description of mapping process and coverage

*Mapping Process: Our mapping process involves multiple engagement methods to ensure comprehensive coverage: • Surveys: We gather detailed information from suppliers about their practices and impacts. • Conferences: These events facilitate dialogue and share best practices with our suppliers. • Meetings and Forums: Regular meetings provide platforms for discussing supply chain issues and opportunities. • Supplier Expos: We host expos to showcase new products, services, and innovations that align with our sustainability goals. Our business partners provide essential services, equipment, and materials necessary for the efficient operation and sustainability of our mining activities. At Gold Fields, we strive to understand, gain knowledge and engage (where possible) with our value chain. This knowledge is essential for effectively identifying, assessing, and managing our environmental impacts, risks and opportunities. To engage with our upstream suppliers, we've published Supplier Code of Business Conduct to confirm our expectations of business partner. This has allowed us to screen our Tier 1 Vendors, (those that supply goods, materials or services directly to Gold Fields) on a monthly basis, via a third-party screening solution. This includes screening for Government and Government Official affiliations, and recorded transgressions and whether regulator action has been taken. This screening also includes a search for adverse media exposure against an array of pre-defined criteria, including (but not limited to): regulatory, anti-competitive practices, trademarks and copyright, labour practices, human rights, environmental, health and safety, management and operational issues. We also seek opportunities for community-based enterprises to participate in our supply chain guided by our Host Community Procurement Strategy. For our downstream suppliers, Gold Fields is committed to engaging with our business partners at our Australian operations to understand their social impacts, such as their modern slavery impacts. This also includes understanding their environmental impacts where we assess and manage our Scope 3 emissions. This involves working closely with our downstream suppliers to understand and mitigate the carbon footprint and water consumption associated with their activities. Gold Fields is committed to advancing its value chain mapping efforts in alignment with its strategic objectives.*

*[Fixed row]*

**(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?**

### (1.24.1.1) Plastics mapping

Select from:

☒ No, and we do not plan to within the next two years

### (1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:

☒ Not an immediate strategic priority

### (1.24.1.6) Explain why your organization has not mapped plastics in your value chain

*Gold Fields acknowledges that the impact of plastics on the environment and reiterates that the impact of plastics is not currently a key focus area in our ESG framework. Our operations involve minimal use of plastic materials in our value chain. We recognize and understand the importance of plastic awareness, especially on the impact of plastics on the environment. While plastics may not be a prominent aspect of our operations, we remain committed to monitoring industry trends and evaluating emerging sustainability issues. We prioritize areas of impact that align with our business operations and industry context. Our primary focus lies in responsible mining practices, water stewardship, climate change mitigation, and community engagement, which are directly relevant to our industry and stakeholders. Our business does not generate significant volumes of plastic waste, and we implement a waste recycling system at our Corporate Offices.*

*[Fixed row]*

## C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

### Short-term

#### (2.1.1) From (years)

0

#### (2.1.3) To (years)

3

#### (2.1.4) How this time horizon is linked to strategic and/or financial planning

*Gold fields has chosen 0-3 years as the short-term horizon which aligns with its 24-month operational business plan. The reason for this time horizon is its because it focus on optimizing current operations, such as maximising production and generating immediate cash flow. This short-term horizon is critical for addressing immediate operational goals and ensuring the financial stability necessary to support long-term strategic initiatives. Horizons are linked to strategic or financial planning: Gold Fields' business planning process (budget) represents the implementation of the selected strategic plan option for each site, allowing for a 24-month cycle in the operational planning. The ESG integration and sustainability linked loans are linked to its annual climate change and water targets. This integration ensures that financial planning is aligned with ESG goals both in the short term and the long term.*

### Medium-term

#### (2.1.1) From (years)

3

#### (2.1.3) To (years)

5



## (2.1.4) How this time horizon is linked to strategic and/or financial planning

*Gold Fields has chosen 3-5 years as the medium-term horizon which aligns with the company's strategic planning. Gold Fields has chosen 3-5 years as the medium-term horizon, aligning with the company's strategic planning. This time horizon aligns strategic growth with operational improvements aimed at enhancing production and sustainability. For instance, the South Deep gold mine's drilling strategy is designed to provide an appropriate Resource confidence level to support and de-risk the short, medium, and long-term mine design, plans, and schedules. This illustrates the integration of time horizons across our mines into our strategic planning. Horizons are linked to strategic or financial planning: Gold Fields' strategic planning process is designed to assess planning options at various levels of technical, operational, financial risk and water risks. This includes leveraging people, innovation, and modernisation to maximise potential from current assets, allocating capital to provide the best returns, building on ESG commitments, and growing the value and quality of the asset portfolio. This process helps in understanding medium and long-term growth and investment opportunities.*

### Long-term

## (2.1.1) From (years)

5

## (2.1.2) Is your long-term time horizon open ended?

Select from:

☒ Yes

## (2.1.4) How this time horizon is linked to strategic and/or financial planning

*Gold Fields has chosen 5 years to the- end of life of mine as the long-term horizon. The rationale for this time horizon is centred on long term sustainable value creation, operational excellence. Horizons are linked to strategic or financial planning: Gold Fields' strategic planning assesses options across technical, operational, financial, and water risks. It leverages people, innovation, and modernization to maximize asset potential, allocates capital for optimal returns, builds on ESG commitments, and enhances asset portfolio value. This process aids in understanding medium and long-term growth and investment opportunities. Emerging risks, which can have longer-term horizons (up to 10 years), are linked to strategic planning. Specific emerging risks are identified, and their impacts on strategic plans are assessed, ensuring the business remains resilient and adapts to potential future challenges. Gold Fields has linked the payment terms of sustainability-linked loans to achieving annual climate change and water targets. This integration ensures that financial planning is aligned with ESG goals but also supporting long-term sustainability plans. Capital allocation: The capital allocation strategy includes funding for ongoing operations, sustaining production, managing debt levels, and supporting growth opportunities, and water risks. These priorities are evaluated within the context of the company's long-term strategic goals and financial planning.*  
[Fixed row]

**(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?**

	Process in place	Dependencies and/or impacts evaluated in this process	Biodiversity impacts evaluated before the mining project development stage
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both dependencies and impacts	Select from: <input checked="" type="checkbox"/> Yes, in all cases

[Fixed row]

**(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?**

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both risks and opportunities	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

**(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.**

**Row 1**

**(2.2.2.1) Environmental issue**

*Select all that apply*

☒ Water

#### **(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue**

*Select all that apply*

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

#### **(2.2.2.3) Value chain stages covered**

*Select all that apply*

☒ Direct operations

☒ Upstream value chain

☒ Downstream value chain

#### **(2.2.2.4) Coverage**

*Select from:*

☒ Full

#### **(2.2.2.5) Supplier tiers covered**

*Select all that apply*

☒ Tier 1 suppliers

#### **(2.2.2.7) Type of assessment**

*Select from:*

☒ Qualitative and quantitative

#### (2.2.2.8) Frequency of assessment

*Select from:*

- ☒ Annually

#### (2.2.2.9) Time horizons covered

*Select all that apply*

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

#### (2.2.2.10) Integration of risk management process

*Select from:*

- ☒ Integrated into multi-disciplinary organization-wide risk management process

#### (2.2.2.11) Location-specificity used

*Select all that apply*

- ☒ Site-specific
- ☒ Local
- ☒ Sub-national
- ☒ National

#### (2.2.2.12) Tools and methods used

##### **Commercially/publicly available tools**

- ☒ WRI Aqueduct
- ☒ WWF Water Risk Filter

##### **Enterprise Risk Management**

- ☒ Enterprise Risk Management

- ☒ ISO 31000 Risk Management Standard

#### **International methodologies and standards**

- ☒ Environmental Impact Assessment
- ☒ ISO 14001 Environmental Management Standard

#### **Other**

- ☒ Materiality assessment
- ☒ Other, please specify :ICMM's Mining Climate Assessment Tool (Mica Tool)

### **(2.2.2.13) Risk types and criteria considered**

#### **Acute physical**

- ☒ Drought
- ☒ Landslide
- ☒ Wildfires
- ☒ Rupture of tailings dams and toxic spills
- ☒ Flood (coastal, fluvial, pluvial, ground water)
- ☒ Other acute physical risk, please specify :**Increase in ambient temperature**

#### **Chronic physical**

- ☒ Changing precipitation patterns and types (rain, hail, snow/ice)
- ☒ Changing temperature (air, freshwater, marine water)
- ☒ Declining water quality
- ☒ Increased severity of extreme weather events
- ☒ Rationing of municipal water supply

#### **Policy**

- ☒ Increased pricing of water
- ☒ Regulation of discharge quality/volumes

#### **Market**

- ☒ Availability and/or increased cost of raw materials

## Reputation

- ☒ Stakeholder conflicts concerning water resources at a basin/catchment level

## Liability

- ☒ Non-compliance with regulations

### (2.2.2.14) Partners and stakeholders considered

Select all that apply

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> NGOs  | <input checked="" type="checkbox"/> Regulators                                     |
| <input checked="" type="checkbox"/> Customers   | <input checked="" type="checkbox"/> Local communities                              |
| <input checked="" type="checkbox"/> Employees   | <input checked="" type="checkbox"/> Indigenous peoples                             |
| <input checked="" type="checkbox"/> Investors   | <input checked="" type="checkbox"/> Water utilities at a local level               |
| <input checked="" type="checkbox"/> Suppliers   | <input checked="" type="checkbox"/> Other water users at the basin/catchment level |
| <input checked="" type="checkbox"/> Other, please specify : <b>Statutory Special interest groups at a local level</b> |  |

### (2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- ☒ No

### (2.2.2.16) Further details of process

1. *Process for Identifying, Assessing, and Managing Dependencies, Impacts, Risks, and Opportunities: Gold Fields uses several tools and methodologies to identify, assess, and manage water related impacts, dependencies and risks:* • *Policies: The Water Stewardship Policy provides for a proactive and long-term management of water, which includes the regular updating of the water risk register for all of Gold Field's operations.* • *WRI Aqueduct and WWF Water Risk Filter Tools: to help assess and understand water-related risks, focusing on both physical and regulatory aspects.* • *Enterprise-wide Risk Management Process: Aligned with ISO 31000, this process ensures a structured and consistent approach to risk management across all operations.* • *ICMM's Climate Data Viewer Tool: This tool provides additional insights into climate-related risks.* • *Internal Company Methods: These methods are aligned with the King IV Code, emphasizing ethical leadership, responsible corporate citizenship, and sustainability.* • *ISO 14001 Certified Environmental Management System (EMS): Each operation implements an EMS to ensure all identified risks have necessary control measures and mitigating strategies in place. This system also assists in identifying water related dependencies and impacts.* • *Environmental Impact Assessments for new sites: this assists in identifying and assessing impacts and dependencies* • *ICMM performance expectations on environmental management Proportion of Operational Locations Assessed: The risk assessments have full coverage,*

considering water risks and water dependencies across direct operations, supply chain, and the broader network. Methodology and Data Sources: These tools provide data and risk assessments specific to water-related challenges which includes site specific weather data. Integration into Company-Wide Risk Management: Water risk assessment outcomes guide resource allocation to address critical issues, influencing operational planning, investment decisions and, integrating risk management into short-term and long-term planning. 2. Determining which risks/ opportunities could have a substantive financial or strategic effect on the organization: Gold Fields annually reviews and updates its GRI-aligned materiality analysis, informed by its purpose and ESG best practices. Material matters are those issues that could substantially impact Gold Fields' outward influence on society, our host communities and the environment, and our ability to deliver on the Group's three strategic pillars and create value for our stakeholders over the short, medium and long term. In FY22, we analysed both our internal and external operating context and identified 29 material matters. These were interrogated by key internal stakeholders and aggregated into seven material themes. •

Methodology and Data Sources: The methodology used involves qualitative factors and stakeholder input to assess the nature, likelihood, and magnitude of risks and opportunities. Key data sources include inputs and parameters from internal audits and external benchmarks. It also includes specialist involvement for EIAs for new sites to identify dependencies and impacts on water resources. The process for monitoring impacts and opportunities is outlined above, Gold Fields does not conduct any scenario analysis as part of the climate change risk and vulnerability assessments (CCRVAs) but, scenarios, specifically related to water, are considered.

## Row 2

### (2.2.2.1) Environmental issue

Select all that apply

☒ Climate change

### (2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

### (2.2.2.3) Value chain stages covered

Select all that apply

☒ Direct operations

☒ Upstream value chain

☒ Downstream value chain

#### (2.2.2.4) Coverage

*Select from:*

☒ Full

#### (2.2.2.5) Supplier tiers covered

*Select all that apply*

☒ Tier 1 suppliers

#### (2.2.2.7) Type of assessment

*Select from:*

☒ Qualitative and quantitative

#### (2.2.2.8) Frequency of assessment

*Select from:*

☒ Annually

#### (2.2.2.9) Time horizons covered

*Select all that apply*

☒ Short-term

☒ Medium-term

☒ Long-term

#### (2.2.2.10) Integration of risk management process

*Select from:*

☒ Integrated into multi-disciplinary organization-wide risk management process



### (2.2.2.11) Location-specificity used

*Select all that apply*

- ☒ Site-specific
- ☒ Local
- ☒ Sub-national
- ☒ National

### (2.2.2.12) Tools and methods used

#### **Enterprise Risk Management**

- ☒ Enterprise Risk Management
- ☒ ISO 31000 Risk Management Standard

#### **International methodologies and standards**

- ☒ Environmental Impact Assessment
- ☒ ISO 14001 Environmental Management Standard

#### **Other**

- ☒ Materiality assessment
- ☒ Other, please specify :ICMM's Mining Climate Assessment Tool (Mica Tool)

### (2.2.2.13) Risk types and criteria considered

#### **Acute physical**

- ☒ Drought
- ☒ Landslide
- ☒ Wildfires
- ☒ Rupture of tailings dams and toxic spills
- ☒ Flood (coastal, fluvial, pluvial, ground water)
- ☒ Other acute physical risk, please specify :**Increase in ambient temperature**

### **Chronic physical**

- ☒ Changing temperature (air, freshwater, marine water)
- ☒ Heat stress
- ☒ Increased severity of extreme weather events

### **Policy**

- ☒ Carbon pricing mechanisms
- ☒ Other policy, please specify :National Emissions Targets Policy

### **Market**

- ☒ Availability and/or increased cost of raw materials

### **Reputation**

- ☒ Increased partner and stakeholder concern and partner and stakeholder negative feedback

### **Technology**

- ☒ Transition to lower emissions technology and products

### **Liability**

- ☒ Non-compliance with regulations

## **(2.2.2.14) Partners and stakeholders considered**

*Select all that apply*

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> NGOs      | <input checked="" type="checkbox"/> Regulators  |
| <input checked="" type="checkbox"/> Customers | <input checked="" type="checkbox"/> Local communities   |
| <input checked="" type="checkbox"/> Employees | <input checked="" type="checkbox"/> Indigenous peoples  |
| <input checked="" type="checkbox"/> Investors | <input checked="" type="checkbox"/> Other, please specify : <b>Statutory Special interest groups at a local level</b> |
| <input checked="" type="checkbox"/> Suppliers |   |

## **(2.2.2.15) Has this process changed since the previous reporting year?**

*Select from:*



No

(2.2.2.16) Further details of process

1. Process for Identifying, Assessing, and Managing Dependencies, Impacts, Risks, and Opportunities: Gold Fields uses several tools and methodologies to identify, assess, and manage climate-related impacts, dependencies and risks: • Policies: The Group Climate Change Policy Statement provides for a proactive and long-term commitment to climate change, as well as developing, disclosing and implementing regional climate change strategies that include mitigation and adaptation. • Enterprise-wide Risk Management Process: Aligned with ISO 31000, this process ensures a structured and consistent approach to risk management across all operations. • ICMM's Climate Data Viewer Tool: This tool provides additional insights into climate-related risks. • Internal Company Methods: These methods are aligned with the King IV Code, emphasizing ethical leadership, responsible corporate citizenship, and sustainability. • ISO 14001 Certified Environmental Management System (EMS): Each operation implements an EMS to ensure all identified risks have necessary control measures and mitigating strategies in place. This system also assists in identifying climate related dependencies and impacts. • Environmental Impact Assessments for new sites: this assists in identifying and assessing impacts and dependencies • ICMM performance expectations on environmental management Proportion of Operational Locations Assessed: The risk assessments have full coverage, considering climate risks across direct operations, supply chain, and the broader network. Methodology and Data Sources: These tools provide data and risk assessments specific to climate-related challenges which includes site specific weather data. Integration into Company-Wide Risk Management: Climate vulnerability risk assessment outcomes guide resource allocation to address critical issues, influencing operational planning, investment decisions and, integrating risk management into short-term and long-term planning. 2. Determining which risks/ opportunities could have a substantive financial or strategic effect on the organization: Gold Fields annually reviews and updates its GRI-aligned materiality analysis, informed by its purpose and ESG best practices. Material matters are those issues that could substantially impact Gold Fields' outward influence on society, our host communities and the environment, and our ability to deliver on the Group's three strategic pillars and create value for our stakeholders over the short, medium and long term. In FY22, we analysed both our internal and external operating context and identified 29 material matters. These were interrogated by key internal stakeholders and aggregated into seven material themes. • Methodology and Data Sources: The methodology used involves qualitative factors and stakeholder input to assess the nature, likelihood, and magnitude of risks and opportunities. Key data sources include inputs and parameters from internal audits and external benchmarks. It also includes specialist involvement for EIAs for new sites to identify impacts on the environment, including the climate. The process and related policies for monitoring impacts and opportunities is outlined above, Gold Fields does not conduct any scenario analysis as part of the climate change risk and vulnerability assessments but, will incorporate climate change scenarios in our portfolio in future. [Add row]

(2.2.3) Provide mining-specific details of your organization’s process for identifying, assessing, and managing biodiversity impacts.

Row 1

(2.2.3.1) Mining project ID

Select from:

☒ Project 1

### (2.2.3.2) Extent of assessment

*Select from:*

☒ Full-scale environmental and social impact assessment

### (2.2.3.3) Impacts considered

*Select all that apply*

☒ Direct impacts

### (2.2.3.4) Scope defined by

*Select all that apply*

☒ Governmental agency requirements

☒ Company own standards and/or policies

### (2.2.3.5) Aspects considered

*Select from:*

☒ Other, please specify :Endemic species, Protected habitats Natural habitats, Ecosystem services, Migratory species, Alternative locations, Critical habitats and Threatened species are considered

### (2.2.3.6) Baseline biodiversity data available

*Select from:*

☒ Yes

### (2.2.3.7) Environmental Impact Statement publicly available

*Select from:*

☒ Yes

### (2.2.3.8) Please explain

Gold Fields is committed to responsible stewardship of natural resources and the environment for present and future generations. As members of the ICMM Gold Fields is committed to abiding by the ICMM's 10 principles and their associated Performance Expectations. ICMM's Principle 7 requires that members contribute to the conservation of biodiversity and integrated approaches to land-use planning. Gold Fields manages its biodiversity practices according to its Biodiversity Guideline. Local regulatory context: Gold Fields managed sites must comply with all regulatory requirements and obligations defined by industry rules, codes and standards, to which we subscribe, as related to biodiversity and the protection of species or ecosystems of conservation significance, at a country, regional and international level. As an example, in South Africa, this requires undertaking a full scoping environmental impact assessment in terms of South Africa's national environmental framework. In jurisdictions where there is a Strategic Environmental Assessment available (SEA), Gold Fields complies with the requirements of the SEA. South African biodiversity initiatives: South Deep reviewed and updated its Biodiversity Management Action Plan. Furthermore, the mine initiated a project to introduce bees, establishing an apiary site comprising 500,000 bees (10 beehives) around the controlled area. The project was expanded by introducing 40 additional beehives. The second phase of the South Deep mini-forest continued with the planting of 1,000 indigenous trees after the successful completion of phase 1, during which 200 indigenous trees were planted. Nature-based solutions Gold Fields is incorporating nature-based solutions into its climate change mitigation and adaptation strategies. On all sites, progressive rehabilitation is balanced between increasing biodiversity and community agricultural aspects. With considerable seasonal rainfall events, South Deep, Tarkwa and Damang have constructed wetlands to manage surface water flow and increase biodiversity. Sharing baseline data: Baseline biodiversity data is made available after the assessment has been undertaken. Depending on the jurisdiction, the data is made publicly available through a public participation process, which invites stakeholders, interested and affected parties and government to assess and provide feedback. The EIA is publicly available during the assessment process.

## Row 2

### (2.2.3.1) Mining project ID

Select from:

☒ Project 2

### (2.2.3.2) Extent of assessment

Select from:

☒ Full-scale environmental and social impact assessment

### (2.2.3.3) Impacts considered

Select all that apply

☒ Direct impacts

### (2.2.3.4) Scope defined by

Select all that apply

- ☒ Governmental agency requirements
- ☒ Company own standards and/or policies

#### (2.2.3.5) Aspects considered

Select from:

- ☒ Other, please specify :Endemic species, Protected habitats Natural habitats, Ecosystem services, Migratory species, Alternative locations, Critical habitats and Threatened species are considered

#### (2.2.3.6) Baseline biodiversity data available

Select from:

- ☒ Yes

#### (2.2.3.7) Environmental Impact Statement publicly available

Select from:

- ☒ Yes

#### (2.2.3.8) Please explain

*Gold Fields is committed to responsible stewardship of natural resources and the environment for present and future generations. As members of the ICMM Gold Fields is committed to abiding by the ICMM's 10 principles and their associated Performance Expectations. ICMM's Principle 7 requires that members contribute to the conservation of biodiversity and integrated approaches to land-use planning. Gold Fields manages its biodiversity practices according to its Biodiversity Guideline. Local regulatory context: Gold Fields managed sites must comply with all regulatory requirements and obligations defined by industry rules, codes and standards, to which we subscribe, as related to biodiversity and the protection of species or ecosystems of conservation significance, at a country, regional and international level. As an example, in South Africa, this requires undertaking a full scoping environmental impact assessment in terms of South Africa's national environmental framework. In jurisdictions where there is a Strategic Environmental Assessment available (SEA), Gold Fields complies with the requirements of the SEA. South African biodiversity initiatives: South Deep reviewed and updated its Biodiversity Management Action Plan. Furthermore, the mine initiated a project to introduce bees, establishing an apiary site comprising 500,000 bees (10 beehives) around the controlled area. The project was expanded by introducing 40 additional beehives. The second phase of the South Deep mini-forest continued with the planting of 1,000 indigenous trees after the successful completion of phase 1, during which 200 indigenous trees were planted. Nature-based solutions Gold Fields is incorporating nature-based solutions into its climate change mitigation and adaptation strategies. On all sites, progressive rehabilitation is balanced between increasing biodiversity and community agricultural aspects. With considerable seasonal rainfall events, South Deep, Tarkwa and Damang have constructed wetlands to manage surface water flow and increase biodiversity. Sharing baseline data: Baseline biodiversity data is made available after the assessment has been undertaken. Depending on the jurisdiction, the data is made publicly available through a public participation*

process, which invites stakeholders, interested and affected parties and government to assess and provide feedback. The EIA is publicly available during the assessment process

### Row 3

#### (2.2.3.1) Mining project ID

Select from:

☒ Project 3

#### (2.2.3.2) Extent of assessment

Select from:

☒ Full-scale environmental and social impact assessment

#### (2.2.3.3) Impacts considered

Select all that apply

☒ Direct impacts

#### (2.2.3.4) Scope defined by

Select all that apply

☒ Governmental agency requirements

☒ Company own standards and/or policies

#### (2.2.3.5) Aspects considered

Select from:

☒ Other, please specify :Endemic species, Protected habitats Natural habitats, Ecosystem services, Migratory species, Alternative locations, Critical habitats and Threatened species are considered

#### (2.2.3.6) Baseline biodiversity data available

Select from:

☒ Yes

#### (2.2.3.7) Environmental Impact Statement publicly available

Select from:

☒ Yes

#### (2.2.3.8) Please explain

*Gold Fields is committed to responsible stewardship of natural resources and the environment for present and future generations. As members of the ICMM Gold Fields is committed to abiding by the ICMM's 10 principles and their associated Performance Expectations. ICMM's Principle 7 requires that members contribute to the conservation of biodiversity and integrated approaches to land-use planning. Gold Fields manages its biodiversity practices according to its Biodiversity Guideline. Local regulatory context: Gold Fields managed sites must comply with all regulatory requirements and obligations defined by industry rules, codes and standards, to which we subscribe, as related to biodiversity and the protection of species or ecosystems of conservation significance, at a country, regional and international level. As an example, in South Africa, this requires undertaking a full scoping environmental impact assessment in terms of South Africa's national environmental framework. In jurisdictions where there is a Strategic Environmental Assessment available (SEA), Gold Fields complies with the requirements of the SEA. South African biodiversity initiatives: South Deep reviewed and updated its Biodiversity Management Action Plan. Furthermore, the mine initiated a project to introduce bees, establishing an apiary site comprising 500,000 bees (10 beehives) around the controlled area. The project was expanded by introducing 40 additional beehives. The second phase of the South Deep mini-forest continued with the planting of 1,000 indigenous trees after the successful completion of phase 1, during which 200 indigenous trees were planted. Nature-based solutions Gold Fields is incorporating nature-based solutions into its climate change mitigation and adaptation strategies. On all sites, progressive rehabilitation is balanced between increasing biodiversity and community agricultural aspects. With considerable seasonal rainfall events, South Deep, Tarkwa and Damang have constructed wetlands to manage surface water flow and increase biodiversity. Sharing baseline data: Baseline biodiversity data is made available after the assessment has been undertaken. Depending on the jurisdiction, the data is made publicly available through a public participation process, which invites stakeholders, interested and affected parties and government to assess and provide feedback. The EIA is publicly available during the assessment process*

#### Row 4

#### (2.2.3.1) Mining project ID

Select from:

☒ Project 4

#### (2.2.3.2) Extent of assessment

Select from:



- ☒ Full-scale environmental and social impact assessment

### (2.2.3.3) Impacts considered

*Select all that apply*

- ☒ Direct impacts

### (2.2.3.4) Scope defined by

*Select all that apply*

- ☒ Governmental agency requirements  
☒ Company own standards and/or policies

### (2.2.3.5) Aspects considered

*Select from:*

- ☒ Other, please specify :Endemic species, Protected habitats Natural habitats, Ecosystem services, Migratory species, Alternative locations, Critical habitats and Threatened species are considered

### (2.2.3.6) Baseline biodiversity data available

*Select from:*

- ☒ Yes

### (2.2.3.7) Environmental Impact Statement publicly available

*Select from:*

- ☒ Yes

### (2.2.3.8) Please explain

*Gold Fields is committed to responsible stewardship of natural resources and the environment for present and future generations. As members of the ICMM Gold Fields is committed to abiding by the ICMM's 10 principles and their associated Performance Expectations. ICMM's Principle 7 requires that members contribute to the conservation of biodiversity and integrated approaches to land-use planning. Gold Fields manages its biodiversity practices according to its Biodiversity Guideline. Local regulatory context: Gold Fields managed sites must comply with all regulatory requirements and obligations defined by industry rules, codes and standards, to*

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## Row 5

### (2.2.3.1) Mining project ID

Select from:

☒ Project 5

### (2.2.3.2) Extent of assessment

Select from:

☒ Full-scale environmental and social impact assessment

### (2.2.3.3) Impacts considered

Select all that apply

☒ Direct impacts

### (2.2.3.4) Scope defined by

Select all that apply

☒ Governmental agency requirements

☒ Company own standards and/or policies

### (2.2.3.5) Aspects considered

Select from:

☒ Other, please specify :Endemic species, Protected habitats Natural habitats, Ecosystem services, Migratory species, Alternative locations, Critical habitats and Threatened species are considered

### (2.2.3.6) Baseline biodiversity data available

Select from:

☒ Yes

### (2.2.3.7) Environmental Impact Statement publicly available

Select from:

☒ Yes

### (2.2.3.8) Please explain

*Gold Fields is committed to responsible stewardship of natural resources and the environment for present and future generations. As members of the ICMM Gold Fields is committed to abiding by the ICMM's 10 principles and their associated Performance Expectations. ICMM's Principle 7 requires that members contribute to the conservation of biodiversity and integrated approaches to land-use planning. Gold Fields manages its biodiversity practices according to its Biodiversity Guideline. Local regulatory context: Gold Fields managed sites must comply with all regulatory requirements and obligations defined by industry rules, codes and standards, to which we subscribe, as related to biodiversity and the protection of species or ecosystems of conservation significance, at a country, regional and international level. As an example, in South Africa, this requires undertaking a full scoping environmental impact assessment in terms of South Africa's national environmental framework. In jurisdictions where there is a Strategic Environmental Assessment available (SEA), Gold Fields complies with the requirements of the SEA. South African biodiversity initiatives: South Deep reviewed and updated its Biodiversity Management Action Plan. Furthermore, the mine initiated a project to introduce bees, establishing an apiary site comprising 500,000 bees (10 beehives) around the controlled area. The project was expanded by introducing 40 additional beehives. The second phase of the South Deep mini-forest continued with the planting of 1,000 indigenous trees after the successful completion of phase 1, during which 200 indigenous trees were planted Nature-based solutions Gold Fields is incorporating nature-based solutions into its climate change mitigation and adaption strategies. On all sites, progressive rehabilitation is balanced between increasing biodiversity and community agricultural aspects. With considerable seasonal rainfall events, South Deep, Tarkwa and Damang have constructed wetlands to manage surface water flow and increase biodiversity. Sharing baseline data: Baseline biodiversity data is made available after the assessment has been undertaken. Depending on the jurisdiction, the data is made publicly available through a public participation process, which invites stakeholders, interested and affected parties and government to assess and provide feedback. The EIA is publicly available during the assessment process.*

Row 6

### (2.2.3.1) Mining project ID

Select from:

☒ Project 6

### (2.2.3.2) Extent of assessment

Select from:

☒ Full-scale environmental and social impact assessment

### (2.2.3.3) Impacts considered

Select all that apply

☒ Direct impacts

### (2.2.3.4) Scope defined by

Select all that apply

☒ Governmental agency requirements

☒ Company own standards and/or policies

### (2.2.3.5) Aspects considered

Select from:

☒ Other, please specify :Endemic species, Protected habitats Natural habitats, Ecosystem services, Migratory species, Alternative locations, Critical habitats and Threatened species are considered

### (2.2.3.6) Baseline biodiversity data available

Select from:

☒ Yes

### (2.2.3.7) Environmental Impact Statement publicly available

Select from:

☒ Yes

### (2.2.3.8) Please explain

*Gold Fields is committed to responsible stewardship of natural resources and the environment for present and future generations. As members of the ICMM Gold Fields is committed to abiding by the ICMM's 10 principles and their associated Performance Expectations. ICMM's Principle 7 requires that members contribute to the conservation of biodiversity and integrated approaches to land-use planning. Gold Fields manages its biodiversity practices according to its Biodiversity Guideline. Local regulatory context: Gold Fields managed sites must comply with all regulatory requirements and obligations defined by industry rules, codes and standards, to which we subscribe, as related to biodiversity and the protection of species or ecosystems of conservation significance, at a country, regional and international level. As an example, in South Africa, this requires undertaking a full scoping environmental impact assessment in terms of South Africa's national environmental framework. In jurisdictions where there is a Strategic Environmental Assessment available (SEA), Gold Fields complies with the requirements of the SEA. South African biodiversity initiatives: South Deep reviewed and updated its Biodiversity Management Action Plan. Furthermore, the mine initiated a project to introduce bees, establishing an apiary site comprising 500,000 bees (10 beehives) around the controlled area. The project was expanded by introducing 40 additional beehives. The second phase of the South Deep mini-forest continued with the planting of 1,000 indigenous trees after the successful completion of phase 1, during which 200 indigenous trees were planted. Nature-based solutions Gold Fields is incorporating nature-based solutions into its climate change mitigation and adaptation strategies. On all sites, progressive rehabilitation is balanced between increasing biodiversity and community agricultural aspects. With considerable seasonal rainfall events, South Deep, Tarkwa and Damang have constructed wetlands to manage surface water flow and increase biodiversity. Sharing baseline data: Baseline biodiversity data is made available after the assessment has been undertaken. Depending on the jurisdiction, the data is made publicly available through a public participation process, which invites stakeholders, interested and affected parties and government to assess and provide feedback. The EIA is publicly available during the assessment process.*

### Row 7

### (2.2.3.1) Mining project ID

Select from:

☒ Project 7

### (2.2.3.2) Extent of assessment

Select from:

☒ Full-scale environmental and social impact assessment

### (2.2.3.3) Impacts considered

Select all that apply

- ☒ Direct impacts

#### (2.2.3.4) Scope defined by

Select all that apply

- ☒ Governmental agency requirements  
☒ Company own standards and/or policies

#### (2.2.3.5) Aspects considered

Select from:

- ☒ Other, please specify :Endemic species, Protected habitats Natural habitats, Ecosystem services, Migratory species, Alternative locations, Critical habitats and Threatened species are considered

#### (2.2.3.6) Baseline biodiversity data available

Select from:

- ☒ Yes

#### (2.2.3.7) Environmental Impact Statement publicly available

Select from:

- ☒ Yes

#### (2.2.3.8) Please explain

Gold Fields is committed to responsible stewardship of natural resources and the environment for present and future generations. As members of the ICMM Gold Fields is committed to abiding by the ICMM's 10 principles and their associated Performance Expectations. ICMM's Principle 7 requires that members contribute to the conservation of biodiversity and integrated approaches to land-use planning. Gold Fields manages its biodiversity practices according to its Biodiversity Guideline. Local regulatory context: Gold Fields managed sites must comply with all regulatory requirements and obligations defined by industry rules, codes and standards, to which we subscribe, as related to biodiversity and the protection of species or ecosystems of conservation significance, at a country, regional and international level. As an example, in South Africa, this requires undertaking a full scoping environmental impact assessment in terms of South Africa's national environmental framework. In jurisdictions where there is a Strategic Environmental Assessment available (SEA), Gold Fields complies with the requirements of the SEA. South African biodiversity initiatives: South Deep reviewed and updated its Biodiversity Management Action Plan. Furthermore, the mine initiated a project to introduce bees, establishing an apiary site comprising 500,000 bees (10 beehives) around the controlled area. The project was expanded by introducing 40 additional beehives. The second phase of the South Deep mini-forest continued with the planting of 1,000 indigenous trees after the successful completion of phase 1, during which 200

indigenous trees were planted Nature-based solutions Gold Fields is incorporating nature-based solutions into its climate change mitigation and adaption strategies. On all sites, progressive rehabilitation is balanced between increasing biodiversity and community agricultural aspects. With considerable seasonal rainfall events, South Deep, Tarkwa and Damang have constructed wetlands to manage surface water flow and increase biodiversity. Sharing baseline data: Baseline biodiversity data is made available after the assessment has been undertaken. Depending on the jurisdiction, the data is made publicly available through a public participation process, which invites stakeholders, interested and affected parties and government to assess and provide feedback. The EIA is publicly available during the assessment process

## Row 8

### (2.2.3.1) Mining project ID

Select from:

☒ Project 8

### (2.2.3.2) Extent of assessment

Select from:

☒ Full-scale environmental and social impact assessment

### (2.2.3.3) Impacts considered

Select all that apply

☒ Direct impacts

### (2.2.3.4) Scope defined by

Select all that apply

☒ Governmental agency requirements

☒ Company own standards and/or policies

### (2.2.3.5) Aspects considered

Select from:

☒ Other, please specify :Endemic species, Protected habitats Natural habitats, Ecosystem services, Migratory species, Alternative locations, Critical habitats and Threatened species are considered

### (2.2.3.6) Baseline biodiversity data available

Select from:

☒ Yes

### (2.2.3.7) Environmental Impact Statement publicly available

Select from:

☒ Yes

### (2.2.3.8) Please explain

Gold Fields is committed to responsible stewardship of natural resources and the environment for present and future generations. As members of the ICMM Gold Fields is committed to abiding by the ICMM's 10 principles and their associated Performance Expectations. ICMM's Principle 7 requires that members contribute to the conservation of biodiversity and integrated approaches to land-use planning. Gold Fields manages its biodiversity practices according to its Biodiversity Guideline. Local regulatory context: Gold Fields managed sites must comply with all regulatory requirements and obligations defined by industry rules, codes and standards, to which we subscribe, as related to biodiversity and the protection of species or ecosystems of conservation significance, at a country, regional and international level. As an example, in South Africa, this requires undertaking a full scoping environmental impact assessment in terms of South Africa's national environmental framework. In jurisdictions where there is a Strategic Environmental Assessment available (SEA), Gold Fields complies with the requirements of the SEA. South African biodiversity initiatives: South Deep reviewed and updated its Biodiversity Management Action Plan. Furthermore, the mine initiated a project to introduce bees, establishing an apiary site comprising 500,000 bees (10 beehives) around the controlled area. The project was expanded by introducing 40 additional beehives. The second phase of the South Deep mini-forest continued with the planting of 1,000 indigenous trees after the successful completion of phase 1, during which 200 indigenous trees were planted. Nature-based solutions Gold Fields is incorporating nature-based solutions into its climate change mitigation and adaptation strategies. On all sites, progressive rehabilitation is balanced between increasing biodiversity and community agricultural aspects. With considerable seasonal rainfall events, South Deep, Tarkwa and Damang have constructed wetlands to manage surface water flow and increase biodiversity. Sharing baseline data: Baseline biodiversity data is made available after the assessment has been undertaken. Depending on the jurisdiction, the data is made publicly available through a public participation process, which invites stakeholders, interested and affected parties and government to assess and provide feedback. The EIA is publicly available during the assessment process

[Add row]

### (2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

#### (2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☒ Yes



## (2.2.7.2) Description of how interconnections are assessed

*Integrated Framework and Methodology: Gold Fields employs an integrated approach to assess environmental dependencies, impacts, risks, and opportunities through the following key frameworks:*

- *ISO 14001 Certified Environmental Management System (EMS): Each operation implements an EMS to ensure all identified risks have necessary control measures and mitigating strategies in place. This system also assists in identifying water-related dependencies and impacts.*
- *Environmental Impact Assessments (EIAs): Conducted for new sites, EIAs help in identifying and assessing environmental impacts and dependencies.*
- *ICMM Performance Expectations: These guidelines on environmental management ensure that Gold Fields' practices align with global best standards.*

*Incorporation into Assessment Process: This integrated process is incorporated into Gold Fields' overall risk management framework disclosed in 2.2.2, ensuring that the assessment of environmental dependencies, impacts, risks, and opportunities is comprehensive and cohesive. The EMS and EIAs feed into the Enterprise Risk Management (ERM) system, ensuring that all identified environmental risks are considered in the broader risk management strategy. Example of interconnections between dependencies, impact and risks- Peatland conservation at Tarkwa Mine in Ghana:*

- *Assessment process: The assessment process included EIAs, which Identified the extent and ecological importance of the peatlands, and included Stakeholder Engagement such as environmental NGOs, local communities, and scientists to develop and implement conservation strategies. ISO 1400 EMS principles were applied in the assessment of the peatland.*
- *Integrated Assessment and Action Plan the assessment process Identified the following-*
- *Dependency: The presence of sensitive peatland ecosystems in the vicinity of the mining operations.*
- *Impact: Mining activities could disrupt these ecosystems, leading to biodiversity loss and increased carbon emissions.*
- *Risk: Potential regulatory fines, increased carbon footprint, reputational damage and increased flood risk.*
- *Opportunity: Conserving peatlands can improve ecosystem services, enhance carbon sequestration, and bolster Gold Fields' sustainability credentials.*
- *Integration into a single process: the outcomes of the assessment process were integrated into the ERM, which was included the operational planning of the Tarkwa Mine. Conservation measures were integrated to avoid peatland areas and implement restoration projects where necessary.*

[Fixed row]

## (2.3) Have you identified priority locations across your value chain?

### (2.3.1) Identification of priority locations

Select from:

☒ Yes, we are currently in the process of identifying priority locations

### (2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☒ Direct operations

### (2.3.3) Types of priority locations identified

### Sensitive locations

- ☒ Areas important for biodiversity
- ☒ Areas of high ecosystem integrity
- ☒ Areas of limited water availability, flooding, and/or poor quality of water

### Locations with substantive dependencies, impacts, risks, and/or opportunities

- ☒ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water

## (2.3.4) Description of process to identify priority locations

*Description of Process to Identify Priority Locations: Gold Fields uses a combination of regulatory processes and voluntary standards to identify priority locations. Regulatory processes such as EIAs provide for a system to identify priority locations within our direct operations. For example: • South African biodiversity law requires the consideration of 'Critical Biodiversity Areas' (CBAs) which are designated to ensure the sustainability of biodiversity by identifying regions that are vital for maintaining ecological integrity and supporting various species and habitats. CBAs are used inform land-use planning, environmental assessments, and natural resource management, guiding various sectors in making decisions that impact biodiversity. CBAs, and the identification of CBAs aligns with the definition of priority locations. Gold Fields also uses voluntary standards such as ISO 14001 Environmental Management Standard assist Gold Fields in identifying priority locations in the value chain. The ICMM's 10 Principles and their associated Performance Expectations do include a focus on biodiversity, particularly in Principle 7. While the primary focus of Principle 7 is on the protection of biodiversity within mining operations, it also emphasizes the need to consider and mitigate impacts across the broader landscape, which can include the value chain Tools and Data Sources: • Commercially/Publicly Available Tools: We utilize tools such as the WRI Aqueduct to assist with determine the interaction with the priority location, as well as the risk associated with that priority location. • Enterprise Risk Management (ERM) Framework: Gold Fields incorporates water risk assessment into its Enterprise Risk Management process, which is aligned with the ISO 31000 Risk Management Standard • EIAs and ISO 14001: EIAs and ISO 14001 are both tools that are used by Gold Fields to identify priority locations, with EIAs requiring data collection. • ICMM's Mining Climate Assessment Tool (Mica Tool): This tool is used to assess climate-related risks, including those affecting water resources at our sites. This is applicable should the water resources be classified as a 'priority location' Determining Substantive Dependencies, Impacts, Risks, and Opportunities: Gold Fields have identified some priority locations both within its direct operations and within the value chain. However, the assessment is still ongoing and any determination of substantive with regards to dependencies, impacts, risks, and/or opportunities in a location will align with the company's existing approach for substantive'. Thresholds: Certain priority locations have been defined as 'sensitive locations' by the tool and frameworks used by Gold Fields.*

## (2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

- ☒ No, we have a list/geospatial map of priority locations, but we will not be disclosing it
- [Fixed row]

## (2.4) How does your organization define substantive effects on your organization?

## Risks

### (2.4.1) Type of definition

Select all that apply

- ☒ Qualitative
- ☒ Quantitative

### (2.4.2) Indicator used to define substantive effect

Select from:

- ☒ Revenue

### (2.4.3) Change to indicator

Select from:

- ☒ Absolute decrease

### (2.4.5) Absolute increase/ decrease figure

15413356

### (2.4.6) Metrics considered in definition

Select all that apply

- ☒ Time horizon over which the effect occurs
- ☒ Other, please specify :Financial impact of the risk

### (2.4.7) Application of definition

Gold Fields defines 'substantive risk' both in terms of qualitative criteria and quantitative figures, and is used to assess both climate-related risks as well as water-related risks. The qualitative definition of 'substantive' is a risk that materially influences the company's sustainability performance, strategic goals, and stakeholder value. In the context of sustainability reporting and risk management processes, a substantive effect aligns with Strategic Pillar 2, which focuses on building and leading our commitments to Gold Fields' ESG. This definition is applied across the group. Quantitative threshold: a 'substantive financial impact' is any change causing a loss of group revenue for one or more days, following the ISO 31000 risk management standard. This definition is set at the group level and applied to

categorizing water-related risks. For the reporting year, the quantifiable indicator for 'substantive financial impact' is approximately USD 15.4 million, representing group average. daily revenue (frequency of effect is therefore annual), assuming all mines were operational for 80% of the year. Changes exceeding this threshold are considered to have a substantive financial impact. Definition scope includes direct operations, such as mining and milling of gold ore, as well as activities along the value chain. Time horizon: 'substantive risks' are considered across all time horizons (short, medium and long-term). Metrics: Gold Fields employs an integrated risk management approach through our Enterprise Risk Management framework. We recognize the importance of understanding the relationship between our strategy and our risk evaluation process as the basis for setting Risk Appetite and Tolerance (RA&T). RA&T focuses not on the risk itself but on the consequences of that risk, such as its impact on our ability to develop key community relationships—a strategic priority under Strategic Pillar 2. Our strategic objectives serve as the foundation for setting RA&T levels, which include thresholds such as the proportion of revenue loss. Frequency of assessment: Risk management is integrated into all business processes. Leadership teams at corporate, country and mine level conduct formal quarterly risk management reviews, assessing risks to the business and tracking and monitoring progress against mitigating actions. These reviews are then presented to the Board's Risk Committee biannually for verification. Threshold reviewed annually

## Opportunities

### (2.4.1) Type of definition

Select all that apply

- ☒ Qualitative
- ☒ Quantitative

### (2.4.2) Indicator used to define substantive effect

Select from:

- ☒ Other, please specify :Free Cash Flow Margin and Enhancing sustainability credentials of a project.

### (2.4.3) Change to indicator

Select from:

- ☒ % increase

### (2.4.4) % change to indicator

Select from:

- ☒ 11-20

### (2.4.6) Metrics considered in definition

Select all that apply

☒ Other, please specify :Net present value (NPV), mitigating key risks and uncertainties, and integrating sustainable development principles

## (2.4.7) Application of definition

Gold Fields defines 'substantive opportunity' both in terms of qualitative criteria and quantitative figures, and is used to assess both climate-related opportunities as well as water-related opportunities. The qualitative definition of 'substantive' relates to sustainable development, as it underpins all project planning at Gold Fields, which includes the identification and development of climate and water related opportunities. Such an opportunity must align with Gold Fields' strategic objectives, including maximising net present value (NPV), mitigating key risks and uncertainties, and integrating sustainable development principles. Substantive opportunities are characterized by their potential to:

- Create Significant Value: Enhance the financial performance of a project through increased returns or cost savings.
- Mitigate Risks: Address and reduce major project risks, contributing to the overall risk management strategy.
- Ensure Sustainability: Align with Gold Fields' commitment to environmental and social responsibility, including compliance with relevant standards and guidelines.
- Support Strategic Goals: Align with Gold Fields' long-term strategic targets and corporate vision, ensuring consistency with the company's growth and sustainability objectives.
- Enable Technical and Commercial Viability: Demonstrate a clear path to technical feasibility and commercial success, ensuring the project is viable from both perspectives.

The Quantitative threshold relates to the free cash flow margin of a project, which is set at a minimum of 15%. Gold Fields want project to contribute to its sustainability targets as well as meet the minimum threshold for project free cash flow margin. Metrics considered: the metrics considered for opportunities are defined by its potential to enhance the project's NPV, reduce risks, or improve sustainability performance. A such, the metrics include financial metrics (NPV), strategic fit (Alignment with Gold Fields' strategic objectives and sustainability targets) and risk mitigation (Opportunities that substantially mitigate key project risks). Water related opportunities may use one or more of these metrics during development. It also considers the 15% threshold for free cash flow margin. Time horizon: 'substantive opportunities' are considered across all time horizons (short, medium and long-term).

[Add row]

## (2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

### (2.5.1) Identification and classification of potential water pollutants

Select from:

☒ Yes, we identify and classify our potential water pollutants

### (2.5.2) How potential water pollutants are identified and classified

Polices: Gold Fields acknowledges that water is a fundamental human right and vital resource for our mining and ore processing activities. We share water with communities surrounding our operations, making responsible water stewardship crucial for our licence to operate. As part of our strategy we have developed the

*Integrated Water Stewardship Framework, which focuses on proactive water management. One of its pillars relates to 'Protecting water quality' and commits us to minimising pollution discharge into natural environments. This is reiterated in our Water Stewardship Policy Statement that commits to 1) managing water at our operations by preventing uncontrolled discharges of contaminated water and 2) reducing, managing and mitigating our impacts on water quality in the catchments, including water pollution. Processes: Gold Fields monitors the water discharge quality for nitrate and phosphate content in accordance with water discharge permit thresholds of each facility (mine). Samples are taken periodically at each discharge destination. These samples are analysed for the composition of the sample including the concentration of nitrate and phosphate. Standard used: This monitoring is done according to the ICMM's Water Reporting: Good Practice Guidelines. The laboratories where the samples are tested are accredited in accordance with ISO/IEC 17025. Metrics/Indicators: The metrics/indicators used in the monitoring are the concentrations of nitrate and phosphate.*

*[Fixed row]*

## **(2.5.1) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.**

### **Row 1**

#### **(2.5.1.1) Water pollutant category**

*Select from:*

☒ Nitrates

#### **(2.5.1.2) Description of water pollutant and potential impacts**

*Identified pollutants: Gold Fields has identified nitrates in accordance with its water discharge permits. Potential impacts: Increased nitrate concentration leads to poor water quality that has the potential to negatively impact human health. In addition, the presence of nitrates can increase the acidity of the water. These impacts are relevant as all of Gold Fields' water discharges are to fresh surface water destinations.*

#### **(2.5.1.3) Value chain stage**

*Select all that apply*

☒ Direct operations

#### **(2.5.1.4) Actions and procedures to minimize adverse impacts**

*Select all that apply*

☒ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

- ☒ Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

#### (2.5.1.5) Please explain

*How the procedures selected manage the risks of the potential impacts outlined: Gold Fields actively manages its water discharges and TSFs. Assessments are frequently conducted of all critical infrastructure and storage conditions on the mines, to prevent leakages, spillages, pipe erosion etc. and to ensure all treatment plants are operating as required. In addition, all water discharges are treated and tested before discharging to freshwater destinations, as per the required specifications of the respective mine's water discharge permits. Procedures listed above are company-wide responses to minimize adverse impacts of water pollutants. How success is measured and evaluated: Gold Fields water stewardship policy commits the company to, among others, complying with all applicable regulatory requirements and obligations contained in the industry rules, codes and standards to which the company subscribes, for example those regulatory requirements around water pollutants that are stipulated in water use licences. Success is measured and evaluated against this regulatory standard. For example, in the reporting year, all of Gold Fields' operations remained in compliance with their water discharge permits and hence the company has successfully minimised the adverse impacts of water pollutants.*

### Row 3

#### (2.5.1.1) Water pollutant category

Select from:

- ☒ Phosphates

#### (2.5.1.2) Description of water pollutant and potential impacts

*Identified pollutants: Gold Fields has identified phosphates in accordance with its water discharge permits. Potential impacts: Phosphates lead to increased plant and algae growth resulting in low oxygen concentrations. This has further environmental impacts related to poor water quality, which has the potential to harm aquatic life. These impacts are relevant as all of Gold Fields' water discharges are to fresh surface water destinations.*

#### (2.5.1.3) Value chain stage

Select all that apply

- ☒ Direct operations

#### (2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- ☒ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

- ☒ Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

#### (2.5.1.5) Please explain

*How the procedures selected manage the risks of the potential impacts outlined: Gold Fields actively manages its water discharges and TSFs. Assessments are frequently conducted of all critical infrastructure and storage conditions on the mines, to prevent leakages, spillages, pipe erosion etc. and to ensure all treatment plants are operating as required. In addition, all water discharges are treated and tested before discharging to freshwater destinations, as per the required specifications of the respective mine's water discharge permits. How success is measured and evaluated: Gold Fields water stewardship policy commits the company to, among others, complying with all applicable regulatory requirements and obligations contained in the industry rules, codes and standards to which the company subscribes, for example those regulatory requirements around water pollutants that are stipulated in water use licences. Success is measured and evaluated against this regulatory standard. For example, in the reporting year, all of Gold Fields' operations remained in compliance with their water discharge permits and hence the company has successfully minimised the adverse impacts of water pollutants.*

[Add row]

### (2.6) By river basin, what number of active and inactive tailings dams are within your control?

#### Row 1

#### (2.6.1) Country/area & River basin

South Africa

- ☒ Orange

#### (2.6.2) Number of tailings dams in operation

1

#### (2.6.3) Number of inactive tailings dams

4

#### (2.6.4) Comment

*These are the TSFs in South Africa under Gold Fields' operational control*



## Row 2

### (2.6.1) Country/area & River basin

**Peru**

☒ Other, please specify :Tingo

### (2.6.2) Number of tailings dams in operation

1.0

### (2.6.3) Number of inactive tailings dams

0.0

### (2.6.4) Comment

*These are the TSFs in Peru under Gold Fields' operational control*

## Row 3

### (2.6.1) Country/area & River basin

**Australia**

☒ Other, please specify :Western Plateau

### (2.6.2) Number of tailings dams in operation

6.0

### (2.6.3) Number of inactive tailings dams

16

#### (2.6.4) Comment

*These are the TSFs in Australia under Gold Fields' operational control*

#### Row 4

#### (2.6.1) Country/area & River basin

Ghana

☒ Other, please specify :Ankobra

#### (2.6.2) Number of tailings dams in operation

5.0

#### (2.6.3) Number of inactive tailings dams

2.0

#### (2.6.4) Comment

*These are the TSFs in Ghana under Gold Fields' operational control*

*[Add row]*

**(2.6.1) Do you evaluate and classify the tailings dams under your control according to the consequences of their failure to human health and ecosystems?**

#### (2.6.1.1) Evaluation of the consequences of tailings dam failure

Select from:

☒ Yes, we evaluate the consequences of tailings dam failure

### (2.6.1.2) Evaluation/Classification guideline(s)

Select all that apply

- ☒ South Africa (SANS) 10286
- ☒ Company-specific guidelines
- ☒ Canadian Dam Association (CDA)
- ☒ Ghana Minerals Commission (LI 2182)
- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Global Industry Standard on Tailings Management (ICMM)

### (2.6.1.3) Tailings dams have been classified as 'hazardous' or 'highly hazardous'

Select from:

- ☒ Yes, tailings dams have been classified as 'hazardous' or 'highly hazardous' (or equivalent)

### (2.6.1.4) Please explain

*Coverage: Some, not all, TSFs are classified as hazardous/equivalent. Rationale for choice of selected guidelines: these are the best practice guidelines that assist in managing tailings risks. They provide classifications/ranking in terms of Consequence. Minimum level used to classify a TSF as 'hazardous': TSF are not classified as 'hazardous' rather they are classified in terms of the possible consequences due to failure. TSF's are classified according to GISTM. Frequency of evaluation: Quarterly inspections and TSF update reports are carried out by the Engineers of Records. Independent external audits are undertaken triennially or more frequently. How classifications inform management procedure: TSFs that are classified as highly hazardous (or with higher consequence categories) are subjected to more stringent design criteria and frequent inspection regimes. Consequence assessments consider hypothetical failure scenarios and resulting impacts on society, especially potential loss of life, the natural environment and business impacts. The severity of impact along with the population at risk are then used to determine the TSF Consequence Category. Example of minimum hazard level classification: Ghana's LI 2182 "Class C" indicates the potential to affect 1-20 people with moderate environmental damage.*

*[Fixed row]*

### (2.6.2) Provide details for all dams classified as 'hazardous' or 'highly hazardous'.

#### Row 1

#### (2.6.2.1) Tailings dam name/identifier

Granny Smith 1

### (2.6.2.2) Country/Area & River basin

**Australia**

☒ Other, please specify :Western Plateau

### (2.6.2.3) Latitude

-28.492248

### (2.6.2.4) Longitude

122.243594

### (2.6.2.5) Hazard classification

*High B (ANCOLD); High (GISTM)*

### (2.6.2.6) Guidelines used

*Select all that apply*

☒ Australian National Committee on Large Dams (ANCOLD)

☒ Global Industry Standard on Tailings Management (ICMM)

### (2.6.2.7) Tailings dam's activity

*Select from:*

☒ Active

### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

25

### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

**(2.6.2.10) Please explain***Under Gold Fields' control***Row 2****(2.6.2.1) Tailings dam name/identifier***Granny Smith 3***(2.6.2.2) Country/Area & River basin****Australia**☒ Other, please specify :Western Plateau**(2.6.2.3) Latitude***-28.493858***(2.6.2.4) Longitude***122.240942***(2.6.2.5) Hazard classification***High B (ANCOLD); High (GISTM)***(2.6.2.6) Guidelines used***Select all that apply*☒ Australian National Committee on Large Dams (ANCOLD)☒ Global Industry Standard on Tailings Management (ICMM)

#### (2.6.2.7) Tailings dam's activity

Select from:

☒ Active

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

10

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

17

#### (2.6.2.10) Please explain

*Under Gold Fields' control.*

### Row 3

#### (2.6.2.1) Tailings dam name/identifier

*Gruyere IWL TSF*

#### (2.6.2.2) Country/Area & River basin

**Australia**

☒ Other, please specify :Western Plateau

#### (2.6.2.3) Latitude

-27.585658

#### (2.6.2.4) Longitude

123.520866

#### (2.6.2.5) Hazard classification

*High B (ANCOLD); High (GISTM)*

#### (2.6.2.6) Guidelines used

*Select all that apply*

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Global Industry Standard on Tailings Management (ICMM)

#### (2.6.2.7) Tailings dam's activity

*Select from:*

- ☒ Active

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

7

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

29

#### (2.6.2.10) Please explain

*Under Gold Fields' control.*

### Row 4

#### (2.6.2.1) Tailings dam name/identifier

*Damang ETSF*

#### (2.6.2.2) Country/Area & River basin

Ghana

☒ Other, please specify :Ankobra

#### (2.6.2.3) Latitude

5.304798

#### (2.6.2.4) Longitude

-1.495483

#### (2.6.2.5) Hazard classification

*High B (ANCOLD); Class A (Ghana LI 2182); High (GISTM)*

#### (2.6.2.6) Guidelines used

*Select all that apply*

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Ghana Minerals Commission (LI 2182)
- ☒ Global Industry Standard on Tailings Management (ICMM)

#### (2.6.2.7) Tailings dam's activity

*Select from:*

- ☒ Active

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

57

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

57



### (2.6.2.10) Please explain

*Under Gold Fields' control*

### Row 5

### (2.6.2.1) Tailings dam name/identifier

*Damang FETSF*

### (2.6.2.2) Country/Area & River basin

**Ghana**

☒ Other, please specify :Ankobra

### (2.6.2.3) Latitude

*5.301456*

### (2.6.2.4) Longitude

*-1.500608*

### (2.6.2.5) Hazard classification

*High C (ANCOLD); Class A (Ghana (LI 2182); High (GISTM)*

### (2.6.2.6) Guidelines used

*Select all that apply*

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Ghana Minerals Commission (LI 2182)
- ☒ Global Industry Standard on Tailings Management (ICMM)

#### (2.6.2.7) Tailings dam's activity

Select from:

☒ Active

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

10

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

26

#### (2.6.2.10) Please explain

*Under Gold Fields' control.*

### Row 6

#### (2.6.2.1) Tailings dam name/identifier

*Tarkwa TSF 1*

#### (2.6.2.2) Country/Area & River basin

**Ghana**

☒ Other, please specify :Ankobra

#### (2.6.2.3) Latitude

*5.202157*

#### (2.6.2.4) Longitude

*-2.013173*

#### (2.6.2.5) Hazard classification

*High C (ANCOLD); Class C (Ghana (LI 2182); High (GISTM)*

#### (2.6.2.6) Guidelines used

*Select all that apply*

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Ghana Minerals Commission (LI 2182)
- ☒ Global Industry Standard on Tailings Management (ICMM)

#### (2.6.2.7) Tailings dam's activity

*Select from:*

- ☒ Active

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

39

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

45

#### (2.6.2.10) Please explain

*Under Gold Fields' control.*

### Row 7

#### (2.6.2.1) Tailings dam name/identifier

*Tarkwa TSF2*

#### (2.6.2.2) Country/Area & River basin

Ghana

☒ Other, please specify :Ankobra

#### (2.6.2.3) Latitude

5.210535

#### (2.6.2.4) Longitude

-2.015479

#### (2.6.2.5) Hazard classification

*Extreme (ANCOLD); Class B (Ghana (LI 2182); Extreme (GISTM)*

#### (2.6.2.6) Guidelines used

*Select all that apply*

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Ghana Minerals Commission (LI 2182)
- ☒ Global Industry Standard on Tailings Management (ICMM)

#### (2.6.2.7) Tailings dam's activity

*Select from:*

- ☒ Active

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

42

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

45

### (2.6.2.10) Please explain

*Under Gold Fields' control.*

### Row 8

### (2.6.2.1) Tailings dam name/identifier

*Tarkwa TSF3*

### (2.6.2.2) Country/Area & River basin

**Ghana**

☒ Other, please specify :Ankobra

### (2.6.2.3) Latitude

*5.215361*

### (2.6.2.4) Longitude

*-2.014636*

### (2.6.2.5) Hazard classification

*High A (ANCOLD); Class B (Ghana (LI 2182); Very High (GISTM)*

### (2.6.2.6) Guidelines used

*Select all that apply*

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Ghana Minerals Commission (LI 2182)
- ☒ Global Industry Standard on Tailings Management (ICMM)

#### (2.6.2.7) Tailings dam's activity

Select from:

☒ Inactive

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

22

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

22

#### (2.6.2.10) Please explain

*Under Gold Fields' control*

### Row 9

#### (2.6.2.1) Tailings dam name/identifier

*Tarkwa TSF5*

#### (2.6.2.2) Country/Area & River basin

**Bermuda**

☒ Other, please specify :Ankobra

#### (2.6.2.3) Latitude

*5.204548*

#### (2.6.2.4) Longitude

*-2.010705*

#### (2.6.2.5) Hazard classification

*High C (ANCOLD); Class C (Ghana (LI 2182); High (GISTM)*

#### (2.6.2.6) Guidelines used

*Select all that apply*

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Ghana Minerals Commission (LI 2182)
- ☒ Global Industry Standard on Tailings Management (ICMM)

#### (2.6.2.7) Tailings dam's activity

*Select from:*

- ☒ Active

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

5.8

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

14

#### (2.6.2.10) Please explain

*Under Gold Fields' control.*

### Row 10

#### (2.6.2.1) Tailings dam name/identifier

*Cerro Corona TSF*

#### (2.6.2.2) Country/Area & River basin

Peru

☒ Other, please specify :Tingo

#### (2.6.2.3) Latitude

-6.455565

#### (2.6.2.4) Longitude

-78.382806

#### (2.6.2.5) Hazard classification

*Extreme (ANCOLD); Extreme (GISTM)*

#### (2.6.2.6) Guidelines used

*Select all that apply*

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Global Industry Standard on Tailings Management (ICMM)

#### (2.6.2.7) Tailings dam's activity

*Select from:*

- ☒ Active

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

60

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

90

#### (2.6.2.10) Please explain



*Under Gold Fields' control*

## Row 11

### (2.6.2.1) Tailings dam name/identifier

*South Deep Doornpoort*

### (2.6.2.2) Country/Area & River basin

**South Africa**

☒ Orange

### (2.6.2.3) Latitude

*-26.274538*

### (2.6.2.4) Longitude

*27.385411*

### (2.6.2.5) Hazard classification

*High C (ANCOLD); High (GISTM)*

### (2.6.2.6) Guidelines used

*Select all that apply*

☒ Australian National Committee on Large Dams (ANCOLD)

☒ Global Industry Standard on Tailings Management (ICMM)

### (2.6.2.7) Tailings dam's activity

*Select from:*

☒ Active

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

7

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

16

#### (2.6.2.10) Please explain

*Under Gold Fields' control*

### Row 12

#### (2.6.2.1) Tailings dam name/identifier

*South Deep Twin Shaft*

#### (2.6.2.2) Country/Area & River basin

**South Africa**

☒ Orange

#### (2.6.2.3) Latitude

-26.250626

#### (2.6.2.4) Longitude

27.401387

#### (2.6.2.5) Hazard classification

High C (ANCOLD); High (GISTM)

#### (2.6.2.6) Guidelines used

Select all that apply

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Global Industry Standard on Tailings Management (ICMM)

#### (2.6.2.7) Tailings dam's activity

Select from:

- ☒ Inactive

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

24

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

24

#### (2.6.2.10) Please explain

Under Gold Fields' control.

### Row 13

#### (2.6.2.1) Tailings dam name/identifier

St Ives TSF 2

#### (2.6.2.2) Country/Area & River basin

Australia

- ☒ Other, please specify :Western Palteau

### (2.6.2.3) Latitude

-31.231

### (2.6.2.4) Longitude

121.475

### (2.6.2.5) Hazard classification

*High B (ANCOLD) High (GISTM)*

### (2.6.2.6) Guidelines used

*Select all that apply*

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Global Industry Standard on Tailings Management (ICMM)

### (2.6.2.7) Tailings dam's activity

*Select from:*

- ☒ Inactive

### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

4.8

### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

4.8

### (2.6.2.10) Please explain

*Under Gold Fields' control*

## Row 14

### (2.6.2.1) Tailings dam name/identifier

*St Ives TSF 3*

### (2.6.2.2) Country/Area & River basin

**Australia**

☒ Other, please specify :Western Platuea

### (2.6.2.3) Latitude

*-31.2249*

### (2.6.2.4) Longitude

*121.4703*

### (2.6.2.5) Hazard classification

*High B (ANCOLD) High (GISTM)*

### (2.6.2.6) Guidelines used

*Select all that apply*

☒ Australian National Committee on Large Dams (ANCOLD)

☒ Global Industry Standard on Tailings Management (ICMM)

### (2.6.2.7) Tailings dam's activity

*Select from:*

☒ Inactive

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

11.7

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

11.7

#### (2.6.2.10) Please explain

*Under Gold Fields' control*

### Row 15

#### (2.6.2.1) Tailings dam name/identifier

*St Ives TSF 4*

#### (2.6.2.2) Country/Area & River basin

**Australia**

☒ Other, please specify :Western Plateau

#### (2.6.2.3) Latitude

-31.1959

#### (2.6.2.4) Longitude

121.4347

#### (2.6.2.5) Hazard classification

*High B (ANCOLD) High (GISTM)*

#### (2.6.2.6) Guidelines used

*Select all that apply*

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Global Industry Standard on Tailings Management (ICMM)

#### (2.6.2.7) Tailings dam's activity

*Select from:*

- ☒ Inactive

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

7

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

7

#### (2.6.2.10) Please explain

*Under God Fields' control*

### Row 16

#### (2.6.2.1) Tailings dam name/identifier

*St Ives North Orchin*

#### (2.6.2.2) Country/Area & River basin

**Australia**

- ☒ Other, please specify :Western Plateau

### (2.6.2.3) Latitude

-31.1903

### (2.6.2.4) Longitude

121.453

### (2.6.2.5) Hazard classification

*High B (ANCOLD) High (GISTM)*

### (2.6.2.6) Guidelines used

*Select all that apply*

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Global Industry Standard on Tailings Management (ICMM)

### (2.6.2.7) Tailings dam's activity

*Select from:*

- ☒ Inactive

### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

4.4

### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

4.4

### (2.6.2.10) Please explain

*Under Gold Fields' control*



## Row 17

### (2.6.2.1) Tailings dam name/identifier

*St Ives Leviathan*

### (2.6.2.2) Country/Area & River basin

**Australia**

☒ Other, please specify :Western Plateau

### (2.6.2.3) Latitude

*-31.1938*

### (2.6.2.4) Longitude

*121.4619*

### (2.6.2.5) Hazard classification

*High B (ANCOLD) High (GISTM)*

### (2.6.2.6) Guidelines used

*Select all that apply*

☒ Australian National Committee on Large Dams (ANCOLD)

☒ Global Industry Standard on Tailings Management (ICMM)

### (2.6.2.7) Tailings dam's activity

*Select from:*

☒ Active

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

13

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

27.8

#### (2.6.2.10) Please explain

*Under Gold Fields' control*

### Row 18

#### (2.6.2.1) Tailings dam name/identifier

*Agnew Redeemer*

#### (2.6.2.2) Country/Area & River basin

**Australia**

☒ Other, please specify :Western Plateau

#### (2.6.2.3) Latitude

*-28.03457*

#### (2.6.2.4) Longitude

*120.2902*

#### (2.6.2.5) Hazard classification

*High B (ANCOLD) High (GISTM)*

#### (2.6.2.6) Guidelines used

*Select all that apply*

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Global Industry Standard on Tailings Management (ICMM)

#### (2.6.2.7) Tailings dam's activity

*Select from:*

- ☒ Active

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

10

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

10

#### (2.6.2.10) Please explain

*Under Gold Fields' control*

### Row 19

#### (2.6.2.1) Tailings dam name/identifier

*Agnew Songvang*

#### (2.6.2.2) Country/Area & River basin

**Australia**

- ☒ Other, please specify :Western Plateau

#### (2.6.2.3) Latitude

-28.08283

#### (2.6.2.4) Longitude

120.27109

#### (2.6.2.5) Hazard classification

*High B (ANCOLD) High (GISTM)*

#### (2.6.2.6) Guidelines used

*Select all that apply*

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Global Industry Standard on Tailings Management (ICMM)

#### (2.6.2.7) Tailings dam's activity

*Select from:*

- ☒ Active

#### (2.6.2.8) Current tailings storage impoundment volume (Mm3)

3.3

#### (2.6.2.9) Planned tailings storage impoundment volume in 5 years (Mm3)

6.2

#### (2.6.2.10) Please explain

*Under Gold Fields' control*  
*[Add row]*

## (2.6.3) To manage the potential impacts to human health or water ecosystems associated with the tailings dams in your control, what procedures are in place for all of your dams?

### Row 1

#### (2.6.3.1) Procedure

Select from:

- ☒ Operating plan

#### (2.6.3.2) Detail of the procedure

##### Operating plan

- ☒ An operating plan that is aligned with your established acceptable risk levels and critical controls framework
- ☒ An operating plan that includes the operating constraints of the dam and its construction method
- ☒ An operating plan that considers the consequences of breaching the operating constraints of the dam.
- ☒ An operating plan that evaluates the effectiveness of the risk management measures and whether performance objectives are being met

#### (2.6.3.3) Please explain

*Rationale for implementing the procedure: Gold Fields' TSF operating plans follow the recommendations of the Australian National Committee on Large Dams (ANCOLD); Ghana Minerals Commission (LI 2182) and the Global Industry Standard on Tailings Management. These guidelines and the Group Tailings Storage Facility Management Guideline are applied across all Gold Fields' operations. Operating plans are drafted at Group level and approved by the Board once a year. The operating plans guide the development of the tailings management plans. Gold Fields actively participated with the ICMM, PRI and the UN, in formulating the Global Industry Standard on Tailings Management. Accordingly, Gold Fields has committed to ensuring that all TSFs with "extreme" or "very high" consequence category ratings comply with the Standard by 5 August 2023. Gold Fields' aim is to prevent any incidents related to these facilities, especially catastrophic failures. Level at which it is set: Both company, group and facilities level. Competence: High competence levels of the staff implementing the procedures is required. All Gold Fields' TSFs, as well as associated pipeline/pumping infrastructure, are subject to independent audits undertaken at least on a triennial basis, or more frequently e.g., in the case of facilities with "extreme" consequence rating. Also, regular inspections and formal annual Engineer of Record reviews are required at all facilities. Gold Fields has implemented the following policies and procedures: • Approved Group TSF Management Policy Statement in 2020 • TSF Incident Reporting Standard Considered international seismicity design requirements in all jurisdictions • Appointments of an Engineer of Record for all Gold Fields'-managed TSFs Undertaking or updating dam break assessments Updating operating maintenance and surveillance manuals and emergency response plans • TSF seepage management and control Gold Fields has also embarked on a programme to further improve operational safety of its TSFs. • Sustainable and integrated mine closure also continues to be one of Gold Fields' sustainability focus areas.*

## Row 3

### (2.6.3.1) Procedure

Select from:

☒ Approval

### (2.6.3.2) Detail of the procedure

#### Approval

☒ The results of the assurance program and the change management process are approved by the EHS manager

### (2.6.3.3) Please explain

*Rationale for implementing the procedure: A company-wide process allows for a consistent management approach through standardised quality assessments and checks. Gold Fields' operating plans and life of facility plans are approved by executive management. These plans consider the respective mines' tailings management plans. The plans are reviewed internally every quarter and independent audits are undertaken at least on a triennial basis. Gold Fields is continually striving to ensure that its Tailings Storage Facilities do not negatively impact the environment or society. Approval of the life of facility plans by senior management ensures that each operation is accountable for the governance of the respective Tailings Storage Facilities. It also ensures that the operations are held to the highest internal standard. To further support high standards of tailings storage management, Gold Fields aligned its inter Tailings Management Standard with the Global Industry Standard on Tailings Management, to show commitment to preventing catastrophic failure of Tailings Storage Facilities. Such standards ensure a high-level of accountability for the management of Tailings Storage Facilities across the group. Level at which it is set: Both company and facilities level. • Competence: All Gold Fields' Group Technical employees responsible for tailings management are certified professional engineers. The Global Industry Standard on Tailings Management (GISTM) appointees refer to the executives designated to oversee compliance with the GISTM across the company's operations. Gold Fields has appointed: • An Accountable Executive: Ensures adequate management structures are in place and functioning at each mine, with crucial competence in identifying, assessing, and managing risks associated with tailings facilities. • Responsible Tailings Facilities Engineer, Ensures the tailings facility is designed, constructed and decommissioned appropriately. • Engineer of Records Ensures the tailings facility is designed, constructed and decommissioned appropriately and carries out inspections regularly. • Independent Tailings Review Board- Assess the underlying drivers of tailings safety throughout the tailings facilities life cycle. [Add row]*

### C3. Disclosure of risks and opportunities

**(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?**

#### Climate change

##### **(3.1.1) Environmental risks identified**

*Select from:*

☒ Yes, both in direct operations and upstream/downstream value chain

#### Water

##### **(3.1.1) Environmental risks identified**

*Select from:*

☒ Yes, both in direct operations and upstream/downstream value chain

#### Plastics

##### **(3.1.1) Environmental risks identified**

*Select from:*

☒ No

##### **(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain**

*Select from:*

☒ Not an immediate strategic priority

## Biodiversity

### (3.1.1) Environmental risks identified

Select from:

☒ No

### (3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☒ Not an immediate strategic priority

[Fixed row]

**(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.**

## Climate change

### (3.1.1.1) Risk identifier

Select from:

☒ Risk1

### (3.1.1.3) Risk types and primary environmental risk driver

#### Reputation

☒ Increased partner and stakeholder concern or negative partner and stakeholder feedback

### (3.1.1.4) Value chain stage where the risk occurs

Select from:



- ☒ Direct operations

#### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- ☒ Peru

#### (3.1.1.9) Organization-specific description of risk

*Contextual information and Risk Driver: The combination of high-profile incidents in the mining sector, like tailings dam failures and the rapid evolution of ESG standards and regulations, has raised stakeholder expectations and engagement, specifically in relation to indigenous peoples and local communities. This is especially relevant in Peru, as in March 2022 local indigenous communities started protests against major mining companies. The risk drivers for the protests, especially related to climate change are multifaceted, primarily revolving around the impacts of mining activities, environmental degradation. Impact of the risk: The increases in protests from local communities presents a risk of mine closure. Notable geographic or regional examples: In October 2021, rural communities in the Apurímac region blocked access to the Las Bambas copper mine for ten days, halting the passage of trucks. This blockade ended after preliminary discussions between local authorities and the protesters, which led to an agreement to hold formal talks with the government and the mining company.*

#### (3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Decreased revenues due to reduced production capacity

#### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term

#### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- ☒ Likely

#### (3.1.1.14) Magnitude

Select from:

- ☒ High

### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*The risk of protests and resulting mine closure by local communities due to the impacts of climate change has the potential to negatively impact the cash flows of Gold Fields' Cerro Corona gold and copper mining operations in Peru, in several ways.*

- *Operational Disruptions: Protests and mine closures by local communities can cause the Cerro Corona operation to be temporarily halted. This would lead to a direct loss of production time and output, reducing the quantity of product available for sale.*
- *Reduced Production Capacity: Community actions, such as blockades or forced closures, can prevent access to mining equipment and infrastructure, leading to reduced operational capacity. Until operations can resume, the Peruvian operation might function at a diminished capacity, producing fewer products for sale.*
- *Extended Downtime: The time required to negotiate with communities and restore operations after a closure could result in prolonged production delays. This would decrease the production of gold and copper, leading to lower sales volumes.*
- *Supply Chain Interruptions: Protests or road blockages can disrupt supply chains to the Cerro Corona mine, delaying the delivery of essential materials and inputs for mining operations. This would cause production slowdowns and decreased output.*
- *Market Perception: Frequent disruptions due to community protests and an inability to meet market demand can erode customer trust and lead to a loss of market share to more reliable competitors. This can have a long-term negative impact on revenue.*

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

### (3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

14458904

### (3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

14458904

### (3.1.1.25) Explanation of financial effect figure

*Approach employed to calculate the potential financial impact: The financial impact is based on regional examples, where mine closure as a result of protests by local communities, specifically related to climate change protests, range from a few days to 10 days, as was the case in the Las Bambas copper mine protest. The financial impact was calculated by determining the revenue loss from one day of operational closure at the Cerro Corona mine, based on revenues in the reporting year. The anticipated period of operational closure is an assumption*

*Calculation method: The financial impact was calculated by determining the revenue loss from one day of operational closure at the South Deep mine, based on revenues in the reporting year, and multiplying it by the anticipated days of operational closure (10 days). Numerical values used in the calculations: 1 day downtime at the Cerra Corona mine, 1 545 890 USD, multiplied by 10 days gives the financial impact of the risk. Assumptions include 80% operation throughout the year*

*How the figure relates to the primary effect: Mine closure due protests by local communities, specifically related to climate change protests. The impact of the protests could lead to reduced operational time at the Cerro Corona mine. The resulting decrease in revenue*

due to reduced production capacity is represented as the financial impact. Link to substantive threshold: this risk links the definition of substantive, or the 'threshold' as it crosses the quantitative threshold of a financial impact of USD 15.4 million

### (3.1.1.26) Primary response to risk

#### Engagement

☒ Engage with local communities

### (3.1.1.27) Cost of response to risk

3100000

### (3.1.1.28) Explanation of cost calculation

*The USD 3.1 was related to delivering drinking water through a water treatment plant to the surrounding community of the Cerro Corona Mine. The costs were incurred in the development and launching of a water treatment plant.*

### (3.1.1.29) Description of response

*We strive to address our host communities' environmental concerns and drive environmental projects that involve and benefit them. This is particularly relevant in Peru, where access to clean water is often a source of conflict between miners and small-scale farmers living in adjacent rural communities. It is also important that Gold Fields acknowledge the role of social license to operate. Details on organisations response; During the year, we launched a water treatment plant in partnership with the Manuel Vasquez Association (a community support organisation) for Peru's Hualgayoc and Bambamarca districts. This significant milestone brings clean, safe drinking water to 2,600 families. The impact of our US\$3.1m investment is profound, as access to clean water is not only a basic human right but a catalyst for community health and prosperity. By eliminating waterborne diseases and reducing the burden of water collection, the plant empowers our host communities to lead healthier, more productive lives*

## Water

### (3.1.1.1) Risk identifier

Select from:

☒ Risk2

### (3.1.1.3) Risk types and primary environmental risk driver

## Acute physical

- ☒ Heavy precipitation (rain, hail, snow/ice)

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- ☒ Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- ☒ South Africa

### (3.1.1.7) River basin where the risk occurs

Select all that apply

- ☒ Orange

### (3.1.1.8) Mining project ID

Select all that apply

- ☒ Project 5

### (3.1.1.9) Organization-specific description of risk

*In July 2024, the South African Agricultural Business Chamber announced that it is increasingly likely a strong La Niña will develop for the 2024/2025 season. La Niña weather patterns typically increase summer rainfall in South Africa and are associated with heavy precipitation hazards. Information on the risk driver and location: Gold Fields has identified the risks of heavy precipitation with respects to its South African operation, the underground South Deep gold mine. Heavy rains have the potential to negatively impact the direct operation of mine. Examples of impacts include damage to mine infrastructure which could impact supplies of fresh or quality water, or result in water related environmental impacts (e.g. dam overflows). These impacts could lead to production downtime and lost revenues. Notable historical example: This risk has precedent, as in 2022, the South Deep mine experienced increased rainfall events that resulted in Level 2 environmental incidents and increased expenditure on Return Water Dam (RWD) management. It is possible that the upcoming La Niña cycle could have a similar impact, which could lead to operational days lost and resulting losses in revenues from the South African mine.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

☒ Decreased revenues due to reduced production capacity

#### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Short-term

#### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Likely

#### (3.1.1.14) Magnitude

Select from:

☒ High

#### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*The risk of heavy rains has the potential to negatively impact the revenues in the cash flows of Gold Fields' South Deep mining operation in South Africa in several ways: 1. Operational Disruptions: These climate impacts can require the South Deep mining operations to be temporarily halted. This would lead to a direct loss of production time and output, reducing the quantity of product available for sale. 2. Reduced Production Capacity: Severe weather can damage mining equipment and infrastructure, leading to reduced operational capacity. Until repairs are made, the South Deep might operate at a diminished capacity, producing fewer product for sale. 3. Extended Downtime: The time required to repair damage and restart operations could lead to prolonged production delays. This would result in decreased production of gold, resulting in lower sales volumes. 4. Supply Chain Interruptions: Heavy rains could disrupt supply chains to the South Deep mine, causing delays in the delivery of necessary materials and inputs for mining operations. This would lead to production slowdowns and decreased output. 5. Water Contamination: Heavy precipitation can cause flooding and water contamination. Gold Fields requires high quality water supplies for its direct operations. 6. Contractual Penalties: Gold Fields could be subject to penalties for late or disrupted supply of products to customers, leading to reduced revenue and strained business relationships. 7. Market Perception: Frequent disruptions and an inability to meet market demand can erode customer trust and lead to a loss of market share to more reliable competitors. This can have a long-term negative impact on revenue. The impact of the quantified risk would result in approximately a 3% decline in South Deep's annual revenue, based on revenue in the reporting year.*

#### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

#### (3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

17000000

#### (3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

17000000

#### (3.1.1.25) Explanation of financial effect figure

*Approach employed to calculate the potential financial impact: The financial impact is based on South Deep's previous experience with the effects of La Niña. The impact of the upcoming La Niña cycle is assumed to be similar. Calculation method: The financial impact was calculated by determining the revenue loss from one day of operational closure at the South Deep mine, based on revenues in the reporting year, and multiplying it by the anticipated days of operational closure (8 days). The anticipated period of operational closure is an assumption, based on prior experiences. Numerical values used in the calculations: 1 day downtime at South Deep mine, 2 132 877 USD, multiplied by 8 days gives the financial impact of the risk. Assumptions include 80% operation throughout the year. How the figure relates to the primary effect: Increased precipitation could reduce operational time at the South Deep Mine. The resulting decrease in revenue due to reduced production capacity is represented as the financial impact. Link to substantive threshold: this risk links the definition of substantive, or the 'threshold' as it crosses the quantitative threshold of a financial impact of USD 15.4 million*

#### (3.1.1.26) Primary response to risk

##### Infrastructure, technology and spending

☒ Increase investment in water, sanitation and hygiene [WASH]

#### (3.1.1.27) Cost of response to risk

11490389

#### (3.1.1.28) Explanation of cost calculation

*The cost of response to this risk comprises costs for an underground Reverse Osmosis (RO) plant and the expansion of the All Return Water Dam at the South Deep operations: - Cost of RO plant: USD 60,976 - Cost of dam expansion: 11,429,413*

### (3.1.1.29) Description of response

*The risk of heavy precipitation events continues to feature in the group's top risks. Gold Fields continues to implement a range of measures to mitigate this risk on an ongoing basis. For example, in 2022 Gold Fields commissioned an underground Reverse Osmosis (RO) plant to treat underground water (0.5 ML/day) to increase recycling/reuse of water at South Deep in South Africa. This measure reduces risks related to interruptions of water supplies and reductions in water quality, that could arise from heavy precipitation events at the mine. The RO facility also decrease dependence on Rand Water for supply, which could similarly be impacted by heavy precipitation events. In addition, Gold Fields expanded the All Return Water Dam at the South Deep operations. This water source is treated in the newly built RO plant. Hence, the dam expansion is a further measure to increase security of quality water supplies that could be a risk during heavy precipitation events.*

## Water

### (3.1.1.1) Risk identifier

Select from:

☒ Risk3

### (3.1.1.3) Risk types and primary environmental risk driver

#### Chronic physical

☒ Increased severity of extreme weather events

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Ghana

### (3.1.1.7) River basin where the risk occurs

Select all that apply

☒ Other, please specify :Ankobra Basin

### (3.1.1.9) Organization-specific description of risk

*Information on the risk driver and location: Gold Fields undertook a Climate Change Risk and Vulnerability assessment for its operations in Ghana, based on the ICMM Mining Climate Assessment data tool and site-specific historical climate data. Extreme weather events were highlighted as having the potential to negatively impact the direct operations of the Tarkwa and Damang gold mines. The open-pit mines are particularly vulnerable due to several factors: - Surface Exposure: direct exposure to weather elements makes them susceptible to heavy rainfall and storms. This can lead to flooding within the pits, disrupting operations and damaging infrastructure. - Slope Stability: Heavy rainfall can destabilize the slopes of open pits, increasing the risk of landslides and slope failures. This can pose significant safety hazards to workers and equipment. - Water Management: Extreme weather can overwhelm drainage systems, causing water accumulation and flooding. This can halt mining operations and require significant effort and resources to manage the excess water. These impacts could lead to production downtime and lost revenues. Notable historical example: Ghana experienced heavy rains in 2023. These extreme weather conditions have posed significant challenges to the mining operations, leading to disruptions and necessitating robust water management and infrastructure resilience measures.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

☒ Decreased revenues due to reduced production capacity

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Likely

### (3.1.1.14) Magnitude

Select from:

☒ High



### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*The risk of extreme weather events has the potential to negatively impact the cash flows of Gold Fields' Tarkwa and Damang gold mining operations in Ghana in several ways: 1. Operational Disruptions: These climate impacts can require the Ghanaian mining operations to be temporarily halted. This would lead to a direct loss of production time and output, reducing the quantity of product available for sale. 2. Reduced Production Capacity: Severe weather can damage mining equipment and infrastructure, leading to reduced operational capacity. Until repairs are made, the Ghanaian operations might operate at a diminished capacity, producing fewer product for sale. 3. Extended Downtime: The time required to repair damage and restart operations could lead to prolonged production delays. This would result in decreased production of gold, resulting in lower sales volumes. 4. Increased Operating Costs: Adverse climate impacts can lead to increased operational expenses. For example, the need for additional equipment such as pumps to manage water-related issues could drive up operating costs. 5. Supply Chain Interruptions: Heavy rains could disrupt supply chains to the Ghanaian mines, causing delays in the delivery of necessary materials and inputs for mining operations. This would lead to production slowdowns and decreased output. 6. Water Contamination: Heavy precipitation can cause flooding and water contamination. Gold Fields requires high quality water supplies for its direct operations. 7. Contractual Penalties: Gold Fields could be subject to penalties for late or disrupted supply of products to customers, leading to reduced revenue and strained business relationships. 8. Market Perception: Frequent disruptions and an inability to meet market demand can erode customer trust and lead to a loss of market share to more reliable competitors. This can have a long-term negative impact on revenue. The impact of the quantified risk would result in approximately a 1% decline in annual revenue of the total Ghanaian operations, based on revenue in the reporting year.*

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

### (3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

18700000

### (3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

18700000

### (3.1.1.25) Explanation of financial effect figure

*Approach employed to calculate the potential financial impact: the estimated cost of extreme weather events on the Tarkwa and Damang mines is based on historical estimates of mine downtime. Calculation Method: The financial impact of extreme events was calculated by determining the revenue loss from one day of operational closure at the Ghanaian mining operations and multiplying it by the anticipated days of closure (4 days). The anticipated period of operational closure is an assumption, based on prior experiences. Numerical values used in the calculations: 1 day downtime at the Ghanaian operations, 4 677 740 USD, multiplied by 4 days gives the financial impact of the risk. Assumptions include 80% operation throughout the year How the figure relates to the primary effect: Extreme weather events,*

and the loss of working hours, could reduce operational time at the Damang and Tarkwa operations. The resulting decrease in revenue due to reduced production capacity is represented as the financial impact.. Link to substantive threshold: this risk links the definition of substantive, or the 'threshold' as it crosses the quantitative threshold of a financial impact of USD 15.4 million.

#### (3.1.1.26) Primary response to risk

##### Infrastructure, technology and spending

- ☒ Improve maintenance of infrastructure

#### (3.1.1.27) Cost of response to risk

5400000

#### (3.1.1.28) Explanation of cost calculation

The Tarkwa mine operates with two diesel pumps and three submersible pumps. The cost of the response reflects the financial impact of the increased pumping expenses related to increased diesel consumption.

#### (3.1.1.29) Description of response

Detail on the response: Low-lying sections of the Tarkwa mine pits can accumulate water, especially during rainy seasons, preventing access to resource-bearing areas. To sustain mining operations, the mine needs to pump out water from the flooded pits at a high flow rate. Diesel pumps can help remove large volumes of water from the pits, enabling continuous mining operations Describe the effect of the response: The effect of the additional pumping that was required is represented in the cost of the response. That cost reflects the increased requirement for diesel

## Water

#### (3.1.1.1) Risk identifier

Select from:

- ☒ Risk4

#### (3.1.1.3) Risk types and primary environmental risk driver

## Acute physical

- ☒ Heavy precipitation (rain, hail, snow/ice)

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- ☒ Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- ☒ Peru

### (3.1.1.7) River basin where the risk occurs

Select all that apply

- ☒ Other, please specify :Tingo

### (3.1.1.9) Organization-specific description of risk

*Information on the risk driver and location: The Cerro Corona Mine is located in northern Peru, in the Andes. The Cerro Corona deposit is mined by conventional surface mining methods. The outcome of Gold Fields' updated Climate Change Risk and Vulnerability Assessment, undertaken in 2021, reiterated that the Cerro Corona Mining operations in Peru are exposed to the chronic risk of increased intensity of rainfall as well as extreme flooding events. Two main sources of data were analysed for climate forecasting, namely national climate projections and site-specific data related to the region in which the mining operations are located (from onsite weather stations). In particular, the increased severity of climate change impacts, could affect slope stability of the Tailings Storage Facility (TSF). The Cerro Corona tailings storage facility has a hazard rating of "Extreme" regarding the consequence of failure, according to ANCOLD 2012. This is because there is the local Hualgayoc community lives directly downstream of the facility. A catastrophic failure of the storage facility could lead to a shutdown in operations whilst the TSF is repaired. Notable historical example: There have been several major recent TSF incidents in South America. E.g. the Brumadinho Dam Disaster (2019) and the Mariana Dam Disaster (2015), both in Brazil. Accordingly, managing TSFs remains a critical focus due to the potential risks associated with such incidents*

### (3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Decreased revenues due to reduced production capacity

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Unlikely

### (3.1.1.14) Magnitude

Select from:

☒ High

### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*The risk of extreme weather events has the potential to negatively impact the cash flows of Gold Fields' Cerro Corona gold and copper mining operations in Peru, in several ways: 1. Operational Disruptions: These climate impacts can require the Cerro Corona operation to be temporarily halted. This would lead to a direct loss of production time and output, reducing the quantity of product available for sale. 2. Reduced Production Capacity: Severe weather can damage mining equipment and infrastructure, leading to reduced operational capacity. Until repairs are made, the Peruvian operation might operate at a diminished capacity, producing fewer product for sale. 3. Extended Downtime: The time required to repair damage and restart operations could lead to prolonged production delays. This would result in decreased production of gold and copper, resulting in lower sales volumes. 4. Supply Chain Interruptions: Heavy rains could disrupt supply chains to the Cerro Corona mine, causing delays in the delivery of necessary materials and inputs for mining operations. This would lead to production slowdowns and decreased output. 5. Water Contamination: Heavy precipitation can cause flooding and water contamination. Gold Fields requires high quality water supplies for its direct operations. 6. Contractual Penalties: Gold Fields could be subject to penalties for late or disrupted supply of products to customers, leading to reduced revenue and strained business relationships. 7. Market Perception: Frequent disruptions and an inability to meet market demand can erode customer trust and lead to a loss of market share to more reliable competitors. This can have a long-term negative impact on revenue. The impact of the quantified risk would result in approximately a 4% decline in annual revenue of the Peruvian operation, based on revenue in the reporting year.*

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

### (3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

17000000

### (3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

17000000

### (3.1.1.25) Explanation of financial effect figure

*Approach employed to calculate the potential financial impact: The financial impact is based on prior experience of the impacts of heavy precipitation and extreme weather events on the mine's infrastructure. Calculation method: The financial impact was calculated by determining the revenue loss from one day of operational closure at the Cerro Corona mine, based on revenues in the reporting year, and multiplying it by the anticipated days of operational closure (11 days). Considering the potential severity and magnitude of damage to TSF, and a catastrophic pit wall failure. Numerical values used in the calculations: 1 day downtime at the Cerro Corona mine, 1 545 890 USD, multiplied by 11 days gives the financial impact of the risk. Assumptions include 80% operation throughout the year. How the figure relates to the primary effect: Heavy precipitation, flooding and resulting damages to TFS would reduce operational time at the Cerro Corona mine. The resulting decrease in revenue due to reduced production capacity is represented as the financial impact. Link to substantive threshold: this risk links the definition of substantive, or the 'threshold' as it crosses the quantitative threshold of a financial impact of USD 15.4 million.*

### (3.1.1.26) Primary response to risk

#### Compliance, monitoring and targets

☒ Greater compliance with regulatory requirements

### (3.1.1.27) Cost of response to risk

3924000

### (3.1.1.28) Explanation of cost calculation

*The cost of response to this risk comprises costs related to the stability of the pit wall, pit dewatering, pit mitigation, four new pumping wells and three piezometers. These costs are broken down as follows: • Physical stability works at the East pit wall: 295,000 USD • Pit dewatering: 739,000 USD • Pit flood mitigation: 1,200,000 USD • New pumping wells and piezometers: 1,690,000 USD*

### (3.1.1.29) Description of response

*The risk of heavy precipitation events continues to feature in the group's top risks. Gold Fields continues to implement a range of measures to mitigate this risk on an ongoing basis. Details on organisations response: Gold Fields has implemented several measures to mitigate the impacts of heavy rainfall on the Tailings Storage Facility (TSF) at the Cerro Corona mine in Peru. These measures are crucial for managing water accumulation and preventing potential environmental risks associated with heavy precipitation. The mitigation action explained in 3.1.1.28 included operation of machinery, workforce, fuel, and others. It also included slope grading, construction of buttresses, implementation of roads, handling of material from the pit, among others. These proactive measures are part of Gold Fields' broader commitment to environmental stewardship and sustainable mining practices, ensuring that the Cerro Corona mine operates safely and responsibly even during adverse weather conditions.*

[Add row]

## **(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.**

### **Climate change**

#### **(3.1.2.1) Financial metric**

Select from:

☒ Revenue

#### **(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)**

0

#### **(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue**

Select from:

☒ Less than 1%

#### **(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)**

451400000

### (3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ 1-10%

### (3.1.2.7) Explanation of financial figures

*Vulnerability encompasses a variety of concepts and elements and for this methodology Gold Fields has considered all assets vulnerable to physical risks in any of the short, medium, or long-term time horizons (in line with the CDP guidance). Approach Employed for Calculation: The methodology used to derive the financial metric vulnerable to physical risks, specifically for the Water risk for the Gold Fields operations in Peru, considers the total production value for the assets that are exposed to this risk. For the Peruvian operations, the production value in the reporting year is USD 451,400,000. The percentage of total financial metric vulnerable to physical risks for this environmental issue is therefore the proportion of regional revenue, in this case USD 451,400,000, of the group revenue of USD 4,500,700,00. The percentage is therefore 10%. Assumptions Underlying the Figure: The assumptions in this methodology are related to the exposure of the assets. It is assumed that 100% of the revenue of the assets in the reporting could be affected by physical risks. In future this financial vulnerability impact could be further assessed and refined.*

## Water

### (3.1.2.1) Financial metric

Select from:

☒ Revenue

### (3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

0

### (3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

### (3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

**(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue**

Select from:

☒ 11-20%**(3.1.2.7) Explanation of financial figures**

*Vulnerability encompasses a variety of concepts and elements and for this methodology Gold Fields has considered all assets vulnerable to physical risks in any of the short, medium, or long-term time horizons (in line with the guidance). Approach Employed for Calculation: The methodology used to derive the financial metric vulnerable to physical risks, specifically for the Water risk for the Gold Fields operations in South Africa, considers the total production value for the assets that are exposed to this risk. For the South African operation, the production value in the reporting year is USD 622,800,000. The percentage of total financial metric vulnerable to physical risks for this environmental issue is therefore the proportion of regional revenue, in this case USD 622,800,000, of the group revenue of USD 4,500,700,00. The percentage is therefore 14%. Assumptions Underlying the Figure: The assumptions in this methodology are related to the exposure of the assets. It is assumed that 100% of the revenue of the assets in the reporting could be affected by physical risks. In future this financial vulnerability impact could be further assessed and refined.*

**Water****(3.1.2.1) Financial metric**

Select from:

☒ Revenue**(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)**

0

**(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue**

Select from:

☒ Less than 1%



#### (3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

1365900000

#### (3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ 21-30%

#### (3.1.2.7) Explanation of financial figures

*Vulnerability encompasses a variety of concepts and elements and for this methodology Gold Fields has considered all assets vulnerable to physical risks in any of the short, medium, or long-term time horizons (in line with the guidance). Approach Employed for Calculation: The methodology used to derive the financial metric vulnerable to physical risks, specifically for the Water risk for the Gold Fields operations in Ghana, considers the total production value for the assets that are exposed to this risk. For the Ghanaian operations, the production value in the reporting year is USD 1,365,900,000. The percentage of total financial metric vulnerable to physical risks for this environmental issue is therefore the proportion of regional revenue, in this case USD 1,365,900,000, of the group revenue of USD 4,500,700,00. The percentage is therefore 30%. Assumptions Underlying the Figure: The assumptions in this methodology are related to the exposure of the assets. It is assumed that 100% of the revenue of the assets in the reporting could be affected by physical risks. In future this financial vulnerability impact could be further assessed and refined.*

### Water

#### (3.1.2.1) Financial metric

Select from:

☒ Revenue

#### (3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

0

#### (3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

#### (3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

451400000

#### (3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ 1-10%

#### (3.1.2.7) Explanation of financial figures

*Vulnerability encompasses a variety of concepts and elements and for this methodology Gold Fields has considered all assets vulnerable to physical risks in any of the short, medium, or long-term time horizons (in line with the CDP guidance). Approach Employed for Calculation: The methodology used to derive the financial metric vulnerable to physical risks, specifically for the Water risk for the Gold Fields operations in Peru, considers the total production value for the assets that are exposed to this risk. For the Peruvian operations, the production value in the reporting year is USD 451,400,000. The percentage of total financial metric vulnerable to physical risks for this environmental issue is therefore the proportion of regional revenue, in this case USD 451,400,000, of the group revenue of USD 4,500,700,00. The percentage is therefore 10%. Assumptions Underlying the Figure: The assumptions in this methodology are related to the exposure of the assets. It is assumed that 100% of the revenue of the assets in the reporting could be affected by physical risks. In future this financial vulnerability impact could be further assessed and refined.*

[Add row]

**(3.2) Within each river basin, how many facilities are exposed to substantive effects of water-related risks, and what percentage of your total number of facilities does this represent?**

Row 1

#### (3.2.1) Country/Area & River basin

South Africa

☒ Orange

### (3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

### (3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

### (3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 1-25%

### (3.2.7) Production value for the metals and mining activities associated with these facilities (currency)

622800000

### (3.2.10) % organization's total global revenue that could be affected

Select from:

☒ 11-20%

### (3.2.11) Please explain

*Explanation on nature of the risk in the river basin: Gold Fields has 1 operation in South Africa, which is a water scarce country. The orange river basin, which is the largest river basin in South Africa, is characterized by its significant hydrological complexities and socio-economic importance. The orange river basin serves as a critical water resource for agriculture, urban supply, and industry in the region. Additional context- Water Scarcity: The basin faces significant water scarcity challenges, exacerbated by a growing population, agricultural demands, and industrial usage. With an average annual rainfall of around 330 mm, the region is prone to droughts, which can severely impact water availability. Gold Fields is dependent on water from the Orange River basin, and security of water supply and quality are considered to be substantive risks for the South Deep operation. Organisations approach to addressing these risks: To prepare for the increased variability in precipitation, all water dams at South Deep have been designed to consider one-in-50-year year rainfall events. The lining of the old return water dam is under maintenance, increasing capacity of the old RWD. For the risk of increased droughts, Gold Fields have implemented the following adaptation measures: • Reducing the use of public utility water through reverse osmosis plants • Increased reverse osmosis plant recovery capacity in 2022 from 1.8ML/day to 2.2ML/day • Captured surface water runoff for reuse • Increasing and improving water storage capacity on mine, and • Installing instrumentation on the service water network to enable*

*better monitoring and troubleshooting Potential value at risk: The anticipated period of operational closure is an assumption, based on prior experiences, including the 2022 flooding at South Deep. Production value: At South Deep, production guidance was downgraded to 10,000kg (322koz) in Q1 of 2023. Gold production decreased by 2% to 10,021kg (322koz) in 2023. The average price of gold in 2023 was 1 942 USD/oz.*

## Row 2

### (3.2.1) Country/Area & River basin

#### Australia

☒ Other, please specify :Western Plateau

### (3.2.2) Value chain stages where facilities at risk have been identified in this river basin

*Select all that apply*

☒ Direct operations

### (3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

4

### (3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

*Select from:*

☒ 26-50%

### (3.2.7) Production value for the metals and mining activities associated with these facilities (currency)

2060700000

### (3.2.10) % organization's total global revenue that could be affected

*Select from:*

☒ 41-50%

### (3.2.11) Please explain

*Explanation on nature of the risk in the river basin: Gold Fields has four operations in Australia, located in the Western Plateau. The Western Plateau spans much of Western Australia and is predominantly arid to semi-arid, with low annual rainfall, which varies significantly across the region. The Western Plateau is rich in mineral resources, including iron ore and gold. Water availability is a critical concern in the Western Plateau, as the region relies on limited groundwater resources. Over-extraction for agricultural and industrial purposes can lead to depletion of aquifers and impact local ecosystems. Additional context- Water Scarcity: The basin faces significant water scarcity challenges, exacerbated by climate change. Gold Fields is dependent on water from the groundwater resources in the Western Plateau and declining availability of suitable water quality, as well as security of water supply (quantity), are substantive risks for the St Ives, Agnew, Granny Smith and Gruyere operations. Organisations approach to addressing these risks: To prepare for the water related risks within this basin, Gold Fields have implemented the following adaptation actions: • Aligned flood management protocols to a critical control management approach • Designing a verification process for flood management • Reviewed surge capacity in light of in-pit waste rock disposal, • Developing and reviewing water balances for all sites to lift focus on mining activities, linked to water management plans, and • Simulating closure modelling scenarios to include long-term stability assessment and GISTM requirements for tailings storage and facility stability during periods of extreme rainfall Potential value at risk: The anticipated period of operational closure is an assumption, based on prior experiences, including the 2022 flooding at South Deep. Production value: The Australian region largest producer in Gold Fields' portfolio, and the four mines contributed 46% of Group attributable production and approximately half of FCF in 2023. The mines produced 1,062 000 oz of gold in 2023 and the average price of gold in 2023 was 1 942 USD/oz.*

### Row 3

#### (3.2.1) Country/Area & River basin

Ghana

☒ Other, please specify :Ankobra

#### (3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

#### (3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

2

#### (3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 1-25%

### (3.2.7) Production value for the metals and mining activities associated with these facilities (currency)

1365900000

### (3.2.10) % organization's total global revenue that could be affected

Select from:

☒ 21-30%

### (3.2.11) Please explain

*Explanation on nature of the risk in the river basin: The Ankobra River basin is located in Western Ghana, and the basin is home to significant gold mining operations, including the Gold Fields Damang and Tarkwa mines. In recent years there has been an increase in illegal mining in the Ankobra River basin such as water pollution, degradation of riparian areas and pollution of the Ankobra River. Additional context- Extreme precipitation: The basin faces significant extreme precipitation events, exacerbated by climate change. As well as decreased water quality available for processing. Gold Fields is dependent on water from the river basin for its processing activities, and increased precipitation along with decreased water quality is a substantive risk for Gold Fields. Organisations approach to addressing these risks: To prepare for the water related risks within this basin, Gold Fields have implemented the following adaptation actions within our core operations: • Continuing to mine deeper in the dry season to compensate for limitations during the rainy season • Increasing stockpiling to last approximately 28 days • Continuing to incorporate impact of weather on operational continuity and annual budgeting for both operations, • Implementing water saving programmes among workforce and communities, and • Increasing water recycling and treatment to improve water quality and potable water available to local communities and for • processing purposes Potential value at risk: The anticipated period of operational closure is an assumption, based on prior experiences, including the 2022 flooding at South Deep. Production value: The Ghanaian region is the second-biggest producer in our portfolio, contributing 30% to Group attributable production in 2023. The mines produced 704 000 oz of gold in 2023 and the average price of gold in 2023 was 1 942 USD/oz.*

## Row 4

### (3.2.1) Country/Area & River basin

Peru

☒ Other, please specify :Tingo

### (3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

### (3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

### (3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 1-25%

### (3.2.7) Production value for the metals and mining activities associated with these facilities (currency)

451400000

### (3.2.10) % organization's total global revenue that could be affected

Select from:

☒ 1-10%

### (3.2.11) Please explain

*Explanation on nature of the risk in the river basin: Gold Fields has one operation in Peru, located in the Tingo basin. The Tingo River is a tributary of the Huallaga River, situated in the central highlands of Peru. The basin is characterized by mountainous terrain and is part of a region with a rich history of mining. Gold Fields' Cerro Corona mine is located in the Tingo River basin. Additional context- increased rainfall: The basin faces increased rainfall as well as increased intensity of rainfall events, exacerbated by climate change. The increase in rainfall and rainfall intensity poses a risk for Gold Fields, specifically in relation to the management of its TSF. Organisations approach to addressing these risks: To prepare for the water related risks within this basin, Gold Fields have implemented the following adaptation actions within our core operations: • Monitor ground water levels, piezometric ground water pressure, pumping capacity, water treatment capacity and tailings storage capacity • Slope stability monitoring system in place • Increased concentrate storage capacity on-site and at the port • Ensure a feasible revegetation plan is designed for Cerro Corona's rehabilitation programme, and • Evaluate climate change impact on TSF design Potential value at risk: The anticipated period of operational closure is an assumption, based on prior experiences, including the 2022 flooding at South Deep. Production value: Gold-equivalent production at Cerro Corona decreased by 8% to 239koz in 2023 driven by lower gold production and a lower price factor. The mine produced 122 000 oz of gold, and the average price of gold in 2023 was 1 942 USD/oz.*

[Add row]

**(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?**

	Water-related regulatory violations
	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

**(3.4) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for violation of biodiversity-related regulation?**

	Any penalties for violation of biodiversity-related regulation?
	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

**(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?**

Select from:

☒ No, and we do not anticipate being regulated in the next three years

**(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?**



	Environmental opportunities identified
Climate change	<i>Select from:</i> <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized
Water	<i>Select from:</i> <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

**(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.**

## Climate change

### (3.6.1.1) Opportunity identifier

*Select from:*

☒ Opp1

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

#### Resilience

☒ Increased resilience to impacts of climate change

### (3.6.1.4) Value chain stage where the opportunity occurs

*Select from:*

☒ Direct operations

### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- ☒ Australia
- ☒ Ghana
- ☒ Peru
- ☒ South Africa

### (3.6.1.8) Organization specific description

*Information on the opportunity driver and location: Gold Fields is successfully implementing a significant opportunity to enhance the resilience of our gold mining operations in relation to water and climate-related factors. This opportunity materialized through the acquisition of a sustainability-linked loan, which served as a refinancing solution for our previous revolving credit facility. The sustainability linked KPIs for the five-year term of the loan until 2027 are aligned with Gold Fields' strategy as well as its 2030 climate related targets. The KPIs set in the loan, if achieved, will assist Gold Fields in reaching its 2030 group ESG targets such as the 30% reduction in Scope 1 and 2 emissions from a 2016 base year. The loan value meets the company specific description of 'substantive financial', as the revolving credit facility has been refinanced for 1.2 billion USD, with the option to increase the loan by up to 400-million. The sustainability-linked loan exemplifies how Gold Fields has fully integrated ESG into its business. By aligning the loan's KPIs with its strategy and 2030 climate targets, Gold Fields is capitalizing on the growing importance of sustainability and climate change considerations in the mining sector. Link to definition of substantive: this opportunity ensures sustainability goals are met, and supports with Gold Fields' long-term strategic targets and corporate vision, ensuring consistency with the company's growth and sustainability objectives*

### (3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Increased access to capital at lower/more favorable rates

### (3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ The opportunity has already had a substantive effect on our organization in the reporting year

### (3.6.1.12) Magnitude

Select from:

- ☒ High

### (3.6.1.13) Effect of the opportunity on the financial position, financial performance and cash flows of the organization in the reporting period

*Access to finance through loans is a critical component of ensuring the financial sustainability of Gold Fields' operations. Gold Fields has secured a sustainability-linked loan which has favourable interest rates on condition of certain KPIs. This can improve Gold Fields' cash flows in several ways resulting in a positive effect anticipated from this opportunity. The overall loan size is USD1.2 billion. Gold Fields may benefit from more predictable cash flows due to the structured nature of the loan terms tied to sustainability performance. Sustainability targets often involve improving operational efficiencies, such as improving energy efficiency. These improvements can lead to direct cost savings for Gold Fields, enhancing cash flows. Accessing sustainability-linked loans can enhance Gold Fields' reputation among investors and stakeholders. This can lead to better financing opportunities in the future, potentially at even lower costs, further improving cash flows. The sustainability KPIs align with Gold Fields' long-term strategic goals, ensuring the company is better prepared for future regulatory changes or market demands. This proactive approach can prevent future expenses related to non-compliance or adaptation costs.*

### (3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ Yes

### (3.6.1.16) Financial effect figure in the reporting year (currency)

1200000000

### (3.6.1.23) Explanation of financial effect figures

*Approach employed to calculate the figure: The financial impact figure of USD 1.2 billion is the value of the refinanced revolving credit facility. The calculation method: no calculation approach was utilised. This value was determined through contract negotiations between Gold Fields and the various financial institutions. The figures used in your calculations: the financial impact figure is USD 1.2 billion. Assumptions: the figure is not dependent on any assumptions.*

### (3.6.1.24) Cost to realize opportunity

0

### (3.6.1.25) Explanation of cost calculation

*The cost to realise this opportunity is borne in-house and absorbed into business-as-usual activities. The costs are related to personnel time required to negotiate the contractual requirements to implement and service the revolving loan*

### (3.6.1.26) Strategy to realize opportunity

*Methods to exploit the opportunity and maximize its potential realization: The newly secured loan is specifically tied to sustainability-linked key performance indicators (KPIs) that align with Gold Fields' overall business strategy and our ambitious 2030 environmental, social, and governance (ESG) targets such as a 30% reduction in Scope 1 and 2 emissions. As part of our comprehensive ESG approach, Gold Fields operates with three strategic pillars, with one pillar dedicated to addressing ESG considerations. Within this ESG pillar, our climate change, energy and carbon management strategy assumes a crucial role. This opportunity is considered substantive, where the loan value meets the company specific description of 'substantive financial', as the revolving credit facility has been refinanced for 1.2 billion USD, with an additional A500m Australian syndicated credit facility with five-year repayment terms. The sustainability-linked loan exemplifies how Gold Fields has fully integrated ESG into its business. By aligning the loan's KPIs with its strategy and 2030 ESG targets, Gold Fields is capitalizing on the growing importance of sustainability and ESG considerations in the mining sector. Examples of specific activities to realize opportunity: In the reporting year (2023), we achieved various key performance metrics linked to the loan facilities. In particular, we achieved a 5% reduction in Scope 1 and 2 emissions from the previous year. In addition Gold Fields operates several renewable energy plants at our mines and has committed to building additional plants at South Deep and St Ives to realise the full cost savings benefit from the plants. How this opportunity has been prioritized in relation to other opportunities: The KPIs set in the loan will assist Gold Fields in reaching its 2030 group ESG targets such as the reduction of onsite water and energy consumption as well as our water reuse/recycle targets. As such, this is a high-priority opportunity for Gold Fields.*

## Water

### (3.6.1.1) Opportunity identifier

Select from:

☒ Opp2

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

#### Resilience

☒ Increased resilience to impacts of climate change

### (3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

### (3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- ☒ Australia
- ☒ Ghana
- ☒ Peru
- ☒ South Africa

#### (3.6.1.6) River basin where the opportunity occurs

Select all that apply

- ☒ Orange
- ☒ Other, please specify :Ghana Ankobra Basin Australia Western Plateau Peru Tingo

#### (3.6.1.8) Organization specific description

*Information on the opportunity driver and location: Gold Fields is successfully implementing a significant opportunity to enhance the resilience of our gold mining operations in relation to water and climate-related factors. This opportunity materialized through the acquisition of a sustainability-linked loan, which served as a refinancing solution for our previous revolving credit facility. The sustainability linked KPIs for the five-year term of the loan until 2027 are aligned with Gold Fields' strategy as well as its 2030 ESG targets. The KPIs set in the loan, if achieved, will assist Gold Fields in reaching its 2030 group ESG targets such as the reduction of onsite water consumption and water reuse/recycle targets. The loan value meets the company specific description of 'substantive financial', as the revolving credit facility has been refinanced for 1.2 billion USD, with the option to increase the loan by up to 400-million. The sustainability-linked loan exemplifies how Gold Fields has fully integrated ESG into its business. By aligning the loan's KPIs with its strategy and 2030 ESG targets, Gold Fields is capitalizing on the growing importance of sustainability and ESG considerations in the mining sector. Link to definition of substantive: this opportunity ensures sustainability goals are met, and supports with Gold Fields' long-term strategic targets and corporate vision, ensuring consistency with the company's growth and sustainability objectives*

#### (3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Increased access to capital at lower/more favorable rates

#### (3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ The opportunity has already had a substantive effect on our organization in the reporting year

#### (3.6.1.12) Magnitude

Select from:

☒ High

### (3.6.1.13) Effect of the opportunity on the financial position, financial performance and cash flows of the organization in the reporting period

*Securing a sustainability-linked loan can have several positive effects on Gold Fields' cash flows: 1. Reduced Interest Expenses: Gold Fields can access capital at more favourable rates if the company meets specific sustainability targets. This leads to reduced interest expenses, which can improve the net cash flow from operating activities. 2. Improved Cash Flow Predictability: Gold Fields may benefit from more predictable cash flows due to the structured nature of the loan terms tied to sustainability performance. Meeting sustainability targets often results in pre-determined interest rate reductions. 3. Enhanced Operational Efficiency: Sustainability targets often involve improving operational efficiencies, such as reducing water consumption. These improvements can lead to direct cost savings for Gold Fields, enhancing cash flows. 4. Positive Market Perception: Accessing sustainability-linked loans can enhance Gold Fields' reputation among investors and stakeholders. This can lead to better financing opportunities in the future, potentially at even lower costs, further improving cash flows. 5. Alignment with Long-term Strategy: The sustainability KPIs align with Gold Fields' long-term strategic goals, ensuring the company is better prepared for future regulatory changes or market demands. This proactive approach can prevent future expenses related to non-compliance or adaptation costs.*

### (3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ Yes

### (3.6.1.16) Financial effect figure in the reporting year (currency)

1200000000

### (3.6.1.23) Explanation of financial effect figures

*Approach employed to calculate the figure: The financial impact figure of USD 1.2 billion is the value of the refinanced revolving credit facility. The calculation method: no calculation approach was utilised. This value was determined through contract negotiations between Gold Fields and the various financial intuitions. The figures used in the calculations: the financial impact figure is USD 1.2 billion. Assumptions: the figure is not dependent on any assumptions.*

### (3.6.1.24) Cost to realize opportunity

0

### (3.6.1.25) Explanation of cost calculation

The cost to realise this opportunity is borne in-house and absorbed into business-as-usual activities. The costs are related to personnel time required to negotiate the contractual requirements to implement and service the revolving loan.

### (3.6.1.26) Strategy to realize opportunity

Methods to exploit the opportunity and maximize its potential realization: The newly secured loan is specifically tied to sustainability-linked key performance indicators (KPIs) that align with Gold Fields' overall business strategy and our ambitious 2030 environmental, social, and governance (ESG) targets. As part of our comprehensive ESG approach, Gold Fields operates with three strategic pillars, with one pillar dedicated to addressing ESG considerations. Within this ESG pillar, our robust water strategy assumes a crucial role. This opportunity is considered substantive, where the loan value meets the company specific description of 'substantive financial', as the revolving credit facility has been refinanced for 1.2 billion USD, with an additional A500m Australian syndicated credit facility with five-year repayment terms. The sustainability-linked loan exemplifies how Gold Fields has fully integrated ESG into its business. By aligning the loan's KPIs with its strategy and 2030 ESG targets, Gold Fields is capitalizing on the growing importance of sustainability and ESG considerations in the mining sector. Examples of specific activities to realize opportunity: In the reporting year (2023), we achieved various key performance metrics linked to the loan facilities. In particular, we achieved 74% water recycled/reused against a target of 75%. Challenges included the delay in production at Salares Norte and technical challenges with the South Deep underground filtration plant. The potable water pipeline to South Deep was also damaged by illegal miners. However, the mine also invested in a second reverse osmosis plant to recycle 3ML per day of processed water. The plant will assist South Deep in its target of treating up to 80% of its processed water and reducing the amount of water provided by the public water utility. How this opportunity has been prioritized in relation to other opportunities: The KPIs set in the loan will assist Gold Fields in reaching its 2030 group ESG targets such as the reduction of onsite water consumption and water reuse/recycle targets. As such, this is a high-priority opportunity for Gold Fields.

[Add row]

### (3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

#### Climate change

##### (3.6.2.1) Financial metric

Select from:

☒ CAPEX

##### (3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

7600000

### (3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 1-10%

### (3.6.2.4) Explanation of financial figures

Gold Fields' sustainability-linked loan is R7.1 billion which provides Gold Fields with additional cashflow that can be used for capital projects. A portion of this capital can be used towards water management related sustainability projects. In the reporting year, Gold Fields spent USD7.6 million on capital expenditure related to water projects in their 2023 financial year. In the same period, USD1.055 billion was spent overall on capital expenditure (both sustaining and growth expenditure). The proportion of Gold Fields' capital expenditure aligned with their water related opportunities is calculated as:  $\text{USD7.6 million} / \text{USD1.055 billion} \times 100 = 1\%$ . No further assumptions were made in this calculation as Gold Fields tracks its capital spend for water related projects directly.

## Water

### (3.6.2.1) Financial metric

Select from:

☒ CAPEX

### (3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

13335035

### (3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 1-10%

### (3.6.2.4) Explanation of financial figures

Gold Fields' sustainability-linked loan is R7.1 billion which provides Gold Fields with additional cashflow that can be used for capital projects. A portion of this capital can be used towards water management related sustainability projects. In the reporting year, Gold Fields spent USD13.3 million on capital expenditure related to water projects in their 2023 financial year. In the same period, USD1.055 billion was spent overall on capital expenditure (both sustaining and growth expenditure).



*The proportion of Gold Fields' capital expenditure aligned with their water related opportunities is calculated as:  $\text{USD13.3 million} / \text{USD1 055 million} \times 100 = 1\%$ . No further assumptions were made in this calculation as Gold Fields tracks its capital spend for water related projects directly.*

*[Add row]*

## C4. Governance

### (4.1) Does your organization have a board of directors or an equivalent governing body?

#### (4.1.1) Board of directors or equivalent governing body

Select from:

☒ Yes

#### (4.1.2) Frequency with which the board or equivalent meets

Select from:

☒ Quarterly

#### (4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☒ Executive directors or equivalent

☒ Non-executive directors or equivalent

☒ Independent non-executive directors or equivalent

#### (4.1.4) Board diversity and inclusion policy

Select from:

☒ Yes, and it is publicly available

#### (4.1.5) Briefly describe what the policy covers

*The Gold Field Board recognises the benefits of diversity and diverse perspectives at Board level, which produces more robust oversight, competitive advantage and improved corporate governance. Gold Fields describes diversity as “all the characteristics that make individuals different from each other, including but not limited to gender, education, experience, age, geographical representation, and ethnicity”. The Board Diversity Policy is complementary to the Group Diversity Policy and the Group Diversity, Equity, Inclusion and Belonging Policy Statement, and applies to the Board of Directors. The Board Diversity Policy addresses the composition of the Board, and election and re-election of its members. The Policy considers whether members of the Board are suitably qualified in terms of their independence,*

experience, expertise, financial and business acumen, personal characteristics and ability to devote sufficient time and resources to his or her duties as a member of the Board; the level of representation from underrepresented groups; the representation of women, targeting at least 40% representation; diversity criteria; and representation from all countries or regions where Gold Fields operates. The Nominating and Governance Committee has delegated authority and responsibility to implement the Policy and oversee its effectiveness annually. The Social and Ethics Committee reports on the promotion of equality, diversity and prevention of unfair discrimination.

**(4.1.6) Attach the policy (optional)**

board-diversity-policy.pdf  
[Fixed row]

**(4.1.1) Is there board-level oversight of environmental issues within your organization?**

	Board-level oversight of this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Water	Select from: <input checked="" type="checkbox"/> Yes
Biodiversity	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

**(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board’s oversight of environmental issues.**

Climate change

**(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue**

*Select all that apply*

- ☒ Board chair
- ☒ Director on board
- ☒ Board-level committee
- ☒ Chief Risk Officer (CRO)
- ☒ Chief Executive Officer (CEO)
- ☒ Chief Financial Officer (CFO)
- ☒ Chief Sustainability Officer (CSO)

#### **(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board**

*Select from:*

- ☒ Yes

#### **(4.1.2.3) Policies which outline the positions' accountability for this environmental issue**

*Select all that apply*

- ☒ Board Terms of Reference
- ☒ Board mandate
- ☒ Individual role descriptions
- ☒ Other policy applicable to the board, please specify :Safety, Health and Sustainable Development Committee Charter

#### **(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item**

*Select from:*

- ☒ Scheduled agenda item in some board meetings – at least annually

#### **(4.1.2.5) Governance mechanisms into which this environmental issue is integrated**

*Select all that apply*

- ☒ Reviewing and guiding annual budgets
- ☒ Overseeing and guiding scenario analysis
- ☒ Overseeing the setting of corporate targets
- ☒ Monitoring progress towards corporate targets
- ☒ Approving corporate policies and/or commitments
- ☒ Overseeing and guiding public policy engagement
- ☒ Overseeing and guiding public policy engagement
- ☒ Reviewing and guiding innovation/R&D priorities
- ☒ Approving and/or overseeing employee incentives
- ☒ Overseeing and guiding major capital expenditures

- ☑ Monitoring the implementation of the business strategy
- ☑ Overseeing reporting, audit, and verification processes
- ☑ Monitoring the implementation of a climate transition plan
- ☑ Overseeing and guiding the development of a business strategy
- ☑ Overseeing and guiding acquisitions, mergers, and divestitures
- ☑ Monitoring supplier compliance with organizational requirements
- ☑ Monitoring compliance with corporate policies and/or commitments
- ☑ Overseeing and guiding the development of a climate transition plan
- ☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

#### **(4.1.2.7) Please explain**

*Gold Fields is committed to leading best practice and our efforts toward sustainable water management is guided by the UN Global Compact's ten principles, the International Council on Mining and Metals (ICMM) Mining Principles on Sustainable Development and Position Statements and the supporting Performance Expectations, the KingIV Code on Corporate Governance, the Extractive Industry Transparency Initiative (EITI), the Global Reporting Initiative (GRI) standards and the reporting requirements of the Taskforce on Climate-related Financial Disclosures (TCFD). As members of the World Gold Council since 1 January 2022, Gold Fields subscribes to the Responsible Gold Mining Principles and the Conflict-Free Gold Standard. The Board provides direction and guidance on climate related strategy and implementation. The CEO leads the executive and management teams to develop and implement the Group's Climate Change Strategy and embed a climate-conscious culture across our regions, and the Executive Committee ensures climate-related strategies and policies are developed and implemented, underpinned by robust risk management. The Executive Committee, while not a Board Committee, develops strategies and policy proposals for Board consideration, reviews Gold Fields' performance against set strategic objectives and assists the Board to execute the Group's disclosure obligations. This committee meets monthly. The Board oversees the setting of corporate targets, and monitors progress. For instance, a target of 75% recycle or reuse of total water was set, and 74% was achieved in 2023. The Group Climate Change Steering Committee drives the formulation and implementation of the Climate Change Strategy. The Committee encompasses all climate-related functions within Gold Fields as well as the majority of the Group's executive leaders. The Energy and Carbon Management Strategy focuses on ensuring a secure energy supply and cost-effective electricity and reducing energy consumption and carbon emissions. Gold fields' Climate Change Report provides further detail on our energy and carbon management and performance and integrated approach to climate change, setting out the group's Decarbonisation Strategy and Roadmap. The board meets quarterly where ESG and ESG performance is a permanent agenda point. Water being one of the ESG priorities is discussed at each of the board meetings. This includes, for example, performance against water targets. Examples of decisions: The Board addresses trade-offs between water withdrawal and consumption. For example, Gold Fields managed to maintain its water withdrawal at 18.3GL, while water consumption increased to 13.8GL due to decreased discharges at some operations. This increase in consumption, while necessary for operations, could potentially strain water resources shared with local communities, requiring the company to engage closely with these communities to manage and mitigate any adverse impacts.*

## **Water**

#### **(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue**

*Select all that apply*

- ☒ Board chair
- ☒ Director on board
- ☒ Board-level committee
- ☒ Chief Risk Officer (CRO)
- ☒ Chief Executive Officer (CEO)
- ☒ Chief Financial Officer (CFO)
- ☒ Chief Sustainability Officer (CSO)

#### **(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board**

*Select from:*

- ☒ Yes

#### **(4.1.2.3) Policies which outline the positions' accountability for this environmental issue**

*Select all that apply*

- ☒ Board Terms of Reference
- ☒ Board mandate
- ☒ Individual role descriptions
- ☒ Other policy applicable to the board, please specify :Safety, Health and Sustainable Development Committee Charter

#### **(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item**

*Select from:*

- ☒ Scheduled agenda item in some board meetings – at least annually

#### **(4.1.2.5) Governance mechanisms into which this environmental issue is integrated**

*Select all that apply*

- ☒ Reviewing and guiding annual budgets
- ☒ Overseeing and guiding scenario analysis
- ☒ Overseeing the setting of corporate targets
- ☒ Monitoring progress towards corporate targets
- ☒ Approving corporate policies and/or commitments
- ☒ Overseeing and guiding public policy engagement
- ☒ Overseeing and guiding public policy engagement
- ☒ Reviewing and guiding innovation/R&D priorities
- ☒ Approving and/or overseeing employee incentives
- ☒ Overseeing and guiding major capital expenditures

- ☑ Monitoring the implementation of the business strategy
- ☑ Overseeing reporting, audit, and verification processes
- ☑ Monitoring the implementation of a climate transition plan
- ☑ Overseeing and guiding the development of a business strategy
- ☑ Overseeing and guiding acquisitions, mergers, and divestitures
- ☑ Monitoring supplier compliance with organizational requirements
- ☑ Monitoring compliance with corporate policies and/or commitments
- ☑ Overseeing and guiding the development of a climate transition plan
- ☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

#### **(4.1.2.7) Please explain**

*Gold Fields is committed to leading best practice and our efforts toward sustainable water management is guided by the UN Global Compact's ten principles, the International Council on Mining and Metals (ICMM) Mining Principles on Sustainable Development and Position Statements and the supporting Performance Expectations, the KingIV Code on Corporate Governance, the Extractive Industry Transparency Initiative (EITI), the Global Reporting Initiative (GRI) standards and the reporting requirements of the Taskforce on Climate-related Financial Disclosures (TCFD). As members of the World Gold Council since 1 January 2022, Gold Fields subscribes to the Responsible Gold Mining Principles and the Conflict-Free Gold Standard. The Board provides direction and guidance on climate related strategy and implementation. The CEO leads the executive and management teams to develop and implement the Group's Climate Change Strategy and embed a climate-conscious culture across our regions, and the Executive Committee ensures climate-related strategies and policies are developed and implemented, underpinned by robust risk management. The Executive Committee, while not a Board Committee, develops strategies and policy proposals for Board consideration, reviews Gold Fields' performance against set strategic objectives and assists the Board to execute the Group's disclosure obligations. This committee meets monthly. The Board oversees the setting of corporate targets, and monitors progress. For instance, a target of 75% recycle or reuse of total water was set, and 74% was achieved in 2023. The Group Climate Change Steering Committee drives the formulation and implementation of the Climate Change Strategy. The Committee encompasses all climate-related functions within Gold Fields as well as the majority of the Group's executive leaders. The Energy and Carbon Management Strategy focuses on ensuring a secure energy supply and cost-effective electricity and reducing energy consumption and carbon emissions. Gold fields' Climate Change Report provides further detail on our energy and carbon management and performance and integrated approach to climate change, setting out the group's Decarbonisation Strategy and Roadmap. The board meets quarterly where ESG and ESG performance is a permanent agenda point. Water being one of the ESG priorities is discussed at each of the board meetings. This includes, for example, performance against water targets. Examples of decisions: The Board addresses trade-offs between water withdrawal and consumption. For example, Gold Fields managed to maintain its water withdrawal at 18.3GL, while water consumption increased to 13.8GL due to decreased discharges at some operations. This increase in consumption, while necessary for operations, could potentially strain water resources shared with local communities, requiring the company to engage closely with these communities to manage and mitigate any adverse impacts.*

## **Biodiversity**

#### **(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue**

*Select all that apply*

- ☒ Board chair
- ☒ Director on board
- ☒ Board-level committee
- ☒ Chief Risk Officer (CRO)
- ☒ Chief Executive Officer (CEO)
- ☒ Chief Financial Officer (CFO)
- ☒ Chief Sustainability Officer (CSO)

#### **(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board**

*Select from:*

- ☒ Yes

#### **(4.1.2.3) Policies which outline the positions' accountability for this environmental issue**

*Select all that apply*

- ☒ Board Terms of Reference
- ☒ Board mandate
- ☒ Individual role descriptions
- ☒ Other policy applicable to the board, please specify :Safety, Health and Sustainable Development Charter

#### **(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item**

*Select from:*

- ☒ Scheduled agenda item in some board meetings – at least annually

#### **(4.1.2.5) Governance mechanisms into which this environmental issue is integrated**

*Select all that apply*

- ☒ Reviewing and guiding annual budgets
- ☒ Overseeing and guiding scenario analysis
- ☒ Overseeing the setting of corporate targets
- ☒ Monitoring progress towards corporate targets
- ☒ Approving corporate policies and/or commitments
- ☒ Overseeing and guiding public policy engagement
- ☒ Overseeing and guiding public policy engagement
- ☒ Reviewing and guiding innovation/R&D priorities
- ☒ Approving and/or overseeing employee incentives
- ☒ Overseeing and guiding major capital expenditures



- ☑ Monitoring the implementation of the business strategy
- ☑ Overseeing reporting, audit, and verification processes
- ☑ Monitoring the implementation of a climate transition plan
- ☑ Overseeing and guiding the development of a business strategy
- ☑ Overseeing and guiding acquisitions, mergers, and divestitures
- ☑ Monitoring supplier compliance with organizational requirements
- ☑ Monitoring compliance with corporate policies and/or commitments
- ☑ Overseeing and guiding the development of a climate transition plan
- ☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

#### (4.1.2.7) Please explain

*Gold Fields is committed to leading best practice and our efforts toward sustainable water management is guided by the UN Global Compact's ten principles, the International Council on Mining and Metals (ICMM) Mining Principles on Sustainable Development and Position Statements and the supporting Performance Expectations, the KingIV Code on Corporate Governance, the Extractive Industry Transparency Initiative (EITI), the Global Reporting Initiative (GRI) standards and the reporting requirements of the Taskforce on Climate-related Financial Disclosures (TCFD). As members of the World Gold Council since 1 January 2022, Gold Fields subscribes to the Responsible Gold Mining Principles and the Conflict-Free Gold Standard. The Board provides direction and guidance on climate related strategy and implementation. The CEO leads the executive and management teams to develop and implement the Group's Climate Change Strategy and embed a climate-conscious culture across our regions, and the Executive Committee ensures climate-related strategies and policies are developed and implemented, underpinned by robust risk management. The Executive Committee, while not a Board Committee, develops strategies and policy proposals for Board consideration, reviews Gold Fields' performance against set strategic objectives and assists the Board to execute the Group's disclosure obligations. This committee meets monthly. The Board oversees the setting of corporate targets, and monitors progress. For instance, a target of 75% recycle or reuse of total water was set, and 74% was achieved in 2023. The Group Climate Change Steering Committee drives the formulation and implementation of the Climate Change Strategy. The Committee encompasses all climate-related functions within Gold Fields as well as the majority of the Group's executive leaders. The Energy and Carbon Management Strategy focuses on ensuring a secure energy supply and cost-effective electricity and reducing energy consumption and carbon emissions. Gold fields' Climate Change Report provides further detail on our energy and carbon management and performance and integrated approach to climate change, setting out the group's Decarbonisation Strategy and Roadmap. The board meets quarterly where ESG and ESG performance is a permanent agenda point. Water being one of the ESG priorities is discussed at each of the board meetings. This includes, for example, performance against water targets. Examples of decisions: The Board addresses trade-offs between water withdrawal and consumption. For example, Gold Fields managed to maintain its water withdrawal at 18.3GL, while water consumption increased to 13.8GL due to decreased discharges at some operations. This increase in consumption, while necessary for operations, could potentially strain water resources shared with local communities, requiring the company to engage closely with these communities to manage and mitigate any adverse impacts.*

[Fixed row]

#### (4.2) Does your organization's board have competency on environmental issues?

## Climate change

### (4.2.1) Board-level competency on this environmental issue

Select from:

☒ Yes

### (4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- ☒ Consulting regularly with an internal, permanent, subject-expert working group
- ☒ Engaging regularly with external stakeholders and experts on environmental issues
- ☒ Integrating knowledge of environmental issues into board nominating process
- ☒ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)
- ☒ Having at least one board member with expertise on this environmental issue

### (4.2.3) Environmental expertise of the board member

#### Academic

- ☒ Undergraduate education (e.g., BSc/BA in environment and sustainability, climate science, environmental science, water resources management, environmental engineering, forestry, etc.), please specify :B.Eng (Chem)

#### Experience

- ☒ Executive-level experience in a role focused on environmental issues
- ☒ Management-level experience in a role focused on environmental issues
- ☒ Staff-level experience in a role focused on environmental issues
- ☒ Experience in an organization that is exposed to environmental-scrutiny and is going through a sustainability transition

#### Other

- ☒ Other, please specify :Board expertise in Climate Change Management

## Water

### (4.2.1) Board-level competency on this environmental issue

Select from:

☒ Yes

### (4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- ☒ Consulting regularly with an internal, permanent, subject-expert working group
- ☒ Engaging regularly with external stakeholders and experts on environmental issues
- ☒ Integrating knowledge of environmental issues into board nominating process
- ☒ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)
- ☒ Having at least one board member with expertise on this environmental issue

### (4.2.3) Environmental expertise of the board member

#### Academic

- ☒ Undergraduate education (e.g., BSc/BA in environment and sustainability, climate science, environmental science, water resources management, environmental engineering, forestry, etc.), please specify :B.Eng (Chem)

#### Experience

- ☒ Executive-level experience in a role focused on environmental issues
- ☒ Management-level experience in a role focused on environmental issues
- ☒ Staff-level experience in a role focused on environmental issues
- ☒ Experience in an organization that is exposed to environmental-scrutiny and is going through a sustainability transition

[Fixed row]

### (4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Water	Select from: <input checked="" type="checkbox"/> Yes
Biodiversity	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

**(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).**

## Climate change

### (4.3.1.1) Position of individual or committee with responsibility

#### Executive level

☒ Other C-Suite Officer, please specify :Executive Vice President: Sustainability

### (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

### **Engagement**

- ✓ Managing engagement in landscapes and/or jurisdictions
- ✓ Managing public policy engagement related to environmental issues
- ✓ Managing supplier compliance with environmental requirements
- ✓ Managing value chain engagement related to environmental issues

### **Policies, commitments, and targets**

- ✓ Monitoring compliance with corporate environmental policies and/or commitments
- ✓ Measuring progress towards environmental corporate targets
- ✓ Measuring progress towards environmental science-based targets
- ✓ Setting corporate environmental policies and/or commitments
- ✓ Setting corporate environmental targets

### **Strategy and financial planning**

- ✓ Developing a climate transition plan
- ✓ Implementing a climate transition plan
- ✓ Conducting environmental scenario analysis
- ✓ Managing annual budgets related to environmental issues
- ✓ Implementing the business strategy related to environmental issues
- ✓ Developing a business strategy which considers environmental issues
- ✓ Managing environmental reporting, audit, and verification processes
- ✓ Managing acquisitions, mergers, and divestitures related to environmental issues
- ✓ Managing major capital and/or operational expenditures relating to environmental issues
- ✓ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

### **Other**

- ✓ Providing employee incentives related to environmental performance

## **(4.3.1.4) Reporting line**

*Select from:*

- ☒ Reports to the board directly

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

#### (4.3.1.6) Please explain

*The Executive Vice President: Sustainability at Gold Fields is responsible for overseeing the company's sustainability strategy, including water and climate change governance. The position is structured to assess and manage environmental dependencies, impacts, risks, and opportunities through various controls and procedures. Procedures followed to inform the EVP: The EVP is regularly informed about environmental issues through a combination of internal reporting systems, including the Safety, Health and Sustainable Development Committee, site-level environmental performance reports, risk assessments, and compliance monitoring results. Additionally, external audits and adherence to frameworks like the International Council on Mining and Metals (ICMM) provide further oversight. Frequency of Information: The EVP is kept informed on environmental issues on a continuous basis. Formal updates occur quarterly, though critical environmental risks are escalated immediately as needed. Furthermore, annual sustainability reports and strategic updates ensure comprehensive oversight. Integration with other internal functions: The procedures used to assess and manage environmental issues are tightly integrated with other internal functions such as risk management, compliance, and operations. This integration is achieved through shared accountability across departments, ensuring that environmental risks are considered in broader strategic decisions, operational planning, and corporate governance. These processes allow the EVP to maintain an integrated and proactive approach to sustainability and environmental stewardship, ensuring alignment with Gold Fields' broader business strategy and regulatory obligations.*

### Water

#### (4.3.1.1) Position of individual or committee with responsibility

##### Executive level

- ☒ Other C-Suite Officer, please specify :Executive Vice President: Sustainability

#### (4.3.1.2) Environmental responsibilities of this position

##### Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

### **Engagement**

- ✓ Managing engagement in landscapes and/or jurisdictions
- ✓ Managing public policy engagement related to environmental issues
- ✓ Managing supplier compliance with environmental requirements
- ✓ Managing value chain engagement related to environmental issues

### **Policies, commitments, and targets**

- ✓ Monitoring compliance with corporate environmental policies and/or commitments
- ✓ Measuring progress towards environmental corporate targets
- ✓ Measuring progress towards environmental science-based targets
- ✓ Setting corporate environmental policies and/or commitments
- ✓ Setting corporate environmental targets

### **Strategy and financial planning**

- ✓ Developing a climate transition plan
- ✓ Implementing a climate transition plan
- ✓ Conducting environmental scenario analysis
- ✓ Managing annual budgets related to environmental issues
- ✓ Implementing the business strategy related to environmental issues
- ✓ Developing a business strategy which considers environmental issues
- ✓ Managing environmental reporting, audit, and verification processes
- ✓ Managing acquisitions, mergers, and divestitures related to environmental issues
- ✓ Managing major capital and/or operational expenditures relating to environmental issues
- ✓ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

### **Other**

- ✓ Providing employee incentives related to environmental performance

## **(4.3.1.4) Reporting line**

*Select from:*

- ☒ Reports to the board directly

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

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### Biodiversity

#### (4.3.1.1) Position of individual or committee with responsibility

##### Executive level

- ☒ Other C-Suite Officer, please specify :Executive Vice President: Sustainability

#### (4.3.1.2) Environmental responsibilities of this position

##### Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities



### **Engagement**

- ☒ Managing engagement in landscapes and/or jurisdictions
- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing supplier compliance with environmental requirements
- ☒ Managing value chain engagement related to environmental issues

### **Policies, commitments, and targets**

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Measuring progress towards environmental science-based targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

### **Strategy and financial planning**

- ☒ Developing a climate transition plan
- ☒ Implementing a climate transition plan
- ☒ Conducting environmental scenario analysis
- ☒ Managing annual budgets related to environmental issues
- ☒ Implementing the business strategy related to environmental issues
- ☒ Developing a business strategy which considers environmental issues
- ☒ Managing environmental reporting, audit, and verification processes
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

### **Other**

- ☒ Providing employee incentives related to environmental performance

## **(4.3.1.4) Reporting line**

*Select from:*

☒ Reports to the board directly

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ Quarterly

#### (4.3.1.6) Please explain

*The Executive Vice President: Sustainability at Gold Fields is responsible for overseeing the company's sustainability strategy, including water and climate change governance. The position is structured to assess and manage environmental dependencies, impacts, risks, and opportunities through various controls and procedures. Procedures followed to inform the EVP: The EVP is regularly informed about environmental issues through a combination of internal reporting systems, including the Safety, Health and Sustainable Development Committee, site-level environmental performance reports, risk assessments, and compliance monitoring results. Additionally, external audits and adherence to frameworks like the International Council on Mining and Metals (ICMM) provide further oversight. Frequency of Information: The EVP is kept informed on environmental issues on a continuous basis. Formal updates occur quarterly, though critical environmental risks are escalated immediately as needed. Furthermore, annual sustainability reports and strategic updates ensure comprehensive oversight. Integration with other internal functions: The procedures used to assess and manage environmental issues are tightly integrated with other internal functions such as risk management, compliance, and operations. This integration is achieved through shared accountability across departments, ensuring that environmental risks are considered in broader strategic decisions, operational planning, and corporate governance. These processes allow the EVP to maintain an integrated and proactive approach to sustainability and environmental stewardship, ensuring alignment with Gold Fields' broader business strategy and regulatory obligations.*

[Add row]

### (4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

#### Climate change

#### (4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

#### (4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

12.5

### (4.5.3) Please explain

*All Group executives, regional executives and management-level employees (Paterson D-band and above categories) are eligible to participate in the STIP and one of the LTIs, subject to the achievement of applicable performance conditions.*

## Water

### (4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

### (4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

10

### (4.5.3) Please explain

*The remuneration of the Group Principal and the Environmental Manager are connected to performance management on KPIs related to the attainment of water-related targets, executing the Water Strategy and reducing water costs.*

## Biodiversity

### (4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

### (4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

10

### (4.5.3) Please explain

*All Group executives, regional executives and management-level employees (Paterson D-band and above categories) are eligible to participate in the STIP and one of the LTIs, subject to the achievement of applicable performance conditions.*

**(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).**

## **Climate change**

### **(4.5.1.1) Position entitled to monetary incentive**

#### **Board or executive level**

- ☒ Chief Executive Officer (CEO)

### **(4.5.1.2) Incentives**

*Select all that apply*

- ☒ Bonus - % of salary
- ☒ Shares

### **(4.5.1.3) Performance metrics**

#### **Targets**

- ☒ Progress towards environmental targets
- ☒ Achievement of environmental targets
- ☒ Organization performance against an environmental sustainability index
- ☒ Reduction in absolute emissions in line with net-zero target

#### **Strategy and financial planning**

- ☒ Shift to a business model compatible with a net-zero carbon future
- ☒ Increased investment in environmental R&D and innovation

#### **Emission reduction**

- ☒ Implementation of an emissions reduction initiative

- ☑ Reduction in emissions intensity
- ☑ Reduction in absolute emissions

#### Resource use and efficiency

- ☑ Reduction in total energy consumption

#### Policies and commitments

- ☑ Securing Free, Prior and Informed Consent (FPIC) of Indigenous peoples and local communities

### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

### (4.5.1.5) Further details of incentives

*Time Period Over Which Performance is Measured:* • The performance period for the Long-Term Incentive Plan (LTI) is three years, aligned with the Company's financial year from January 1 of the award year to December 31 of the third year of the award. *Quantitative Details of the Incentives and Performance Metrics:* •

Long Term Incentive (LTIs) awards are granted based on a percentage of annual fixed remuneration, linked to the employee's job grade and LTI opportunity. The performance conditions include four measures: Absolute Total Shareholder Return (25%), Relative Total Shareholder Return (25%), All-In Costs (25%), and ESG performance (25%). • ESG performance is a key metric and includes environmental targets such as water stewardship. • Annual Short-Term Incentives (STIs) also include parameters related to environmental performance. For example, in 2023, Gold Fields' STI included metrics for company and individual performance ratings, with a portion allocated to ESG targets. *Regional, Sectoral, and/or Operational Context:* • Gold Fields employs a bottom-up strategic approach using regional water strategies as the foundation. Each region develops three-year water tactical plans to support the implementation of four strategic pillars: Climate adaptation and preparedness, water efficiency, protecting water quality, and catchment management. • Gold Fields' regional incentives align with operation and regional performance achievements. Operational objectives form the basis of regional objectives, feeding into Group objectives. • Specific water-related targets include reducing freshwater withdrawal and increasing the recycling and reuse of water at all operational mines, aligned with Gold Fields' overall environmental stewardship goals.

### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Gold Fields published a comprehensive set of 2030 targets for its most material environmental, social and governance (ESG) priorities. The targets included a commitment to reduce its Scope 1 and 2 carbon emissions by 30% on a net basis and by 50% on an absolute basis by 2030. As a signatory to the Paris Agreement on climate change, Gold Fields is committed to Net Zero carbon by 2050. We have also committed to reducing our Scope 3 emissions by 10% on a net basis by

2030, which will require collaboration with our suppliers. Gold Fields also set ambitious new goals for its water and environmental stewardship, the management of its tailing facilities and to creating value for its stakeholders, particularly host communities. For its employees, Gold Fields is seeking to further improve safety, health and wellbeing, and to achieve greater inclusion and diversity, by targeting a 30% female workforce by 2030. Total energy consumption during the year reduced marginally to 14.0PJRA from 14.1PJ in 2022. Total 2023 Scope 1 and 2 carbon emissions decreased by 5% to 1,632kt CO<sub>2</sub>e RA (2022: 1,716kt CO<sub>2</sub>e), on the back of increased renewables in our energy mix. Emission intensity dropped to 660kg CO<sub>2</sub>e/oz in 2023 from 669kg CO<sub>2</sub>e/oz in 2022. A. In 2023, Scope 3 emissions reduced by 3% to 950kt CO<sub>2</sub>e RA.

## Water

### (4.5.1.1) Position entitled to monetary incentive

#### Board or executive level

- ☒ Chief Executive Officer (CEO)

### (4.5.1.2) Incentives

Select all that apply

- ☒ Bonus - % of salary

### (4.5.1.3) Performance metrics

#### Targets

- ☒ Progress towards environmental targets
- ☒ Achievement of environmental targets

#### Resource use and efficiency

- ☒ Reduction of water withdrawals – direct operations
- ☒ Reduction in water consumption volumes – direct operations
- ☒ Improvements in water efficiency – direct operations

#### Pollution

- ☒ Improvements in wastewater quality – direct operations
- ☒ Reduction of water pollution incidents
- ☒ Reduction/elimination of environmental incidents and/or environmental notices (notices of violation)

## Policies and commitments

- ✓ New or tighter environmental requirements applied to purchasing practices
- ✓ Adopting UN International Labour Organization principles
- ✓ Implementation of water-related community project
- ✓ Increased access to workplace WASH – direct operations

## Engagement

- ✓ Increased engagement with suppliers on environmental issues
- ✓ Increased value chain visibility (traceability, mapping)

### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ✓ Both Short-Term and Long-Term Incentive Plan, or equivalent

### (4.5.1.5) Further details of incentives

*Time Period Over Which Performance is Measured:* • The performance period for the Long-Term Incentive Plan (LTI) is three years, aligned with the Company's financial year from January 1 of the award year to December 31 of the third year of the award. *Quantitative Details of the Incentives and Performance Metrics:* •

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### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

*Progress Towards 2030 ESG Targets:* • Gold Fields' 2030 ESG targets include reducing freshwater use by 45% from the 2018 baseline and recycling or reusing 80% of the water consumed by operations. These targets are incorporated into the performance metrics for executive incentives, ensuring alignment with the company's long-term environmental goals. *Operational Objectives:* • The company's regional incentives align with operation and regional performance achievements. Specific water-related targets include reducing freshwater withdrawal and increasing the recycling and reuse of water at all operational mines, which are part of Gold Fields' overall environmental stewardship goals. *Implementation and Achievements:* • The implementation of these incentives has led to significant investments in water stewardship projects, including upgrading return water dams, reusing process water, and introducing tailings filters and dust suppression measures. In 2023, Gold Fields spent US\$46.6 million/R\$854.6 million on these initiatives, demonstrating a direct link between incentives and environmental performance. • The alignment with the ICMM Water Stewardship Maturity Framework and verification by a third party further validate the maturity and effectiveness of Gold Fields' water management practices.

## Biodiversity

### (4.5.1.1) Position entitled to monetary incentive

#### Board or executive level

☒ Other C-Suite Officer, please specify :Executive Vice President: Sustainability

### (4.5.1.2) Incentives

*Select all that apply*

☒ Bonus - % of salary

### (4.5.1.3) Performance metrics

#### Targets

☒ Progress towards environmental targets

☒ Achievement of environmental targets

#### Resource use and efficiency

☒ Reduction of water withdrawals – direct operations

☒ Reduction in water consumption volumes – direct operations

☒ Improvements in water efficiency – direct operations



## Pollution

- ☒ Improvements in wastewater quality – direct operations
- ☒ Reduction of water pollution incidents
- ☒ Reduction/elimination of environmental incidents and/or environmental notices (notices of violation)

## Policies and commitments

- ☒ Increased supplier compliance with environmental requirements
- ☒ New or tighter environmental requirements applied to purchasing practices
- ☒ Adopting UN International Labour Organization principles
- ☒ Implementation of water-related community project
- ☒ Increased access to workplace WASH – direct operations

## Engagement

- ☒ Increased engagement with suppliers on environmental issues
- ☒ Increased value chain visibility (traceability, mapping)

### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

### (4.5.1.5) Further details of incentives

*Time Period Over Which Performance is Measured:* • The performance period for the Long-Term Incentive Plan (LTI) is three years, aligned with the Company's financial year from January 1 of the award year to December 31 of the third year of the award. *Quantitative Details of the Incentives and Performance Metrics:* •

Long Term Incentive (LTIs) awards are granted based on a percentage of annual fixed remuneration, linked to the employee's job grade and LTI opportunity. The performance conditions include four measures: Absolute Total Shareholder Return (25%), Relative Total Shareholder Return (25%), All-In Costs (25%), and ESG performance (25%). • ESG performance is a key metric and includes environmental targets such as water stewardship. • Annual Short-Term Incentives (STIs) also include parameters related to environmental performance. For example, in 2023, Gold Fields' STI included metrics for company and individual performance ratings, with a portion allocated to ESG targets. *Regional, Sectoral, and/or Operational Context:* • Gold Fields employs a bottom-up strategic approach using regional water strategies as the foundation. Each region develops three-year water tactical plans to support the implementation of four strategic pillars: Climate adaptation and preparedness, water efficiency, protecting water quality, and catchment management. • Gold Fields' regional incentives align with operation and regional performance achievements. Operational objectives form the basis of regional objectives, feeding into Group objectives. • Specific water-related targets include

reducing freshwater withdrawal and increasing the recycling and reuse of water at all operational mines, aligned with Gold Fields' overall environmental stewardship goals.

#### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

*Progress Towards 2030 ESG Targets:* • Gold Fields' 2030 ESG targets include reducing freshwater use by 45% from the 2018 baseline and recycling or reusing 80% of the water consumed by operations. These targets are incorporated into the performance metrics for executive incentives, ensuring alignment with the company's long-term environmental goals. *Operational Objectives:* • The company's regional incentives align with operation and regional performance achievements. Specific water-related targets include reducing freshwater withdrawal and increasing the recycling and reuse of water at all operational mines, which are part of Gold Fields' overall environmental stewardship goals. *Implementation and Achievements:* • The implementation of these incentives has led to significant investments in water stewardship projects, including upgrading return water dams, reusing process water, and introducing tailings filters and dust suppression measures. In 2023, Gold Fields spent US\$46.6 million/R\$854.6 million on these initiatives, demonstrating a direct link between incentives and environmental performance. • The alignment with the ICMM Water Stewardship Maturity Framework and verification by a third party further validate the maturity and effectiveness of Gold Fields' water management practices.

## Water

#### (4.5.1.1) Position entitled to monetary incentive

##### Board or executive level

☒ Chief Financial Officer (CFO)

#### (4.5.1.2) Incentives

*Select all that apply*

☒ Bonus - % of salary

#### (4.5.1.3) Performance metrics

##### Targets

☒ Progress towards environmental targets

☒ Achievement of environmental targets

### Resource use and efficiency

- ✓ Reduction of water withdrawals – direct operations
- ✓ Reduction in water consumption volumes – direct operations
- ✓ Improvements in water efficiency – direct operations

### Pollution

- ✓ Improvements in wastewater quality – direct operations
- ✓ Reduction of water pollution incidents
- ✓ Reduction/elimination of environmental incidents and/or environmental notices (notices of violation)

### Policies and commitments

- ✓ New or tighter environmental requirements applied to purchasing practices
- ✓ Adopting UN International Labour Organization principles
- ✓ Implementation of water-related community project
- ✓ Increased access to workplace WASH – direct operations

### Engagement

- ✓ Increased engagement with suppliers on environmental issues
- ✓ Increased value chain visibility (traceability, mapping)

## (4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ✓ Both Short-Term and Long-Term Incentive Plan, or equivalent

## (4.5.1.5) Further details of incentives

*Time Period Over Which Performance is Measured:* • The performance period for the Long-Term Incentive Plan (LTI) is three years, aligned with the Company's financial year from January 1 of the award year to December 31 of the third year of the award. *Quantitative Details of the Incentives and Performance Metrics:* •

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## Water

#### (4.5.1.1) Position entitled to monetary incentive

##### Board or executive level

☒ Board/Executive board

#### (4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

#### (4.5.1.3) Performance metrics

### **Targets**

- ☒ Progress towards environmental targets
- ☒ Achievement of environmental targets

### **Resource use and efficiency**

- ☒ Reduction of water withdrawals – direct operations
- ☒ Reduction in water consumption volumes – direct operations
- ☒ Improvements in water efficiency – direct operations

### **Pollution**

- ☒ Improvements in wastewater quality – direct operations
- ☒ Reduction of water pollution incidents
- ☒ Reduction/elimination of environmental incidents and/or environmental notices (notices of violation)

### **Policies and commitments**

- ☒ Increased supplier compliance with environmental requirements
- ☒ New or tighter environmental requirements applied to purchasing practices
- ☒ Adopting UN International Labour Organization principles
- ☒ Implementation of water-related community project
- ☒ Increased access to workplace WASH – direct operations

### **Engagement**

- ☒ Increased engagement with suppliers on environmental issues
- ☒ Increased value chain visibility (traceability, mapping)

#### **(4.5.1.4) Incentive plan the incentives are linked to**

*Select from:*

- ☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

#### **(4.5.1.5) Further details of incentives**

*Time Period Over Which Performance is Measured:* • The performance period for the Long-Term Incentive Plan (LTI) is three years, aligned with the Company's financial year from January 1 of the award year to December 31 of the third year of the award. *Quantitative Details of the Incentives and Performance Metrics:* •

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#### **(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan**

*Progress Towards 2030 ESG Targets:* • Gold Fields' 2030 ESG targets include reducing freshwater use by 45% from the 2018 baseline and recycling or reusing 80% of the water consumed by operations. These targets are incorporated into the performance metrics for executive incentives, ensuring alignment with the company's long-term environmental goals. *Operational Objectives:* • The company's regional incentives align with operation and regional performance achievements. Specific water-related targets include reducing freshwater withdrawal and increasing the recycling and reuse of water at all operational mines, which are part of Gold Fields' overall environmental stewardship goals. *Implementation and Achievements:* • The implementation of these incentives has led to significant investments in water stewardship projects, including upgrading return water dams, reusing process water, and introducing tailings filters and dust suppression measures. In 2023, Gold Fields spent US\$46.6 million/R\$54.6 million on these initiatives, demonstrating a direct link between incentives and environmental performance. • The alignment with the ICMM Water Stewardship Maturity Framework and verification by a third party further validate the maturity and effectiveness of Gold Fields' water management practices.

## **Water**

#### **(4.5.1.1) Position entitled to monetary incentive**

##### **Board or executive level**

☒ Other C-Suite Officer, please specify :Group Executive Vice President: Sustainability

#### **(4.5.1.2) Incentives**

*Select all that apply*

- ☒ Bonus - % of salary

### (4.5.1.3) Performance metrics

#### Targets

- ☒ Progress towards environmental targets
- ☒ Achievement of environmental targets

#### Resource use and efficiency

- ☒ Reduction of water withdrawals – direct operations
- ☒ Reduction in water consumption volumes – direct operations
- ☒ Improvements in water efficiency – direct operations

#### Pollution

- ☒ Improvements in wastewater quality – direct operations
- ☒ Reduction of water pollution incidents
- ☒ Reduction/elimination of environmental incidents and/or environmental notices (notices of violation)

#### Policies and commitments

- ☒ Increased supplier compliance with environmental requirements
- ☒ New or tighter environmental requirements applied to purchasing practices
- ☒ Adopting UN International Labour Organization principles
- ☒ Implementation of water-related community project
- ☒ Increased access to workplace WASH – direct operations

#### Engagement

- ☒ Increased engagement with suppliers on environmental issues
- ☒ Increased value chain visibility (traceability, mapping)

### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

#### (4.5.1.5) Further details of incentives

*Time Period Over Which Performance is Measured:* • The performance period for the Long-Term Incentive Plan (LTI) is three years, aligned with the Company's financial year from January 1 of the award year to December 31 of the third year of the award. *Quantitative Details of the Incentives and Performance Metrics:* •

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#### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

*Progress Towards 2030 ESG Targets:* • *Gold Fields' 2030 ESG targets include reducing freshwater use by 45% from the 2018 baseline and recycling or reusing 80% of the water consumed by operations. These targets are incorporated into the performance metrics for executive incentives, ensuring alignment with the company's long-term environmental goals.* *Operational Objectives:* • *The company's regional incentives align with operation and regional performance achievements. Specific water-related targets include reducing freshwater withdrawal and increasing the recycling and reuse of water at all operational mines, which are part of Gold Fields' overall environmental stewardship goals.* *Implementation and Achievements:* • *The implementation of these incentives has led to significant investments in water stewardship projects, including upgrading return water dams, reusing process water, and introducing tailings filters and dust suppression measures. In 2023, Gold Fields spent US\$46.6 million/R\$854.6 million on these initiatives, demonstrating a direct link between incentives and environmental performance.* • *The alignment with the ICMM Water Stewardship Maturity Framework and verification by a third party further validate the maturity and effectiveness of Gold Fields' water management practices.*

## Water

#### (4.5.1.1) Position entitled to monetary incentive

##### Senior-mid management

☒ Environment/Sustainability manager



### (4.5.1.2) Incentives

*Select all that apply*

- ☒ Bonus - % of salary

### (4.5.1.3) Performance metrics

#### Targets

- ☒ Progress towards environmental targets
- ☒ Achievement of environmental targets

#### Resource use and efficiency

- ☒ Reduction of water withdrawals – direct operations
- ☒ Reduction in water consumption volumes – direct operations
- ☒ Improvements in water efficiency – direct operations

#### Pollution

- ☒ Improvements in wastewater quality – direct operations
- ☒ Reduction of water pollution incidents
- ☒ Reduction/elimination of environmental incidents and/or environmental notices (notices of violation)

#### Policies and commitments

- ☒ Increased supplier compliance with environmental requirements
- ☒ New or tighter environmental requirements applied to purchasing practices
- ☒ Adopting UN International Labour Organization principles
- ☒ Implementation of water-related community project
- ☒ Increased access to workplace WASH – direct operations

#### Engagement

- ☒ Increased engagement with suppliers on environmental issues
- ☒ Increased value chain visibility (traceability, mapping)

#### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

#### (4.5.1.5) Further details of incentives

*Time Period Over Which Performance is Measured:* • The performance period for the Long-Term Incentive Plan (LTI) is three years, aligned with the Company's financial year from January 1 of the award year to December 31 of the third year of the award. *Quantitative Details of the Incentives and Performance Metrics:* •

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#### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

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## Water

#### (4.5.1.1) Position entitled to monetary incentive

**Board or executive level**

- ☒ Chief Sustainability Officer (CSO)

**(4.5.1.2) Incentives**

*Select all that apply*

- ☒ Bonus - % of salary

**(4.5.1.3) Performance metrics****Targets**

- ☒ Progress towards environmental targets
- ☒ Achievement of environmental targets

**Resource use and efficiency**

- ☒ Reduction of water withdrawals – direct operations
- ☒ Reduction in water consumption volumes – direct operations
- ☒ Improvements in water efficiency – direct operations

**Pollution**

- ☒ Improvements in wastewater quality – direct operations
- ☒ Reduction of water pollution incidents
- ☒ Reduction/elimination of environmental incidents and/or environmental notices (notices of violation)

**Policies and commitments**

- ☒ Increased supplier compliance with environmental requirements
- ☒ New or tighter environmental requirements applied to purchasing practices
- ☒ Adopting UN International Labour Organization principles
- ☒ Implementation of water-related community project
- ☒ Increased access to workplace WASH – direct operations

## Engagement

- ☑ Increased engagement with suppliers on environmental issues
- ☑ Increased value chain visibility (traceability, mapping)

### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

### (4.5.1.5) Further details of incentives

*Time Period Over Which Performance is Measured:* • The performance period for the Long-Term Incentive Plan (LTI) is three years, aligned with the Company's financial year from January 1 of the award year to December 31 of the third year of the award. *Quantitative Details of the Incentives and Performance Metrics:* •

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### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

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## Climate change

### (4.5.1.1) Position entitled to monetary incentive

#### Board or executive level

- ☒ Chief Financial Officer (CFO)

### (4.5.1.2) Incentives

*Select all that apply*

- ☒ Bonus - % of salary
- ☒ Shares

### (4.5.1.3) Performance metrics

#### Targets

- ☒ Progress towards environmental targets
- ☒ Achievement of environmental targets
- ☒ Organization performance against an environmental sustainability index
- ☒ Reduction in absolute emissions in line with net-zero target

#### Strategy and financial planning

- ☒ Shift to a business model compatible with a net-zero carbon future
- ☒ Increased investment in environmental R&D and innovation

#### Emission reduction

- ☒ Implementation of an emissions reduction initiative
- ☒ Reduction in emissions intensity
- ☒ Reduction in absolute emissions

#### Resource use and efficiency

- ☒ Reduction in total energy consumption

## Policies and commitments

- ☑ Securing Free, Prior and Informed Consent (FPIC) of Indigenous peoples and local communities
- ☑ Adopting UN International Labour Organization principles

### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

### (4.5.1.5) Further details of incentives

*Time Period Over Which Performance is Measured:* • The performance period for the Long-Term Incentive Plan (LTI) is three years, aligned with the Company's financial year from January 1 of the award year to December 31 of the third year of the award. *Quantitative Details of the Incentives and Performance Metrics:* •

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### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

*Gold Fields published a comprehensive set of 2030 targets for its most material environmental, social and governance (ESG) priorities. The targets included a commitment to reduce its Scope 1 and 2 carbon emissions by 30% on a net basis and by 50% on an absolute basis by 2030. As a signatory to the Paris Agreement on climate change, Gold Fields is committed to Net Zero carbon by 2050. We have also committed to reducing our Scope 3 emissions by 10% on a net basis by 2030, which will require collaboration with our suppliers. Gold Fields also set ambitious new goals for its water and environmental stewardship, the management of its tailing facilities and to creating value for its stakeholders, particularly host communities. For its employees, Gold Fields is seeking to further improve safety, health and wellbeing, and to achieve greater inclusion and diversity, by targeting a 30% female workforce by 2030. Total energy consumption during the year reduced marginally to 14.0PJRA from 14.1PJ in 2022. Total 2023 Scope 1 and 2 carbon emissions decreased by 5% to 1,632kt CO<sub>2</sub>e RA (2022: 1,716kt CO<sub>2</sub>e), on the back of increased renewables in our energy mix. Emission intensity dropped to 660kg CO<sub>2</sub>e/oz in 2023 from 669kg CO<sub>2</sub>e/oz in 2022. A. In 2023, Scope 3 emissions reduced by 3% to 950kt CO<sub>2</sub>e RA.*

## Climate change

### (4.5.1.1) Position entitled to monetary incentive

#### Board or executive level

- ☒ Board/Executive board

### (4.5.1.2) Incentives

*Select all that apply*

- ☒ Bonus - % of salary
- ☒ Shares

### (4.5.1.3) Performance metrics

#### Targets

- ☒ Progress towards environmental targets
- ☒ Achievement of environmental targets
- ☒ Organization performance against an environmental sustainability index
- ☒ Reduction in absolute emissions in line with net-zero target

#### Strategy and financial planning

- ☒ Shift to a business model compatible with a net-zero carbon future
- ☒ Increased investment in environmental R&D and innovation

#### Emission reduction

- ☒ Implementation of an emissions reduction initiative
- ☒ Reduction in emissions intensity
- ☒ Reduction in absolute emissions

#### Resource use and efficiency

- ☒ Reduction in total energy consumption

## Policies and commitments

- ✓ New or tighter environmental requirements applied to purchasing practices
- ✓ Securing Free, Prior and Informed Consent (FPIC) of Indigenous peoples and local communities
- ✓ Adopting UN International Labour Organization principles

## Engagement

- ✓ Increased engagement with suppliers on environmental issues
- ✓ Increased value chain visibility (traceability, mapping)

### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ✓ Both Short-Term and Long-Term Incentive Plan, or equivalent

### (4.5.1.5) Further details of incentives

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## Climate change

### (4.5.1.1) Position entitled to monetary incentive

#### Board or executive level

- ☒ Chief Sustainability Officer (CSO)

### (4.5.1.2) Incentives

Select all that apply

- ☒ Bonus - % of salary
- ☒ Shares

### (4.5.1.3) Performance metrics

#### Targets

- ☒ Progress towards environmental targets
- ☒ Achievement of environmental targets
- ☒ Organization performance against an environmental sustainability index
- ☒ Reduction in absolute emissions in line with net-zero target

#### Strategy and financial planning

- ☒ Shift to a business model compatible with a net-zero carbon future
- ☒ Increased investment in environmental R&D and innovation

#### Emission reduction

- ☒ Implementation of an emissions reduction initiative

- ☑ Reduction in emissions intensity
- ☑ Reduction in absolute emissions

#### Resource use and efficiency

- ☑ Reduction in total energy consumption

### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

### (4.5.1.5) Further details of incentives

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## Climate change

### (4.5.1.1) Position entitled to monetary incentive

#### Board or executive level

☒ Other C-Suite Officer, please specify :Executive Vice President: Sustainable Development

### (4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

☒ Shares

### (4.5.1.3) Performance metrics

#### Targets

☒ Progress towards environmental targets

☒ Achievement of environmental targets

☒ Organization performance against an environmental sustainability index

☒ Reduction in absolute emissions in line with net-zero target

#### Strategy and financial planning

☒ Shift to a business model compatible with a net-zero carbon future

☒ Increased investment in environmental R&D and innovation

#### Emission reduction

☒ Implementation of an emissions reduction initiative

☒ Reduction in emissions intensity

☒ Reduction in absolute emissions

## Resource use and efficiency

- ☒ Reduction in total energy consumption

### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

### (4.5.1.5) Further details of incentives

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## Climate change

### (4.5.1.1) Position entitled to monetary incentive

#### Senior-mid management

- ☒ Environment/Sustainability manager

### (4.5.1.2) Incentives

*Select all that apply*

- ☒ Bonus - % of salary
- ☒ Shares

### (4.5.1.3) Performance metrics

#### Targets

- ☒ Progress towards environmental targets
- ☒ Achievement of environmental targets
- ☒ Organization performance against an environmental sustainability index
- ☒ Reduction in absolute emissions in line with net-zero target

#### Strategy and financial planning

- ☒ Shift to a business model compatible with a net-zero carbon future
- ☒ Increased investment in environmental R&D and innovation

#### Emission reduction

- ☒ Implementation of an emissions reduction initiative
- ☒ Reduction in emissions intensity
- ☒ Reduction in absolute emissions

#### Resource use and efficiency

- ☒ Reduction in total energy consumption

#### (4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

#### (4.5.1.5) Further details of incentives

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Long Term Incentive (LTIs) awards are granted based on a percentage of annual fixed remuneration, linked to the employee's job grade and LTI opportunity. The performance conditions include four measures: Absolute Total Shareholder Return (25%), Relative Total Shareholder Return (25%), All-In Costs (25%), and ESG performance (25%). • ESG performance is a key metric and includes environmental targets such as water stewardship. • Annual Short-Term Incentives (STIs) also include parameters related to environmental performance. For example, in 2023, Gold Fields' STI included metrics for company and individual performance ratings, with a portion allocated to ESG targets. *Regional, Sectoral, and/or Operational Context:* • Gold Fields employs a bottom-up strategic approach using regional water strategies as the foundation. Each region develops three-year water tactical plans to support the implementation of four strategic pillars: Climate adaptation and preparedness, water efficiency, protecting water quality, and catchment management. • Gold Fields' regional incentives align with operation and regional performance achievements. Operational objectives form the basis of regional objectives, feeding into Group objectives. • Specific water-related targets include reducing freshwater withdrawal and increasing the recycling and reuse of water at all operational sites, aligned with Gold Fields' overall environmental stewardship goals.

#### (4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Gold Fields published a comprehensive set of 2030 targets for its most material environmental, social and governance (ESG) priorities. The targets included a commitment to reduce its Scope 1 and 2 carbon emissions by 30% on a net basis and by 50% on an absolute basis by 2030. As a signatory to the Paris Agreement on climate change, Gold Fields is committed to Net Zero carbon by 2050. We have also committed to reducing our Scope 3 emissions by 10% on a net basis by 2030, which will require collaboration with our suppliers. Gold Fields also set ambitious new goals for its water and environmental stewardship, the management of its tailing facilities and to creating value for its stakeholders, particularly host communities. For its employees, Gold Fields is seeking to further improve safety, health and wellbeing, and to achieve greater inclusion and diversity, by targeting a 30% female workforce by 2030. Total energy consumption during the year reduced marginally to 14.0PJRA from 14.1PJ in 2022. Total 2023 Scope 1 and 2 carbon emissions decreased by 5% to 1,632kt CO<sub>2</sub>e RA (2022: 1,716kt CO<sub>2</sub>e), on the back of increased renewables in our energy mix. Emission intensity dropped to 660kg CO<sub>2</sub>e/oz in 2023 from 669kg CO<sub>2</sub>e/oz in 2022. A. In 2023, Scope 3 emissions reduced by 3% to 950kt CO<sub>2</sub>e RA.

[Add row]

#### (4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

#### (4.6.1) Provide details of your environmental policies.

##### Row 1

##### (4.6.1.1) Environmental issues covered

Select all that apply

☒ Climate change

##### (4.6.1.2) Level of coverage

Select from:

☒ Organization-wide

##### (4.6.1.3) Value chain stages covered

Select all that apply

☒ Direct operations

☒ Upstream value chain

☒ Downstream value chain

☒ Portfolio

##### (4.6.1.4) Explain the coverage

*Gold Fields' Climate Change Policy recognises climate change as an immediate serious global challenge to society at large. The Group's strategy is to identify climate-related vulnerabilities, assess risks and opportunities and develop and implement action plans. Our objective is to improve our climate change preparedness, performance and public disclosures over time.*

#### **(4.6.1.5) Environmental policy content**

##### **Climate-specific commitments**

- ☒ Commitment to net-zero emissions
- ☒ Other climate-related commitment, please specify :Decarbonisation strategy. Roll-out of renewable energy initiatives, e.g. solar initiatives to decarbonise movement of mining material and waste.

##### **Social commitments**

- ☒ Adoption of the UN International Labour Organization principles
- ☒ Commitment to promote gender equality and women's empowerment
- ☒ Commitment to respect and protect the customary rights to land, resources, and territory of Indigenous Peoples and Local Communities
- ☒ Commitment to respect internationally recognized human rights

##### **Additional references/Descriptions**

- ☒ Recognition of environmental linkages and trade-offs
- ☒ Description of environmental requirements for procurement
- ☒ Description of impacts on natural resources and ecosystems
- ☒ Reference to timebound environmental milestones and targets
- ☒ Description of membership and financial support provided to organizations that seek to influence public policy
- ☒ Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns
- ☒ Other additional reference/description, please specify :Description of commodities covered by the policy

#### **(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals**

*Select all that apply*

- ☒ Yes, in line with the Paris Agreement
- ☒ Yes, in line with Sustainable Development Goal 6 on Clean Water and Sanitation



#### (4.6.1.7) Public availability

Select from:

☒ Publicly available

#### (4.6.1.8) Attach the policy

*gfl-policy-climate-change.pdf*

### Row 2

#### (4.6.1.1) Environmental issues covered

Select all that apply

☒ Water

#### (4.6.1.2) Level of coverage

Select from:

☒ Organization-wide

#### (4.6.1.3) Value chain stages covered

Select all that apply

☒ Direct operations

☒ Upstream value chain

☒ Downstream value chain

☒ Portfolio

#### (4.6.1.4) Explain the coverage

*Gold Fields' Water Policy emphasizes effective water management through climate adaptation, water efficiency, quality protection, and catchment management. The policy integrates water stewardship into mining and ore processing, aiming to reduce pollution and optimize water use across operations. Tactical plans are developed every three years for each site, aligning water management practices with the company's strategic objectives and allowing for regular progress reviews. The policy also encompasses broader catchment area management, promoting collaboration with stakeholders to manage shared water resources and mitigate*

environmental impacts. This includes engaging local communities and industries. Regional water stewardship strategies are tailored to local risks and opportunities, fostering collaborative efforts with communities and governments to improve water security and sustainability. The policy is comprehensive, extending across Gold Fields' entire portfolio and aligning with international standards like the ICMM Water Position Statement and UN SDG 6. This holistic approach ensures that water management is integrated into the company's broader sustainability and operational frameworks, adhering to global best practices and contributing to environmental goals.

#### (4.6.1.5) Environmental policy content

##### Water-specific commitments

- ☒ Commitment to reduce water consumption volumes
- ☒ Commitment to reduce water withdrawal volumes
- ☒ Commitment to control/reduce/eliminate water pollution
- ☒ Commitment to safely managed WASH in local communities
- ☒ Commitment to the conservation of freshwater ecosystems
- ☒ Commitment to water stewardship and/or collective action

##### Social commitments

- ☒ Adoption of the UN International Labour Organization principles
- ☒ Commitment to promote gender equality and women's empowerment
- ☒ Commitment to respect and protect the customary rights to land, resources, and territory of Indigenous Peoples and Local Communities
- ☒ Commitment to respect internationally recognized human rights

##### Additional references/Descriptions

- ☒ Recognition of environmental linkages and trade-offs
- ☒ Description of impacts on natural resources and ecosystems
- ☒ Acknowledgement of the human right to water and sanitation
- ☒ Description of membership and financial support provided to organizations that seek to influence public policy
- ☒ Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns
- ☒ Other additional reference/description, please specify :Description of commodities covered by the policy

#### (4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- ☒ Yes, in line with the Paris Agreement
- ☒ Yes, in line with Sustainable Development Goal 6 on Clean Water and Sanitation

#### (4.6.1.7) Public availability

Select from:

- ☒ Publicly available

#### (4.6.1.8) Attach the policy

*gfl-policy-water-stewardship.pdf*  
[Add row]

### (4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

#### (4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

- ☒ Yes

#### (4.10.2) Collaborative framework or initiative

Select all that apply

- ☒ CEO Water Mandate
- ☒ Extractive Industries Transparency Initiative (EITI)
- ☒ International Council on Mining and Metals (ICMM)
- ☒ Task Force on Climate-related Financial Disclosures (TCFD)

#### (4.10.3) Describe your organization's role within each framework or initiative

*International Council on Mining and Metals (ICMM): Gold Fields aligns its practices with the ICMM Water Stewardship Maturity Framework and is actively involved in the council. This includes financial contributions to support ICMM's initiatives. CEO Water Mandate: Gold Fields is a signatory of the CEO Water Mandate, which focuses on water stewardship, addressing challenges related to water scarcity, quality, governance, and access. This aligns with Gold Fields' water management strategies and its commitment to sustainable water use. TCFD: Gold Fields' Climate Change report is based on the recommendations of the Task Force on Climate-*

related Financial Disclosures. Our annual reporting on climate change addresses Gold Fields' climate change strategy, our mitigation efforts and outcomes, progress toward climate goals, and performance against climate targets. EITI: We support the principles and processes of the Extractive Industry Transparency Initiative (EITI) through our membership of the ICMM. Our EITI supporting company form can be viewed on the Extractive Industries Transparency Initiative website.  
[Fixed row]

**(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?**

**(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment**

Select all that apply

☒ Yes, we engaged directly with policy makers

**(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals**

Select from:

☒ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

**(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement**

Select all that apply

☒ Paris Agreement

☒ Sustainable Development Goal 6 on Clean Water and Sanitation

**(4.11.4) Attach commitment or position statement**

gold-fields-ccr-report-2023.pdf

**(4.11.5) Indicate whether your organization is registered on a transparency register**

Select from:

☒ No

#### **(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan**

*Process to ensure consistency: Gold Fields' water policy has been encapsulated in the Water Stewardship Policy Statement and the Water Stewardship Strategy. The Strategy draws from global priorities for responsible water stewardship. This strategy includes commitments to industry standards and international policies, such as the ICMM Water Position Statement, the WGC's Responsible Gold Mining Principles, UN SDG 6, and the TCFD framework. Gold Fields engages with various stakeholders through regional water stewardship strategies and three-year tactical plans. These plans are developed through a bottom-up strategic approach, considering local contexts and involving regional workshops that review operational risks, regulatory requirements, and social and biophysical considerations. Gold Fields aligns its practices with the ICMM Water Stewardship Maturity Framework and undergoes third-party verification. The company's water management practices have been found to be at an advanced level of maturity. The Environmental Policy Statement mandates that the Group undertakes environmental stewardship in line with ISO 14001. Gold Fields also has a range of guidelines and policies that are applicable across its mines, projects and regions to ensure that the group's direct and indirect activities are consistent. The Group Water Management Guideline aims to promote the Company's goal for consistency, specifically related to water management. External engagements with key stakeholders: Gold Fields' Stakeholder Engagement, Sustainable Development and Climate Change policy statements ensure alignment with the Group Water Management Guideline. We also use Group External Interaction and Commitment Register where all interactions with external stakeholders are recorded. Any public policy statement or other public engagements can only be carried out by senior executives as mandated by the Group's Corporate Affairs Department. These executives are familiar with all Group guidelines and ensure that the message is consistent and in line with various Group guidelines. Action is taken if inconsistencies are discovered and should any inconsistencies arise, these are immediately addressed by management.*  
[Fixed row]

#### **(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?**

Row 1

##### **(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers**

*National Water Act*

##### **(4.11.1.2) Environmental issues the policy, law, or regulation relates to**

*Select all that apply*

☒ Water

#### (4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Financial mechanisms (e.g., taxes, subsidies, etc.)

☒ Water pricing

#### (4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☒ National

#### (4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☒ South Africa

#### (4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

☒ Support with no exceptions

#### (4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

Select all that apply

☒ Ad-hoc meetings

#### (4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

#### (4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

*Gold Fields participates in policy discussions related to catchment management charges, waste discharge and costs of raw water supply through our membership with the Minerals Council of South Africa. These charges are relevant to our cost of operations and compliance with regulatory requirements. The success of our engagement is measured by how effectively Gold Fields interests in catchment management, raw water supply and charges for raw water and waste discharges are represented at the catchment level with the respective Catchment Management Agency (CMA).*

**(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals**

*Select from:*

☒ Yes, we have evaluated, and it is aligned

**(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation**

*Select all that apply*

☒ Sustainable Development Goal 6 on Clean Water and Sanitation

**Row 2**

**(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers**

*GHG Regulations*

**(4.11.1.2) Environmental issues the policy, law, or regulation relates to**

*Select all that apply*

☒ Climate change

**(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment**

**Environmental impacts and pressures**

☒ Emissions – CO2

**(4.11.1.4) Geographic coverage of policy, law, or regulation**

Select from:

☒ National

#### (4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☒ South Africa

#### (4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

☒ Support with no exceptions

#### (4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

Select all that apply

☒ Ad-hoc meetings

#### (4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

#### (4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

*Gold Fields participates in policy discussions related to renewable energy generation, grid access for renewables and CO2 emissions through our membership with the Minerals Council of South Africa.*

#### (4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned



#### (4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

*Select all that apply*

☒ Paris Agreement

#### Row 3

#### (4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

*GHG Regulations*

#### (4.11.1.2) Environmental issues the policy, law, or regulation relates to

*Select all that apply*

☒ Climate change

#### (4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

##### Energy and renewables

☒ Electricity grid access for renewables

☒ Renewable energy generation

#### (4.11.1.4) Geographic coverage of policy, law, or regulation

*Select from:*

☒ National

#### (4.11.1.5) Country/area/region the policy, law, or regulation applies to

*Select all that apply*

☒ South Africa

#### (4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

☒ Support with no exceptions

#### (4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

Select all that apply

☒ Ad-hoc meetings

#### (4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

#### (4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

*Gold Fields participates in policy discussions related to renewable energy generation, grid access for renewables and CO2 emissions through our membership with the Minerals Council of South Africa.*

#### (4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

#### (4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply

☒ Paris Agreement

[Add row]

**(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?**

*Select from:*

☒ Yes

**(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.**

**Row 1**

**(4.12.1.1) Publication**

*Select from:*

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

**(4.12.1.2) Standard or framework the report is in line with**

*Select all that apply*

☒ GRI

☒ TCFD

**(4.12.1.3) Environmental issues covered in publication**

*Select all that apply*

☒ Climate change

☒ Forests

☒ Water

☒ Biodiversity

**(4.12.1.4) Status of the publication**

*Select from:*

☒ Complete

#### (4.12.1.5) Content elements

Select all that apply

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Strategy              | <input checked="" type="checkbox"/> Value chain engagement            |
| <input checked="" type="checkbox"/> Governance            | <input checked="" type="checkbox"/> Water accounting figures          |
| <input checked="" type="checkbox"/> Emission targets      | <input checked="" type="checkbox"/> Water pollution indicators        |
| <input checked="" type="checkbox"/> Emissions figures     | <input checked="" type="checkbox"/> Content of environmental policies |
| <input checked="" type="checkbox"/> Risks & Opportunities |   |

#### (4.12.1.6) Page/section reference

*Integrated Annual Report (IAR) pgs 68 – 69 Report to Stakeholders (RTS) pgs 15, 21-22, 29, 33, 38, 47, 55, 56 Climate Change Report pgs 6, 10-12, 31-32*

#### (4.12.1.7) Attach the relevant publication

*esg-databook-2023-gri-index-v2.xlsx*

#### (4.12.1.8) Comment

*Content required by the GRI 303: Water And Effluents 2018 and TCFD standard are contained in Gold Fields' Integrated Annual Report, the Report to Stakeholders and the Climate Change Report. The GRI content index is published on our website as the ESG databook.*

### Row 2

#### (4.12.1.1) Publication

Select from:

- ☒ In voluntary sustainability reports

#### (4.12.1.3) Environmental issues covered in publication

Select all that apply

- ☒ Climate change

- ☒ Forests
- ☒ Water
- ☒ Biodiversity

#### (4.12.1.4) Status of the publication

Select from:

- ☒ Complete

#### (4.12.1.5) Content elements

Select all that apply

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> Strategy              | <input checked="" type="checkbox"/> Value chain engagement     |
| <input checked="" type="checkbox"/> Governance            | <input checked="" type="checkbox"/> Biodiversity indicators    |
| <input checked="" type="checkbox"/> Emission targets      | <input checked="" type="checkbox"/> Water accounting figures   |
| <input checked="" type="checkbox"/> Emissions figures     | <input checked="" type="checkbox"/> Water pollution indicators |
| <input checked="" type="checkbox"/> Risks & Opportunities |  |

#### (4.12.1.6) Page/section reference

*Integrated Annual Report (IAR) pgs 68 – 69 Report to Stakeholders (RTS) pgs 15, 21-22, 29, 33, 38, 47, 55, 56 Climate Change Report pgs 6, 10-12, 31-32*

#### (4.12.1.7) Attach the relevant publication

*esg-databook-2023-gri-index-v2.xlsx*

#### (4.12.1.8) Comment

*Content required by the GRI 303: Water And Effluents 2018 and TCFD standard are contained in Gold Fields' Integrated Annual Report, the Report to Stakeholders and the Climate Change Report. The GRI content index is published on our website as the ESG databook.*  
 [Add row]

## C5. Business strategy

### (5.1) Does your organization use scenario analysis to identify environmental outcomes?

#### Climate change

##### (5.1.1) Use of scenario analysis

Select from:

☒ No, but we plan to within the next two years

##### (5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

☒ Not an immediate strategic priority

##### (5.1.4) Explain why your organization has not used scenario analysis

*Gold Fields has not conducted any scenarios analysis yet as Gold Fields has conducted a risk and vulnerability analysis since 2016 using the IPCC models. Gold Fields have committed to net zero by no later than 2050. We have demonstrated our commitment to addressing climate change concerns by the numerous investments in renewable energy projects with an aim of reducing the associated scope 1 and scope 2 emissions. We have also carried out more detailed engineering analyses. These have focused on likely climate change scenarios, but we have not yet modelled how different scenarios will impact the company. Our primary focus has been on mitigation, and we are increasingly looking at adaptation scenarios.*

#### Water

##### (5.1.1) Use of scenario analysis

Select from:

☒ Yes

##### (5.1.2) Frequency of analysis

Select from:

☒ Annually

[Fixed row]

### **(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.**

#### **Water**

##### **(5.1.1.1) Scenario used**

###### **Water scenarios**

☒ WRI Aqueduct

##### **(5.1.1.3) Approach to scenario**

Select from:

☒ Qualitative and quantitative

##### **(5.1.1.4) Scenario coverage**

Select from:

☒ Organization-wide

##### **(5.1.1.5) Risk types considered in scenario**

Select all that apply

☒ Acute physical

☒ Policy

☒ Reputation

☒ Technology

☒ Liability

### (5.1.1.7) Reference year

2017

### (5.1.1.8) Timeframes covered

*Select all that apply*

☒ 2030

### (5.1.1.9) Driving forces in scenario

#### **Local ecosystem asset interactions, dependencies and impacts**

☒ Climate change (one of five drivers of nature change)

#### **Finance and insurance**

☒ Cost of capital

#### **Regulators, legal and policy regimes**

☒ Global regulation

☒ Level of action (from local to global)

☒ Global targets

#### **Relevant technology and science**

☒ Granularity of available data (from aggregated to local)

#### **Direct interaction with climate**

☒ On asset values, on the corporate

#### **Macro and microeconomy**

☒ Domestic growth

☒ Globalizing markets

### (5.1.1.10) Assumptions, uncertainties and constraints in scenario



*Assumptions: Gold Fields assumes stable regulatory environments in the countries where we operate, particularly regarding water use and environmental management. We anticipate that existing regulations will remain consistent, allowing for long-term planning under the current legal frameworks. The company assumes that macroeconomic conditions will remain favourable, with economic growth supporting continued investment in water management includes assumptions about commodity prices, which influence capital availability for sustainability projects. Assumptions include a continuation of current climate trends, with expected increases in extreme weather events such as droughts and floods. This influences our water management strategies and investments in water-efficient technologies. Gold Fields assumes that population growth and land use changes in our operational regions will continue to pressure water resources, necessitating proactive water stewardship. The company assumes that advancements in water management technology, including recycling and purification systems, will continue to improve, enabling us to meet water efficiency and quality targets. Assumptions include a stable energy mix with an increasing reliance on renewable energy sources, which is critical for the sustainability of water management systems that require significant energy inputs. Uncertainties: The severity and frequency of extreme weather events remain uncertain. Uncertainties regarding future changes in environmental policies, particularly around water usage rights and pollution controls, could impact Gold Fields' ability to maintain compliance and manage water resources effectively. While there is an assumption of technological progress, the pace and direction of these advancements are uncertain, which could affect the feasibility and cost of achieving water stewardship goals. Constraints: In some regions, the existing water infrastructure may be inadequate to support advanced water stewardship practices. This includes limitations in water recycling and treatment facilities that are crucial for meeting our ESG targets. There are financial constraints related to the allocation of capital for water management projects. Competing demands for investment in other areas of the business may limit available resources.*

#### **(5.1.1.11) Rationale for choice of scenario**

*Relevance to Business Strategy: Water Risk Mapping: The WRI Aqueduct tool provides critical data on water risks, including baseline water stress, seasonal variability, and drought. For Gold Fields, which operates in areas susceptible to water scarcity and regulatory pressures, understanding these risks is vital for maintaining operational continuity and securing water supplies for both mining and local communities. Scenario Planning: The tool supports scenario analysis by allowing Gold Fields to model potential future water stress scenarios under different climate change pathways. This aligns with Gold Fields' strategic goals of assessing and improving the resilience of our water management infrastructure against climate change impacts, as outlined in the 2024-2030 water stewardship strategy. Alignment with Critical Assumptions in Strategy and Financial Planning: Operational Resilience: The data from WRI Aqueduct informs assumptions around the availability and cost of water, which are critical inputs into the financial planning process. By integrating these insights, Gold Fields can better forecast operational costs related to water sourcing, treatment, and recycling, ensuring that these are reflected in long-term financial models and sustainability targets. Compliance and Risk Mitigation: With increasing regulatory scrutiny on water use and quality, particularly in regions where Gold Fields operates, using WRI Aqueduct data allows the company to align its strategy with compliance requirements. This helps in mitigating risks related to potential fines, operational stoppages, or community conflicts, thereby protecting financial performance and investor confidence. Sources of Scenarios Used: Data Sources and Models: The scenarios used by Gold Fields incorporate climate data from the WRI Aqueduct tool, supplemented by internal data on water usage, regional water availability, and climate projections. These scenarios are cross-referenced with other tools like the WWF Water Risk Filter and the ICMM Water Stewardship Maturity Framework to ensure a comprehensive view of water-related risks. External and Internal Validation: The integration of WRI Aqueduct into Gold Fields' scenario analysis is internally validated against global standards, such as those set by the International Council on Mining and Metals (ICMM), to ensure the robustness of the assumptions used in strategic and financial planning.*

## **Water**

#### **(5.1.1.1) Scenario used**

## Water scenarios

☒ Customized publicly available water scenario, please specify :ICMM Water Stewardship Maturity Framework

### (5.1.1.3) Approach to scenario

*Select from:*

☒ Qualitative and quantitative

### (5.1.1.4) Scenario coverage

*Select from:*

☒ Organization-wide

### (5.1.1.5) Risk types considered in scenario

*Select all that apply*

☒ Acute physical

☒ Policy

☒ Reputation

☒ Technology

☒ Liability

### (5.1.1.7) Reference year

2017

### (5.1.1.8) Timeframes covered

*Select all that apply*

☒ 2030

### (5.1.1.9) Driving forces in scenario

### **Local ecosystem asset interactions, dependencies and impacts**

- ☒ Climate change (one of five drivers of nature change)

### **Finance and insurance**

- ☒ Cost of capital

### **Stakeholder and customer demands**

- ☒ Other stakeholder and customer demands driving forces, please specify :Shared value creation with host communities

### **Regulators, legal and policy regimes**

- ☒ Global regulation
- ☒ Level of action (from local to global)
- ☒ Global targets

### **Relevant technology and science**

- ☒ Granularity of available data (from aggregated to local)

### **Direct interaction with climate**

- ☒ On asset values, on the corporate

### **Macro and microeconomy**

- ☒ Domestic growth
- ☒ Globalizing markets

## **(5.1.1.10) Assumptions, uncertainties and constraints in scenario**

*Assumptions: Gold Fields assumes stable regulatory environments in the countries where we operate, particularly regarding water use and environmental management. We anticipate that existing regulations will remain consistent, allowing for long-term planning under the current legal frameworks. The company assumes that macroeconomic conditions will remain favourable, with economic growth supporting continued investment in water management including assumptions about commodity prices, which influence capital availability for sustainability projects. Assumptions include a continuation of current climate trends, with expected increases in extreme weather events such as droughts and floods. This influences our water management strategies and investments in water-efficient technologies. Gold Fields assumes that population growth and land use changes in our operational regions will continue to pressure water resources, necessitating proactive water stewardship. The company assumes that advancements in water management technology, including recycling and purification systems, will continue to improve, enabling us to meet water efficiency and quality targets. Assumptions include a stable energy mix with an increasing reliance on renewable energy sources, which is critical for the sustainability of water management systems that require significant energy inputs. Uncertainties: The severity and frequency of extreme weather events*

remain uncertain. Uncertainties regarding future changes in environmental policies, particularly around water usage rights and pollution controls, could impact Gold Fields' ability to maintain compliance and manage water resources effectively. While there is an assumption of technological progress, the pace and direction of these advancements are uncertain, which could affect the feasibility and cost of achieving water stewardship goals. Constraints: In some regions, the existing water infrastructure may be inadequate to support advanced water stewardship practices. This includes limitations in water recycling and treatment facilities that are crucial for meeting our ESG targets. There are financial constraints related to the allocation of capital for water management projects. Competing demands for investment in other areas of the business may limit available resources.

#### (5.1.1.11) Rationale for choice of scenario

The chosen scenario of aligning with the ICMM Water Stewardship Maturity Framework is highly relevant to the resilience of Gold Fields' business strategy, as it directly supports the organization's long-term sustainability goals and the operational integrity of its mining activities. Relevance to Business Strategy Water is a critical resource for Gold Fields' operations, particularly in regions facing water scarcity or significant climate variability, such as South Africa, Australia, and Chile. The ICMM framework allows Gold Fields to systematically manage water risks, ensuring that their operations remain resilient in the face of potential water shortages or quality issues. This alignment is crucial for maintaining production levels, meeting regulatory requirements, and upholding our social license to operate in these regions. Alignment with Critical Assumptions The application of this scenario aligns with several critical assumptions in Gold Fields' strategy and financial planning:

- **Regulatory Stability:** Gold Fields assumes that water-related policies in its operating regions will remain consistent or gradually evolve, allowing for continued compliance and operational stability.
- **Climate and Environmental Changes:** The scenario accounts for assumptions about climate variability, particularly the increased likelihood of extreme weather events that could affect water availability and quality.
- **Technological Advancements:** Gold Fields anticipates that advancements in water management technology will continue to improve efficiency and reduce risks associated with water use and waste management.

**Resilience and Financial Planning** The integration of the ICMM Water Stewardship Maturity Framework into our strategy enhances Gold Fields' ability to mitigate risks associated with water scarcity and quality, which are critical to the sustainability and profitability of their operations. By aligning with this framework, Gold Fields can better anticipate and respond to environmental challenges, ensuring that their operations can continue to thrive in changing conditions. This strategic alignment also supports the company's financial planning by reducing the likelihood of water-related disruptions, which could otherwise result in significant financial losses.

## Water

#### (5.1.1.1) Scenario used

##### Water scenarios

☒ WWF Water Risk Filter

#### (5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

#### (5.1.1.4) Scenario coverage

*Select from:*

- ☒ Organization-wide

#### (5.1.1.5) Risk types considered in scenario

*Select all that apply*

- ☒ Acute physical
- ☒ Policy
- ☒ Reputation
- ☒ Technology

#### (5.1.1.7) Reference year

2017

#### (5.1.1.8) Timeframes covered

*Select all that apply*

- ☒ 2030

#### (5.1.1.9) Driving forces in scenario

##### **Local ecosystem asset interactions, dependencies and impacts**

- ☒ Number of ecosystems impacted
- ☒ Climate change (one of five drivers of nature change)

##### **Finance and insurance**

- ☒ Cost of capital

##### **Stakeholder and customer demands**

- ☒ Impact of nature footprint on reputation

## **Regulators, legal and policy regimes**

- ☑ Global regulation
- ☑ Level of action (from local to global)
- ☑ Global targets

## **Relevant technology and science**

- ☑ Granularity of available data (from aggregated to local)

## **Direct interaction with climate**

- ☑ On asset values, on the corporate

## **Macro and microeconomy**

- ☑ Domestic growth
- ☑ Globalizing markets

### **(5.1.1.10) Assumptions, uncertainties and constraints in scenario**

*Assumptions: Gold Fields assumes stable regulatory environments in the countries where we operate, particularly regarding water use and environmental management. We anticipate that existing regulations will remain consistent, allowing for long-term planning under the current legal frameworks. The company assumes that macroeconomic conditions will remain favourable, with economic growth supporting continued investment in water management including assumptions about commodity prices, which influence capital availability for sustainability projects. Assumptions include a continuation of current climate trends, with expected increases in extreme weather events such as droughts and floods. This influences our water management strategies and investments in water-efficient technologies. Gold Fields assumes that population growth and land use changes in our operational regions will continue to pressure water resources, necessitating proactive water stewardship. The company assumes that advancements in water management technology, including recycling and purification systems, will continue to improve, enabling us to meet their water efficiency and quality targets. Assumptions include a stable energy mix with an increasing reliance on renewable energy sources, which is critical for the sustainability of water management systems that require significant energy inputs. Uncertainties: The severity and frequency of extreme weather events remain uncertain. Uncertainties regarding future changes in environmental policies, particularly around water usage rights and pollution controls, could impact Gold Fields' ability to maintain compliance and manage water resources effectively. While there is an assumption of technological progress, the pace and direction of these advancements are uncertain, which could affect the feasibility and cost of achieving water stewardship goals. Constraints: In some regions, the existing water infrastructure may be inadequate to support advanced water stewardship practices. This includes limitations in water recycling and treatment facilities that are crucial for meeting our ESG targets. There are financial constraints related to the allocation of capital for water management projects. Competing demands for investment in other areas of the business may limit available resources.*

### **(5.1.1.11) Rationale for choice of scenario**

*Relevance to Business Strategy: Comprehensive Risk Assessment: The WWF Water Risk Filter provides a detailed assessment of water-related risks, including physical, regulatory, and reputational risks. For Gold Fields, operating in regions with varying water stress levels and regulatory environments, this tool helps identify hotspots where water risks could impact operations. Informed Decision-Making: The insights inform decision-making at both strategic and operational levels. By understanding the specific water risks in different catchments, we can make informed decisions about water management practices, investments in water-saving technologies, and engagement with local communities and regulators. This aligns with their broader strategy of maintaining a social license to operate and ensuring long-term operational resilience. Alignment with Critical Assumptions in Strategy and Financial Planning: Water Security and Operational Continuity: The tool's ability to assess future water risks under various climate scenarios is critical for Gold Fields. It allows us to incorporate assumptions about water availability, quality, and cost into financial planning models. This helps in forecasting potential impacts on production costs and ensuring that water-related risks are accounted for in the company's long-term financial strategy. Risk Mitigation and Compliance: The WWF Water Risk Filter supports us to align our operations with global best practices for water stewardship. By integrating the tool's risk assessments into their strategy, we can proactively address regulatory requirements and mitigate potential conflicts with local communities over water use. This proactive approach reduces the likelihood of disruptions to operations and potential financial penalties, thereby protecting the company's financial stability and investor confidence. Sources of Scenarios Used: Data Sources and Models: The WWF Water Risk Filter incorporates data from global hydrological models, climate projections, and local water risk assessments. Gold Fields uses this data in conjunction with internal water usage and impact data to model potential future scenarios. These scenarios are cross-referenced with other tools like the WRI Aqueduct to ensure a comprehensive understanding of water-related risks. External Validation: The scenarios generated using the WWF Water Risk Filter are validated against international frameworks such as the ICMM Water Stewardship Maturity Framework.*

[Add row]

## **(5.1.2) Provide details of the outcomes of your organization's scenario analysis.**

### **Water**

#### **(5.1.2.1) Business processes influenced by your analysis of the reported scenarios**

Select all that apply

- ☒ Risk and opportunities identification, assessment and management
- ☒ Strategy and financial planning
- ☒ Resilience of business model and strategy
- ☒ Capacity building
- ☒ Target setting and transition planning

#### **(5.1.2.2) Coverage of analysis**

Select from:

- ☒ Organization-wide

### (5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

*Scenario Narratives and Time Horizons: Gold Fields' application of the ICMM Water Stewardship Maturity Framework is designed to enhance the resilience of their business strategy by focusing on sustainable water management practices. The scenario narrative involves aligning water management practices across all operations with the framework, which is divided into five components: governance and strategy, water context, integration into business planning, performance management, and transparency. Time Horizons and Key Insights Gold Fields considered both short-term (2023-2025) and long-term (up to 2030) horizons for implementing water stewardship strategies. The insights gained include the realization that water management practices across our operations are at an advanced level of maturity, verified by third-party assessments. This maturity is critical for mitigating risks related to water scarcity and quality, particularly in regions prone to droughts and floods. Quantitative Results The scenario analysis yielded quantitative results, such as the target to reduce freshwater withdrawal by 45% from a 2018 baseline of 14.5GL to 8.8GL by 2030. As of 2023, Gold Fields achieved a 39% reduction, well ahead of their 2023 target. Additionally, we aim to recycle or reuse 80% of water used by 2030; in 2023, they reached 74%. Influence on Strategy and Financial Planning The key trends and critical uncertainties related to water availability, climate change, and regulatory changes have direct implications on Gold Fields' strategy and financial planning. Our approach requires continuous investment in water-saving technologies and infrastructure, along with close collaboration with local communities and stakeholders to ensure sustainable water use. For instance, in Peru we constructed a TSF spillway for post-closure water management and continue to work towards achieving Blue Certificate from the Water Authority. We also consider the use of green infrastructure and nature-based solutions to optimize catchment management with stakeholders. In Ghana we reuse process water at Tarkwa Genser gas plant and for mixing chemicals, will continue to undertake climate risk and vulnerability assessments and implement catchment-based water management action plans. In South Africa we are planning a wetland feasibility study, increasing reverse osmosis capacity, upgrading return water dams and recycling treated effluent. In Australia we are faced with highly saline water in most of our operations, which is of limited use and cannot be treated. Therefore, we are focusing on the water business case, cost-effective and efficient water use, recycling of fit-for-purpose water and understanding the climate vulnerability of our operations related to water. The successful implementation of this maturity assessment strengthens Gold Fields' resilience by securing water resources essential for operations, ensuring compliance with environmental regulations, and maintaining their social license to operate. This strategic alignment also supports financial stability by mitigating potential costs related to water scarcity, such as production downtime or regulatory fines.*

[Fixed row]

## (5.2) Does your organization's strategy include a climate transition plan?

### (5.2.1) Transition plan

Select from:

☒ No and we do not plan to develop a climate transition plan within the next two years

### (5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:



☒ Other, please specify :Focusing on a decarbonisation plan/strategy

### (5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

*Gold Fields is committed to reaching net-zero carbon by 2050 in line with the goals of the Paris Agreement, which South Africa signed in 2015. Accordingly, we have developed a Decarbonisation Strategy, based on the ICMM's 2021 Climate Change Statement. It comprises 26 projects, six technical trials and seven studies, broadly grouped into three levers and 2030 targets (against a 2016 baseline). The strategy entails: • Renewable electricity: 75% reduction achieved from renewables and storage • Decarbonising material movement: 11% reduction from electrification of ore and waste movement • Energy efficiency initiatives in relation to the reduction of our Scope 1 and 2 emissions: 14% reduction from energy efficiencies. Our targets include: • 100% renewable electricity (2/3rd of current Scope 1 and 2 emissions) • 100% electrification of diesel equipment (1/3rd of current Scope 1 and 2 emissions) • Nature-based solutions and offsets*  
[Fixed row]

## (5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

### (5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☒ Yes, both strategy and financial planning

### (5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☒ Products and services

☒ Upstream/downstream value chain

☒ Investment in R&D

☒ Operations

[Fixed row]

### (5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

#### Products and services

#### (5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change
- ☒ Water

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

*Risks and Opportunities 1. Resource Stewardship: Water is a vital resource for mining operations, and its availability and quality are influenced by climate change. Gold Fields has implemented robust water management practices, including water recycling and reuse, to address water-related risks. These initiatives not only ensure sustainable water use but also enhance the environmental profile of our products. Effective water stewardship practices make Gold Fields' products more attractive to stakeholders who prioritize environmental sustainability. 2. Operational Efficiency: To achieve water and net zero targets, Gold Fields has integrated these goals into our broader ESG-linked financial strategies. By optimizing water usage and improving energy efficiency, Gold Fields reduces operational costs and enhances the overall productivity of our mining processes. This not only results in cost savings but also makes the company's products more competitively priced while maintaining high environmental standards. Efficient water management is crucial in regions where water scarcity poses significant operational risks, ensuring the company's resilience and sustainability. The development of renewable energy is also a key mitigation activity. 3. Compliance and Community Engagement: Gold Fields is committed to complying with local and international water regulations and actively engages with local communities to ensure that their operations do not negatively impact water resources. This commitment to responsible water management helps maintain the company's social license to operate and positions its products as responsibly sourced. By ensuring that our mining activities do not adversely affect local water availability, Gold Fields strengthens its reputation and stakeholder trust. Strategic Resourcing and Implementation 1. Capital Investment in Sustainability Projects: Gold Fields has allocated significant capital towards water management and renewable energy projects, ensuring that these initiatives are well-resourced. This includes the implementation of advanced water recycling systems and increasing the proportion of renewable energy in our energy mix. These investments are integral to the company's strategy of producing environmentally sustainable products. 2. Dedicated Teams and Governance Structures: We have dedicated teams and governance structures, such as the Climate Change Steering Committee and the Decarbonisation Community of Practice, to oversee and implement our sustainability strategies. These teams ensure that environmental risks and opportunities are continuously monitored and integrated into the company's strategic planning and operations. 3. Continuous Improvement and Innovation: We remains committed to continuous improvement in its environmental practices. We regularly review and update strategies to incorporate the latest technological advancements and regulatory requirements.*

## Upstream/downstream value chain

### (5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

#### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change
- ☒ Water

#### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

*Upstream Value Chain 1. Sustainable Sourcing and Procurement: Gold Fields has integrated environmental considerations into our sourcing and procurement strategies. Recognizing the risks posed by water stewardship and climate change, the company collaborates with suppliers to ensure they adopt sustainable practices. Water Management: Suppliers are encouraged to implement effective water management practices, including water recycling and reuse. This helps mitigate risks related to water scarcity and ensures a sustainable supply of necessary materials. Climate change: suppliers that contribute to 70% of our scope 3 emissions are required to report these emissions to Gold Fields and take steps to reduce their emissions. Downstream Value Chain 1. Product Sustainability and Innovation: Gold Fields' commitment to sustainability extends to its downstream value chain, where it focuses on the environmental impact of its products and services. Traceability and Transparency: Implementing systems to ensure the traceability of gold from mine to market. This transparency reassures stakeholders about the environmental and ethical standards adhered to during production. 2. Customer and Investor Engagement: Gold Fields actively engages with customers and investors to communicate our sustainability initiatives and gather feedback. This engagement helps align the company's strategies with market expectations and enhances our reputation. Key initiatives include: Sustainability Reporting: Regularly publishing detailed sustainability reports that highlight progress on environmental goals, such as emission reductions and water management. These reports provide transparency and build trust with stakeholders. Investor Communication: Hosting investor briefings and meetings to discuss the company's environmental strategies and performance. This proactive communication helps attract and retain investors who prioritize sustainability.*

### Investment in R&D

#### (5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

#### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☒ Climate change

☒ Water

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

*Investment in Water Management Solutions: Implementing advanced systems to reduce freshwater consumption, ensuring a sustainable water supply and mitigating water scarcity risks. Investing in technologies to maintain water quality and meet regulatory standards, essential for preserving local water resources and maintaining the social license to operate. Investment in Renewable Energy: investments to increase the proportion of renewable energy has reduced our Scope 1 and 2 emissions and contributes to achieving our net zero commitment. R&D in Water Efficiency: Developing practices that reduce the overall water footprint of mining operations, ensuring sustainable water management. Exploring solutions tailored to mining operations in water-scarce regions, including advanced irrigation systems and water-saving technologies. R&D in alternative fuels and BEV: we are reducing our reliance on diesel for operating vehicles on mine sites. Capital Allocation: Gold Fields allocates substantial capital to projects and technologies addressing environmental risks, including water management systems and infrastructure, and advanced environmental monitoring technologies, critical for achieving sustainability goals. Dedicated R&D Teams: The company has established R&D teams focused on developing and implementing innovative solutions for environmental challenges, particularly water management and climate change, ensuring leadership in sustainable mining practices. Continuous Improvement and Innovation: Gold Fields is committed to continuous improvement and innovation, regularly reviewing and updating strategies to incorporate the latest technological advancements and regulatory requirements, ensuring competitiveness and resilience against evolving environmental challenges.*

## Operations

### (5.3.1.1) Effect type

*Select all that apply*

☒ Risks

☒ Opportunities

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

*Select all that apply*

☒ Climate change

☒ Water

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

*Water Risks and Opportunities 1. Water Stewardship and Management: Advanced water recycling and reuse systems reduce freshwater consumption, ensuring a sustainable water supply for operations. These initiatives mitigate risks associated with water scarcity and enhance the environmental sustainability of operations.*

*Investing in water treatment technologies to maintain water quality and meet regulatory standards. These technologies preserve local water resources and maintain the company's social license to operate. 2. Efficient Water Usage: Implementing efficient water usage practices to enhance productivity and reduce operational costs. These practices ensure sustainable water management and minimize environmental impact, crucial for operations in water-scarce regions. Exploring innovative water management solutions tailored to the specific needs of mining operations. 3. Community and Ecosystem Support: Collaborating with local communities to ensure that mining operations do not adversely affect water availability and quality. This helps maintain the social license to operate and fosters positive relationships with stakeholders. Implementing initiatives to preserve local ecosystems and biodiversity, such as supporting reforestation projects and protecting water bodies from contamination. Climate risks and opportunities: Renewable energy projects increase our operational resilience and energy security at mine sites during periods of supply interruption, and reduce the cost of energy of operations while reducing our Scope 2 emissions.*

[Add row]

## **(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.**

### **Row 1**

#### **(5.3.2.1) Financial planning elements that have been affected**

*Select all that apply*

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Assets         | <input checked="" type="checkbox"/> Access to capital            |
| <input checked="" type="checkbox"/> Revenues       | <input checked="" type="checkbox"/> Capital allocation           |
| <input checked="" type="checkbox"/> Liabilities    | <input checked="" type="checkbox"/> Capital expenditures         |
| <input checked="" type="checkbox"/> Direct costs   | <input checked="" type="checkbox"/> Acquisitions and divestments |
| <input checked="" type="checkbox"/> Indirect costs |  |

#### **(5.3.2.2) Effect type**

*Select all that apply*

- ☒ Risks
- ☒ Opportunities

#### **(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements**

*Select all that apply*

- ☒ Climate change

**(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements**

*Environmental risks and opportunities have significantly influenced Gold Fields' financial planning, particularly in resource allocation and investment strategies. The focus on water stewardship, guided by the ICMM Water Stewardship Maturity Framework, has led Gold Fields to prioritize investments in water-efficient technologies and infrastructure to mitigate risks associated with water scarcity, quality, and regulatory compliance. This strategic direction is evident in the company's commitment to reducing freshwater withdrawal by 45% and increasing water recycling and reuse to 80% by 2030. In addition, climate risks and opportunities have informed our net zero targets to achieve 100% renewable electricity and 100% electrification of diesel equipment by 2050. Key Impacts on Financial Planning: 1. Resource Allocation: Significant resources have been allocated to advanced water treatment facilities, such as the Reverse Osmosis (RO) plants at South Deep, and also for the development of renewable energy. These investments not only reduce operational costs but also enhance sustainability. 2. Investment Plans: The financial planning process incorporates water and climate risks into capital allocation decisions, with a focus on projects that enhance water efficiency and resilience, and increase renewable energy generation. 3. Time Horizons: Gold Fields' water and climate-related financial planning spans both short-term (2023-2025) and long-term (up to 2030) horizons. The focus on these timeframes reflects the urgency of addressing immediate risks while also planning for future sustainability. 4. Funding Strategies: To achieve water and net zero targets, Gold Fields has integrated these goals into its broader ESG-linked financial strategies. This includes securing sustainability-linked loans, where interest rates are tied to the achievement of water and climate-related targets, ensuring that financial incentives align with environmental performance. 5. Case Study - South Deep: The implementation of the RO plant at South Deep serves as a case study for how water risks have driven capital allocation decisions. The plant, which produces potable water from various sources, reduces reliance on municipal water, decreases environmental risks, and exemplifies how water stewardship can be integrated into operational and financial planning to create value for both the company and surrounding communities*

[Add row]

**(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?**

	Identification of spending/revenue that is aligned with your organization’s climate transition
	Select from: <input checked="" type="checkbox"/> No, but we plan to in the next two years

[Fixed row]

**(5.5) Does your organization invest in research and development (R&D) of low-carbon products or services related to your sector activities?**

**(5.5.1) Investment in low-carbon R&D**

Select from:

☒ No

**(5.5.2) Comment**

*We have projects and initiatives for fuel switching, where Gold Fields intends to use low-carbon fuels with the same energy output but lower carbon emissions at the Tarkwa operations in Ghana. Gold Fields has trialled battery electric vehicles (BEVs) at various mines. Gold Fields plans to continue deploying and trialling reduced and zero-emission vehicles, including diesel-electric LHDs, e-drive diesel-electric trucks, battery electric light vehicles, and further ancillary trials with OEMs and partners. For example, we are partnering with Epiroc to develop the next generation of electric drive hybrid underground mine trucks, with a prototype scheduled for testing in 2024. Future investments in low-carbon products and services will be informed by our climate transition plan and climate scenario planning.*  
[Fixed row]

**(5.5.4) Provide details of your organization’s investments in low-carbon R&D for metals and mining production activities over the last three years.**

Row 1

**(5.5.4.1) Technology area**

Select from:

☒ Alternative fuels

Row 2

**(5.5.4.1) Technology area**

Select from:

☒ Other, please specify :Battery electric vehicles

#### (5.5.4.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

*Our investment in development of battery electric vehicles or equivalent will reduce emissions associated with diesel powered vehicles on sites and contribute toward achieving our net zero commitment. The current pilot studies are still ongoing.*

[Add row]

#### (5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

##### (5.9.1) Water-related CAPEX (+/- % change)

15.63

##### (5.9.2) Anticipated forward trend for CAPEX (+/- % change)

20

##### (5.9.3) Water-related OPEX (+/- % change)

25.95

##### (5.9.4) Anticipated forward trend for OPEX (+/- % change)

10

##### (5.9.5) Please explain

*Estimates and Exclusions: Figures are accurate approximations with no specific exclusions. CAPEX: • Increase: 15.63% from FY2022 to FY2023. • Reasons: Investments in water management infrastructure, such as upgrading return water dams and implementing advanced recycling systems. OPEX: • Increase: 25.95% from FY2022 to FY2023. • Reasons: Enhanced operational practices, higher costs for treatment chemicals, and labour. Forward Trend: • CAPEX: Expected*



10-20% annual increase, driven by infrastructure upgrades. • OPEX: Expected 5-10% annual increase, focusing on maintaining new systems and operational improvements. Relation to Business Aspects: • Geography: Focus on high-risk regions like South Africa and Australia. • Purpose: CAPEX for infrastructure upgrades; OPEX for maintenance and efficiency improvements. • Proportion: CAPEX 10-15% of total; OPEX 5-8% of total. Gold Fields' increased expenditures reflect its commitment to sustainable water management and regulatory compliance.  
[Fixed row]

## (5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Environmental externality priced
	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Water

[Fixed row]

## (5.10.2) Provide details of your organization's internal price on water.

### Row 1

#### (5.10.2.1) Type of pricing scheme

Select from:

☒ Shadow price

#### (5.10.2.2) Objectives for implementing internal price

Select all that apply

☒ Drive water efficiency

☒ Incentivize consideration of water-related issues in risk assessment

☒ Drive water-related investment

☒ Influence strategy and/or financial planning

- ☒ Setting and/or achieving of water-related policies and targets
- ☒ Incentivize consideration of water-related issues in decision making

### (5.10.2.3) Factors beyond current market price are considered in the price

Select from:

- ☒ Yes

### (5.10.2.4) Factors considered when determining the price

Select all that apply

- ☒ Alignment to international standards
- ☒ Costs of disposing water
- ☒ Costs of treating water
- ☒ Existing water tariffs

### (5.10.2.5) Calculation methodology and assumptions made in determining the price

*Calculation Methodology: 1. Existing Water Tariffs: The internal water price is anchored to the existing regional water tariffs, which reflect the cost of water provided by local utilities and municipalities. 2. Costs of Treating and Disposing of Water: The price calculation includes the costs associated with treating water to meet quality standards and the disposal of wastewater, ensuring compliance with environmental regulations. Assumptions: • Stable Regulatory Environment: The calculation assumes that water regulations will remain consistent, allowing for predictable pricing. • Continuous Availability of Water Resources: Gold Fields assumes that water resources will continue to be available, albeit with adjustments for expected scarcity in some regions. • Technological Advancements: There is an underlying assumption that ongoing improvements in water treatment technologies will influence future pricing adjustments.*

### (5.10.2.6) Stages of the value chain covered

Select all that apply

- ☒ Project/site specific coverage

### (5.10.2.7) Pricing approach used – spatial variance

Select from:

- ☒ Differentiated

#### (5.10.2.8) Indicate how and why the price is differentiated

*The price is differentiated based on the water tariff applied in the region.*

#### (5.10.2.9) Pricing approach used – temporal variance

*Select from:*

☒ Evolutionary

#### (5.10.2.10) Indicate how you expect the price to change over time

*We expect a 10% increase in the next financial year.*

#### (5.10.2.11) Minimum actual price used (currency per cubic meter)

0.31

#### (5.10.2.12) Maximum actual price used (currency per cubic meter)

0.64

#### (5.10.2.13) Business decision-making processes the internal water price is applied to

*Select all that apply*

☒ Capital expenditure

☒ Operations

☒ Risk management

☒ Opportunity management

#### (5.10.2.14) Internal price is mandatory within business decision-making processes

*Select from:*

☒ Yes, for some decision-making processes, please specify :Capital projects

#### (5.10.2.15) Pricing approach is monitored and evaluated to achieve objectives

Select from:

☒ Yes

#### (5.10.2.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

*Water Stewardship Framework: Gold Fields employs an Integrated Water Stewardship Framework that focuses on proactive water management, efficiency, and engagement with stakeholders. This framework ensures that the internal water pricing approach is aligned with broader environmental and strategic goals, such as reducing freshwater withdrawal and increasing water recycling. Regular Audits and Third-Party Verification: The company's water management practices, including the application of internal water pricing, are subject to regular internal audits and third-party verification. Performance Monitoring and Reporting: Gold Fields continuously monitors water use across its operations, tracking metrics such as water withdrawal, consumption, and recycling rates. These metrics are reported internally and externally. Tactical and Strategic Adjustments: Based on the performance data, Gold Fields makes tactical adjustments to their water management practices. This includes updating three-year tactical water plans and revising strategies to ensure alignment with our 2030 ESG targets. Stakeholder Engagement and Governance: The internal water pricing strategy is also evaluated through stakeholder engagement, where feedback from communities and regulators is considered to refine and improve water management practices.*

[Add row]

### (5.11) Do you engage with your value chain on environmental issues?

#### Suppliers

##### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

##### (5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

☒ Water

#### Customers

##### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ No, and we do not plan to within the next two years

### (5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

☒ Not an immediate strategic priority

### (5.11.4) Explain why you do not engage with this stakeholder on environmental issues

*Gold Fields' primary focus is on responsible management of water at our operations and in our upstream value chain. We engage with all of our suppliers on sustainable water management. As our strategic objectives relate to water management in our direct operations and our upstream value chain, we do not plan to engage with customers within the next two years on water specific issues. Our primary climate focus is on the responsible management of carbon emissions within our operations and across our upstream value chain. A key aspect of this focus is reducing Scope 3 emissions from major suppliers, which contribute significantly to our overall carbon footprint. In 2023, we made a major stride in our Decarbonisation Strategy by announcing our 2030 target to reduce Scope 3 emissions by 10% from a 2022 baseline, representing an approximate 100kt CO<sub>2</sub>e reduction. This target was developed over an 18-month period of close collaboration with the key suppliers of our mines to establish regional Scope 3 emission baselines. While other value chain partners are important, they are not an immediate priority for our current engagement efforts. Since our strategic objectives centre on carbon management within our direct operations and upstream value chain, we do not plan to engage with customers on carbon-specific issues within the next two years. Gold mining companies generally have negligible downstream emissions as gold is used primarily as a store of value and volumes are small.*

## Investors and shareholders

### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

### (5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

☒ Water

## Other value chain stakeholders

### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

### (5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

☒ Water

[Fixed row]

**(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?**

**Climate change**

#### (5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years

**Water**

#### (5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ Yes, we assess the dependencies and/or impacts of our suppliers

#### (5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☒ Basin/landscape condition

☒ Dependence on water

#### (5.11.1.3) % Tier 1 suppliers assessed

Select from:

☒ 76-99%

#### (5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

*Definition of substantive: Gold Fields defined any supplier that operates within a basin with a high water stress (in terms of availability or water quality), or a supplier that is dependent on the continuous supplier of adequate water.*

#### (5.11.1.5) % Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

Select from:

☒ 76-99%

#### (5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

100

[Fixed row]

### (5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

#### Climate change

#### (5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☒ No, we do not prioritize which suppliers to engage with on this environmental issue

### (5.11.2.3) Primary reason for no supplier prioritization on this environmental issue

Select from:

- ☒ Other, please specify :Our supplier engagement strategy will be informed by our climate transition plan and scenarios within the next two years.

### (5.11.2.4) Please explain

*Suppliers that make a significant contribution to Gold Fields' Scope 3 emissions will be prioritized for engagement, in line with our climate transition strategy which will be developed in the next two years.*

## Water

### (5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- ☒ Yes, we prioritize which suppliers to engage with on this environmental issue

### (5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- ☒ Procurement spend
- ☒ Regulatory compliance
- ☒ Business risk mitigation
- ☒ Leverage over suppliers
- ☒ Vulnerability of suppliers
- ☒ Strategic status of suppliers
- ☒ Supplier performance improvement
- ☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to water

### (5.11.2.4) Please explain

*Gold Fields prioritizes suppliers for engagement on water-related dependencies and impacts based on several criteria, including: 1. Business Risk Mitigation: Suppliers that pose higher business risks related to water dependencies and impacts are engaged more actively.. 2. Procurement Spend: Suppliers with significant procurement spend are prioritized to ensure the largest impacts are managed effectively 3. Leverage Over Suppliers: Suppliers over whom Gold Fields has greater*



leverage are targeted to drive meaningful change. 4. *Regulatory Compliance: Ensuring suppliers adhere to regulatory requirements is crucial for Gold Fields to maintain compliance and reduce legal risks.* 5. *Vulnerability of Suppliers: Suppliers that are more vulnerable to water-related risks are given priority to help build their resilience.* 6. *Strategic Status of Suppliers: Key suppliers with strategic importance to Gold Fields' operations are prioritized for engagement.* 7. *Supplier Performance Improvement: Suppliers identified for performance improvement, especially regarding water management, are engaged to enhance their practices.* 8. *Criteria for Substantive Dependencies/Impacts: Suppliers classified as having substantive dependencies and/or impacts relating to water are prioritized to address these critical areas.*

[Fixed row]

## **(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?**

### **Climate change**

#### **(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process**

Select from:

☒ No, but we plan to introduce environmental requirements related to this environmental issue within the next two years

#### **(5.11.5.2) Policy in place for addressing supplier non-compliance**

Select from:

☒ No, we do not have a policy in place for addressing non-compliance

#### **(5.11.5.3) Comment**

*Gold Fields is considering introducing a requirement for our suppliers to adhere to a code of conduct which includes Scope 3 emissions. The monitoring of compliance will be conducted using the responses obtained through supplier engagement. Non-compliance will be managed through engagement by our procurement team.*

### **Water**

#### **(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process**

Select from:

- ☒ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

#### (5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

- ☒ Yes, we have a policy in place for addressing non-compliance

#### (5.11.5.3) Comment

*Gold Fields requires our suppliers to adhere to a code of conduct which includes water related points. The monitoring of compliance is conducted using the responses obtained through supplier engagement. Non-compliance is managed through penalties.*

*[Fixed row]*

### (5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

#### Water

#### (5.11.6.1) Environmental requirement

Select from:

- ☒ Provision of fully-functioning, safely managed WASH services to all employees

#### (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- ☒ Supplier self-assessment
- ☒ Other, please specify :Responses to supplier questionnaires.

#### (5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- ☒ 76-99%

#### **(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement**

*Select from:*

☒ 76-99%

#### **(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement**

*Select from:*

☒ 100%

#### **(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement**

*Select from:*

☒ 76-99%

#### **(5.11.6.9) Response to supplier non-compliance with this environmental requirement**

*Select from:*

☒ Retain and engage

#### **(5.11.6.10) % of non-compliant suppliers engaged**

*Select from:*

☒ 100%

#### **(5.11.6.11) Procedures to engage non-compliant suppliers**

*Select all that apply*

☒ Providing information on appropriate actions that can be taken to address non-compliance

#### **(5.11.6.12) Comment**

Gold Fields enforces strict measures for supplier non-compliance with water-related requirements. The severity of non-compliance is assessed based on the following criteria: • Level of impact on worker health and safety • Non-compliance with regulatory requirements • Breach of contractual obligations The response to non-compliance varies depending on the severity, ranging from warnings and remediation plans to termination of contracts for severe breaches. This approach ensures that suppliers maintain high standards of health and safety and align with Gold Fields' sustainability objectives.

## Water

### (5.11.6.1) Environmental requirement

Select from:

☒ Total water withdrawal volumes reduction

### (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☒ Supplier self-assessment

☒ Other, please specify :Responses to supplier questionnaires.

### (5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☒ 100%

### (5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☒ 76-99%

### (5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

Select from:

☒ 100%

#### **(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement**

Select from:

☒ 76-99%

#### **(5.11.6.9) Response to supplier non-compliance with this environmental requirement**

Select from:

☒ Retain and engage

#### **(5.11.6.10) % of non-compliant suppliers engaged**

Select from:

☒ 100%

#### **(5.11.6.11) Procedures to engage non-compliant suppliers**

Select all that apply

☒ Providing information on appropriate actions that can be taken to address non-compliance

#### **(5.11.6.12) Comment**

*Gold Fields enforces strict measures for supplier non-compliance with water-related requirements. The severity of non-compliance is assessed based on the following criteria: • Level of impact on water availability and quality • Non-compliance with regulatory requirements • Breach of contractual obligations The response to non-compliance varies depending on the severity, ranging from warnings and remediation plans to termination of contracts for severe breaches. This approach ensures that suppliers maintain high standards of environmental stewardship and align with Gold Fields' sustainability objectives.*

*[Add row]*

#### **(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.**

##### **Climate change**

#### **(5.11.7.2) Action driven by supplier engagement**

Select from:

- ☒ No other supplier engagement

## Water

### (5.11.7.2) Action driven by supplier engagement

Select from:

- ☒ Total water withdrawal volumes reduction

### (5.11.7.3) Type and details of engagement

#### Capacity building

- ☒ Provide training, support and best practices on how to mitigate environmental impact
- ☒ Other capacity building activity, please specify :Educate suppliers about water-stewardship and collaboration to mitigate or reduce onsite water-related incidents, as well as within the operations and value chains of key suppliers.

#### Information collection

- ☒ Collect water quality information at least annually from suppliers (e.g., discharge quality, pollution incidents, hazardous substances)
- ☒ Collect water quantity information at least annually from suppliers (e.g., withdrawal and discharge volumes)

#### Innovation and collaboration

- ☒ Collaborate with suppliers on innovations to reduce environmental impacts in products and services

### (5.11.7.4) Upstream value chain coverage

Select all that apply

- ☒ Tier 1 suppliers

### (5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- ☒ 76-99%

### (5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

Select from:

☒ 76-99%

### (5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

*Rationale for Engaging Suppliers We engage with Tier 1 suppliers on water stewardship to mitigate the significant water-related risks inherent in mining operations, especially in water-stressed regions such as Australia, South Africa, and Chile. By involving 76-99% of suppliers with substantive dependencies and/or impacts in these engagement efforts, we ensure a comprehensive approach to managing water use and promoting sustainable practices across our supply chain. This coverage is justified by the necessity to minimize water-related operational disruptions and to uphold its social license to operate in various regions, given the critical dependence on water for both mining activities and local communities. Supporting Vulnerable Suppliers Gold Fields' engagement activities are designed to support vulnerable suppliers by improving their environmental practices and resilience. The company provides education on water-efficient technologies and practices, helps suppliers to implement water-saving initiatives, and supports the development of local water management strategies. These efforts ensure that suppliers are better equipped to handle water scarcity, thereby enhancing their operational stability and reducing the environmental footprint of the entire supply chain. Positive Outcomes of Engagement • In 2023, Gold Fields achieved a 39% reduction in freshwater withdrawal from the 2018 baseline and recycled or reused 74% of its water. •*

*Successful alignment with the ICMM Water Stewardship Maturity Framework, verified by a third party, indicating advanced maturity in water management practices. Criteria for Measuring Success Gold Fields measures the impact of supplier engagement on overall water stewardship outcomes, such as reductions in freshwater withdrawals and improvements in water recycling and reuse rates. These outcomes are directly tied to the effectiveness of their supplier engagements on water-related issues. Success is also measured by how well the engagements align with ICMM Water Stewardship Maturity Framework. The engagement activities are designed to support vulnerable suppliers by improving their environmental practices and resilience. Success is measured by how well suppliers can implement water-saving initiatives and develop local water management strategies, thereby enhancing their operational stability and reducing the environmental footprint across the supply chain.*

### (5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :reducing water withdrawals and water-related incidents.

### (5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Yes

[Add row]

## **(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.**

### **Climate change**

#### **(5.11.9.1) Type of stakeholder**

*Select from:*

☒ Investors and shareholders

#### **(5.11.9.2) Type and details of engagement**

##### **Education/Information sharing**

☒ Share information on environmental initiatives, progress and achievements

##### **Innovation and collaboration**

☒ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

#### **(5.11.9.3) % of stakeholder type engaged**

*Select from:*

☒ 76-99%

#### **(5.11.9.4) % stakeholder-associated scope 3 emissions**

*Select from:*

☒ Less than 1%

#### **(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement**

*The rationale for engaging 76-99% of investors on climate risks stems from our recognition of the importance of transitioning to a lower-carbon future by improving the diversity of our energy mix and reducing our Scope 1 and 2 emissions. We engage with our investors and shareholders in ongoing dialogue on investment in renewable energy as well as the pilot projects in alternative fuels and battery electric vehicles to obtain their support and buy-in.*



#### (5.11.9.6) Effect of engagement and measures of success

*The effects of engaging with investors on climate risks have been largely positive. The positive effects of engaging with investors include enhanced investor confidence, alignment with ESG expectations and increased support for sustainability initiatives. Measuring the Success of Engagement: One key metric for measuring success is the feedback and sentiment gathered from investors following these engagements. Positive feedback, increased investor inquiries about sustainability initiatives, or a higher level of participation in ESG-related discussions are indicators of successful engagement. The outcome of investor engagement led to Gold Fields opting to participate in the CDP Climate disclosure in 2024, in addition to our TCFD-aligned climate change reporting. Success is also measured by improvements in ESG ratings and rankings. High or improving scores in water-related disclosures, as evaluated by rating agencies like the Carbon Disclosure Project (CDP), indicate that the engagement has positively influenced investor perceptions and external assessments. The alignment of investor support with Gold Fields' progress toward its climate-related goals also serves as an indirect measure of the success of the engagement. When investors are aligned with and supportive of these goals, it often correlates with achieving or exceeding targets.*

### Water

#### (5.11.9.1) Type of stakeholder

Select from:

- ☒ Investors and shareholders

#### (5.11.9.2) Type and details of engagement

##### Education/Information sharing

- ☒ Educate and work with stakeholders on understanding and measuring exposure to environmental risks
- ☒ Share information on environmental initiatives, progress and achievements

##### Innovation and collaboration

- ☒ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

#### (5.11.9.3) % of stakeholder type engaged

Select from:

- ☒ 76-99%

#### (5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

*The rationale for engaging 76-99% of investors on water risks stems from the critical importance of water to Gold Fields' mining operations, particularly in water-stressed regions such as Australia, South Africa, and Chile. Engaging a substantial percentage of investors ensures that a comprehensive understanding of water-related risks and the company's management strategies is communicated effectively. This level of engagement is crucial for several reasons: 1. Risk Management: Water-related risks, such as scarcity or regulatory changes, can significantly impact mining operations. By engaging the majority of their investors, Gold Fields ensures that these stakeholders are fully informed about how the company is managing these risks to secure the long-term sustainability of its operations. 2.*

*Transparency and Trust: Engaging a large proportion of investors helps maintain transparency, which is vital for building and sustaining investor trust. Investors are more likely to continue supporting the company if they understand how it is proactively managing water-related risks, which are particularly relevant in the context of climate change. 3. Alignment with Investor Expectations: Many investors are increasingly focused on environmental, social, and governance (ESG) issues. By engaging a significant percentage of them on water risks, Gold Fields aligns its communication strategies with the growing importance of ESG factors in investment decisions, ensuring that investor expectations are met or exceeded. 4. Protecting Financial Stability: Water risks can directly impact financial performance through operational disruptions or increased costs. By thoroughly engaging investors, Gold Fields reinforces its commitment to protecting financial stability and ensuring that investors understand the proactive measures being taken to mitigate potential negative impacts.*

#### **(5.11.9.6) Effect of engagement and measures of success**

*The effects of engaging with investors on water risks have been largely positive. The success of these engagements. The positive effects of engaging with investors include enhanced investor confidence, alignment with ESG expectations and increased support for sustainability initiatives. Measuring the Success of Engagement: One key metric for measuring success is the feedback and sentiment gathered from investors following these engagements. Positive feedback, increased investor inquiries about sustainability initiatives, or a higher level of participation in ESG-related discussions are indicators of successful engagement. Another measure of success is the impact on investment levels. If the engagement leads to sustained or increased investment from ESG-focused investors, it indicates that the engagement strategy is effective. Success is also measured by improvements in ESG ratings and rankings. High or improving scores in water-related disclosures, as evaluated by rating agencies like the Carbon Disclosure Project (CDP), indicate that the engagement has positively influenced investor perceptions and external assessments. The alignment of investor support with Gold Fields' progress toward its water-related goals (e.g., reducing freshwater withdrawal or increasing water recycling) also serves as an indirect measure of the success of the engagement. When investors are aligned with and supportive of these goals, it often correlates with achieving or exceeding targets.*

*[Add row]*

## C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

	Consolidation approach used	Provide the rationale for the choice of consolidation approach
Climate change	Select from: <input checked="" type="checkbox"/> Financial control	<i>This aligns with our consolidation approach in our financial reporting.</i>
Water	Select from: <input checked="" type="checkbox"/> Financial control	<i>This aligns with our consolidation approach in our financial reporting.</i>
Plastics	Select from: <input checked="" type="checkbox"/> Financial control	<i>This aligns with our consolidation approach in our financial reporting.</i>

[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☒ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

**(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.**

*Select all that apply*

- ☒ ISO 14064-1
- ☒ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- ☒ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

**(7.3) Describe your organization's approach to reporting Scope 2 emissions.**

**(7.3.1) Scope 2, location-based**

*Select from:*

- ☒ We are reporting a Scope 2, location-based figure

**(7.3.2) Scope 2, market-based**

*Select from:*

- ☒ We have operations where we are able to access electricity supplier emission factors or residual emissions factors, but are unable to report a Scope 2, market-based figure

**(7.3.3) Comment**

*We purchase electricity directly from suppliers and do not currently record supplier specific emission factors nor do we calculate a market-based scope 2 figure.*  
[Fixed row]

**(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?**

*Select from:*

☒ No

**(7.4.1) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.**

**Row 1**

#### **(7.4.1.2) Scope(s) or Scope 3 category(ies)**

*Select all that apply*

☒ Scope 1

☒ Scope 2 (location-based)

☒ Scope 2 (market-based)

*[Add row]*

**(7.5) Provide your base year and base year emissions.**

**Scope 1**

#### **(7.5.1) Base year end**

12/30/2016

#### **(7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)**

719000

#### **(7.5.3) Methodological details**

*Measurement approach: The quantification methodology calculation was implemented by multiplying the GHG activity data by the GHG emission or removal factors. Emissions factors: The majority of the emission factors used are obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. On emission conversion factors, preference is given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. The Global Warming Potential rates are obtained from the IPCC Fourth Assessment Guidelines. Inputs: We calculated our scope 1 emissions using data on the actual fuel consumption reported by all our operations. Assumptions: No*

consequential assumptions made. Rationale for the calculation of Scope 1: Our scope 1 baseline was calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals").

## Scope 2 (location-based)

### (7.5.1) Base year end

12/30/2016

### (7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)

972000

### (7.5.3) Methodological details

*Measurement approach: The quantification methodology calculation was implemented by multiplying the GHG activity data by the GHG emission or removal factors. Emissions factors: The majority of the emission factors used are obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. On emission conversion factors, preference is given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. The Global Warming Potential rates are obtained from the IPCC Fourth Assessment Guidelines. Inputs: Our scope 2 emissions were calculated using data on the grid electricity consumption of all our operations. Assumptions: No consequential assumptions made. Rationale for the calculation of Scope 1: Our scope 2 baseline was calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals").*

## Scope 3 category 1: Purchased goods and services

### (7.5.1) Base year end

12/30/2022

### (7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)

591500

### (7.5.3) Methodological details

*Measurement approach: The quantification methodology calculation was implemented by multiplying the GHG activity data by the GHG emission or removal factors. Emissions factors: The majority of the emission factors used are obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. On emission conversion factors, preference is given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. The Global Warming Potential rates are obtained from the IPCC Fourth Assessment Guidelines. Inputs: To calculate the footprint, we used as input, the amount of the material inputs, the amount of fuel inputs used for transport and distance from the supplier to our operations. Assumptions: No consequential assumptions made. Rationale for the calculation of Scope 3: Our scope 3 baseline was calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals").*

## Scope 3 category 2: Capital goods

### (7.5.1) Base year end

12/30/2022

### (7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)

40861

### (7.5.3) Methodological details

*Measurement approach: The quantification methodology calculation was implemented by multiplying the GHG activity data by the GHG emission or removal factors. Emissions factors: The majority of the emission factors used are obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. On emission conversion factors, preference is given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. The Global Warming Potential rates are obtained from the IPCC Fourth Assessment Guidelines. Inputs: To calculate the footprint, we used as input, the amount of the material inputs, the amount of fuel inputs used for transport and distance from the supplier to our operations. Assumptions: No consequential assumptions made. Rationale for the calculation of Scope 3: Our scope 3 baseline was calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals").*

## Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

### (7.5.1) Base year end

12/30/2022

### (7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)



### (7.5.3) Methodological details

*Measurement approach: The quantification methodology calculation was implemented by multiplying the GHG activity data by the GHG emission or removal factors. Emissions factors: The majority of the emission factors used are obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. On emission conversion factors, preference is given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. The Global Warming Potential rates are obtained from the IPCC Fourth Assessment Guidelines. Inputs: To calculate the footprint we used fuel supplier provided data as input. Assumptions: No consequential assumptions made. Rationale for the calculation of Scope 3: Our scope 3 baseline was calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals").*

### Scope 3 category 4: Upstream transportation and distribution

#### (7.5.1) Base year end

12/30/2022

#### (7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)

30546

### (7.5.3) Methodological details

*Measurement approach: The quantification methodology calculation was implemented by multiplying the GHG activity data by the GHG emission or removal factors. Emissions factors: The majority of the emission factors used are obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. On emission conversion factors, preference is given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. The Global Warming Potential rates are obtained from the IPCC Fourth Assessment Guidelines. Inputs: To calculate the footprint, we used as input, the amount of fuel used, the distance travelled and the amount spent on upstream transportation and distribution. Assumptions: No consequential assumptions made. Rationale for the calculation of Scope 3: Our scope 3 baseline was calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals").*

### Scope 3 category 5: Waste generated in operations

#### (7.5.1) Base year end

**(7.5.2) Base year emissions (metric tons CO2e)**

1539

**(7.5.3) Methodological details**

*Measurement approach: The quantification methodology calculation was implemented by multiplying the GHG activity data by the GHG emission or removal factors. Emissions factors: The majority of the emission factors used are obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. On emission conversion factors, preference is given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. The Global Warming Potential rates are obtained from the IPCC Fourth Assessment Guidelines. Inputs: To calculate the footprint we used data detailing the types and amount of waste generated as well as supplier provided data. Assumptions: No consequential assumptions made. Rationale for the calculation of Scope 3: Our scope 3 baseline was calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals").*

**Scope 3 category 6: Business travel****(7.5.1) Base year end**

12/30/2022

**(7.5.2) Base year emissions (metric tons CO2e)**

14251

**(7.5.3) Methodological details**

*Measurement approach: The quantification methodology calculation was implemented by multiplying the GHG activity data by the GHG emission or removal factors. Emissions factors: The majority of the emission factors used are obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. On emission conversion factors, preference is given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. The Global Warming Potential rates are obtained from the IPCC Fourth Assessment Guidelines. Inputs: To calculate the footprint, we collected travel provider information as well as data on the frequency, distance and travel mode. Assumptions: No consequential assumptions made. Rationale for the calculation of Scope 3: Our scope 3 baseline was calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals").*

## Scope 3 category 7: Employee commuting

### (7.5.1) Base year end

12/30/2022

### (7.5.2) Base year emissions (metric tons CO2e)

2569

### (7.5.3) Methodological details

*Measurement approach: The quantification methodology calculation was implemented by multiplying the GHG activity data by the GHG emission or removal factors. Emissions factors: The majority of the emission factors used are obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. On emission conversion factors, preference is given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. The Global Warming Potential rates are obtained from the IPCC Fourth Assessment Guidelines. Inputs: To calculate the footprint, we collected data on the amount of fuel used, the distance travelled, and employee survey responses. Assumptions: No consequential assumptions made. Rationale for the calculation of Scope 3: Our scope 3 baseline was calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals").*

## Scope 3 category 9: Downstream transportation and distribution

### (7.5.1) Base year end

12/30/2022

### (7.5.2) Base year emissions (metric tons CO2e)

107

### (7.5.3) Methodological details

*Measurement approach: The quantification methodology calculation was implemented by multiplying the GHG activity data by the GHG emission or removal factors. Emissions factors: The majority of the emission factors used are obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. On emission conversion factors, preference is given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. The Global Warming Potential rates are obtained from the IPCC Fourth*

*Assessment Guidelines. Inputs: To calculate the footprint, we used as input, the amount of fuel used, the distance travelled, and the amount spent on upstream transportation and distribution. Assumptions: No consequential assumptions made. Rationale for the calculation of Scope 3: Our scope 3 baseline was calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard (“Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals”).*

## **Scope 3 category 10: Processing of sold products**

### **(7.5.1) Base year end**

12/30/2022

### **(7.5.2) Base year emissions (metric tons CO2e)**

21928

### **(7.5.3) Methodological details**

*Measurement approach: The quantification methodology calculation was implemented by multiplying the GHG activity data by the GHG emission or removal factors. Emissions factors: The majority of the emission factors used are obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. On emission conversion factors, preference is given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. The Global Warming Potential rates are obtained from the IPCC Fourth Assessment Guidelines. Inputs: To calculate the footprint, we collected customer data on energy consumption relating to the processing of gold. Assumptions: No consequential assumptions made. Rationale for the calculation of Scope 3: Our scope 3 baseline was calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard (“Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals”).*

## **Scope 3 category 12: End of life treatment of sold products**

### **(7.5.1) Base year end**

12/30/2022

### **(7.5.2) Base year emissions (metric tons CO2e)**

988

### **(7.5.3) Methodological details**

*Measurement approach: The quantification methodology calculation was implemented by multiplying the GHG activity data by the GHG emission or removal factors. Emissions factors: The majority of the emission factors used are obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. On emission conversion factors, preference is given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. The Global Warming Potential rates are obtained from the IPCC Fourth Assessment Guidelines. Inputs: To calculate the footprint, we used average data on the portion of the sold product being treated (e.g. recycled) and its end of life and the total mass of the sold product. Assumptions: No consequential assumptions made. Rationale for the calculation of Scope 3: Our scope 3 baseline was calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals").*

## Scope 3 category 15: Investments

### (7.5.1) Base year end

12/30/2022

### (7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)

89400

### (7.5.3) Methodological details

*Measurement approach: The quantification methodology calculation was implemented by multiplying the GHG activity data by the GHG emission or removal factors. Emissions factors: The majority of the emission factors used are obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. On emission conversion factors, preference is given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. The Global Warming Potential rates are obtained from the IPCC Fourth Assessment Guidelines. Inputs: To calculate the footprint, we collected data on the Scope 1 and scope 2 emissions of investee companies as well as Gold Fields' proportional share of equity in the each of the investee companies. Assumptions: No consequential assumptions made. Rationale for the calculation of Scope 3: Our scope 3 baseline was calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals").*  
*[Fixed row]*

## (7.6) What were your organization's gross global Scope 1 emissions in metric tons CO<sub>2</sub>e?

### Reporting year

### (7.6.1) Gross global Scope 1 emissions (metric tons CO<sub>2</sub>e)

### (7.6.3) Methodological details

*Measurement approach: Scope 1 emissions are calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard (“Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals”). Inputs: Scope 1 activity data is obtained through onsite information such as invoices and includes all fuel and refrigerants consumed. Emission factors: Emission factors used were obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. Conversion factor preference was given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. Rationale: This approach ensures that our GHG inventory adheres to the principles outlined in the ISO 14064 Part 1 Standard (“Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals”) standards and we transparently report our emissions to our stakeholders and investors.*

*[Fixed row]*

## (7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

### Reporting year

#### (7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

854431

### (7.7.4) Methodological details

*Measurement approach: Scope 2 emissions are calculated based on the operational control consolidation approach, whereby the carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard (“Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals”). Inputs: Scope 2 activity data is obtained through onsite information such as invoices and includes all fuel and refrigerants consumed. Emission factors: Emission factors used were obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. Conversion factor preference was given to data obtained from the original equipment manufacturers, energy suppliers, then country specific, with the DEFRA source as last resort. Rationale: This approach ensures that our GHG inventory adheres to the principles outlined in the ISO 14064 Part 1 Standard (“Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals”) standards and we transparently report our emissions to our stakeholders and investors.*

*[Fixed row]*

## (7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

## Purchased goods and services

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

590000

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Hybrid method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

### (7.8.5) Please explain

*Emission data sources: The purchased goods reported on include Timber, Lime, Cement, Caustic Soda, Water and Cyanide. The data for these products were obtained from our suppliers and value chain partners. It was assumed that all the data obtained is relevant for the reporting period. Instances where no data was available, the values from previous reporting periods were assumed to still be relevant and, subsequently, incorporated in our calculations. Methodology: The hybrid method was used to calculate the emissions associated with these goods. If supplier specific information was not available, then the mass of the purchased goods was multiplied by the relevant emission factor. Emission factors were obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, and US EPA. Rationale for measurement approach: This approach ensures that our GHG inventory adheres to the principles outlined in the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals") and we transparently report our emissions to our stakeholders and investors. Verification of data: The emissions calculation and activity data were assured as part of our annual assurance processes. Boundary: The calculation covered all upstream emissions from these purchased goods and services (cradle to gate).*

## Capital goods

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

43000

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Hybrid method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

### (7.8.5) Please explain

*Emission data sources: the calculation covered all the indirect emissions associated with the lifecycle of capital goods acquired or disposed (cradle to gate). The data relating to our capital goods were obtained from our suppliers and value chain partners. It was assumed that all the data obtained is relevant for the reporting period. Instances where no data was available, the values from previous reporting periods were assumed to still be relevant and, subsequently, incorporated in our calculations. Methodology: The hybrid method was used to calculate the emissions associated with these goods. If supplier specific information was not available, then the mass of the purchased goods was multiplied by the average emission factor sourced from DEFRA. Emission factors were obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, and US EPA. Rationale for measurement approach: This approach ensures that our GHG inventory adheres to the principles outlined in the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals") and we transparently report our emissions to our stakeholders and investors. Verification of data: The emissions calculation and activity data were assured as part of our annual assurance processes. Boundary: The calculation covered all upstream emissions from these purchased goods and services (cradle to gate).*

## Fuel-and-energy-related activities (not included in Scope 1 or 2)

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated



## (7.8.2) Emissions in reporting year (metric tons CO2e)

174000

## (7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

## (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

## (7.8.5) Please explain

*Emission data sources: The emissions in this category relate to the production of fuels purchased by Gold Fields including petrol, diesel, coal, biodiesel, LPG and Natural Gas. The data relating to our fuel and energy related activities were obtained from our suppliers and value chain partners. It was assumed that all the data obtained is relevant for the reporting period. Instances where no data was available, the values from previous reporting periods were assumed to still be relevant and, subsequently, incorporated in our calculations. Methodology: The average data method was used to calculate the emissions related to fuel and energy activities. The emissions were calculated by multiplying the fuel consumption by the industry average emission factors. Emission factors were obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, and US EPA. Rationale for measurement approach: This approach ensures that our GHG inventory adheres to the principles outlined in the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals") and we transparently report our emissions to our stakeholders and investors. Verification of data: The emissions calculation and activity data were assured as part of our annual assurance processes. Boundary: the cradle-to-gate emissions of purchased fuels and energy were included in the calculation. The T&D losses emissions were calculated on a cradle-to-gate basis.*

## Upstream transportation and distribution

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

## (7.8.2) Emissions in reporting year (metric tons CO2e)

22000

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

### (7.8.5) Please explain

*Emission data sources: The emissions in this category relate to the upstream transportation of goods by Gold Fields in the reporting year. The goods reported on include Coal, Timber, Cyanide, Blasting agents, Lime, Cement and Caustic soda. The data relating to the upstream transportation and distribution of these goods and other essential inputs were obtained from our suppliers and transportation partners. It was assumed that all the data obtained is relevant for the reporting period. Instances where no data was available, the values from previous reporting periods were assumed to still be relevant and, subsequently, incorporated in our calculations. Methodology: The distance-based method was used to calculate emissions. The emissions were calculated by multiplying the total mass and distance travelled by the emission factor from DEFRA. Emission factors were obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, and US EPA. Life cycle stage: Tank-to-Wheel basis Rationale for measurement approach: This approach ensures that our GHG inventory adheres to the principles outlined in the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals") and we transparently report our emissions to our stakeholders and investors. Verification of data: The emissions calculation and activity data were assured as part of our annual assurance processes. Boundary: The scope 1 emissions of transportation were included in the calculation.*

## Waste generated in operations

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

2000

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

#### (7.8.5) Please explain

*Emission data sources: The emissions in this category relate to the disposal of waste, such as municipal waste, wastewater treatment and hazardous waste. This data was obtained from our third-party waste disposal and treatment partners. It was assumed that all the data obtained is relevant for the reporting period. Instances where no data was available, the values from previous reporting periods were assumed to still be relevant and, subsequently, incorporated in our calculations.*

*Methodology: The average data method was used to calculate the emissions related to waste disposal activities. The emissions were calculated by multiplying the waste mass, distance travelled, and the industry relevant emission factors. Emission factors were obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, and US EPA. Rationale for measurement approach: This approach ensures that our GHG inventory adheres to the principles outlined in the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals") and we transparently report our emissions to our stakeholders and investors. Verification of data: The emissions calculation and activity data were assured as part of our annual assurance processes. Boundary: The Scope 1 and 2 emissions of the waste service providers were included.*

### Business travel

#### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

#### (7.8.2) Emissions in reporting year (metric tons CO2e)

25000

#### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

### (7.8.5) Please explain

*Emission data sources: The emissions in this category are related to business car hire, air travel and employee travel claims. The data relating to all our business travel activities was obtained from our travel partners. It was assumed that all the data obtained is relevant for the reporting period. Instances where no data was available, the values from previous reporting periods were assumed to still be relevant and, subsequently, incorporated in our calculations. Methodology: The distance-based method was used to calculate the emissions related to car hire, air travel and employee claims. Emission factors were obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, and US EPA. Life cycle stage: Tank-to-Wheel basis Rationale for measurement approach: This approach ensures that our GHG inventory adheres to the principles outlined in the ISO 14064 Part 1 Standard (“Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals”) and we transparently report our emissions to our stakeholders and investors. Verification of data: The emissions calculation and activity data were assured as part of our annual assurance processes. Boundary: The Scope 1 and 2 emissions from the use of vehicles were included.*

## Employee commuting

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

2000

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Hybrid method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

### (7.8.5) Please explain

*Emission data sources: The emissions in this category are related to the transport of employees to our operations in vehicles not owned or operated by Gold Fields. This includes transport by private car, bus or taxi. The data concerning the commuting of our employees was obtained through employee commuting surveys and our personnel transportation partners. It was assumed that all the data obtained is relevant for the reporting period. Instances where no data was available, the values from previous reporting periods were assumed to still be relevant and, subsequently, incorporated in our calculations. Methodology: The distance-based method was used to calculate both car hire and air travel emissions. Emission factors were obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, and US EPA. Life cycle stage: Tank-to-Wheel basis Rationale for measurement approach: This approach ensures that our GHG inventory adheres to the principles outlined in the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals") and we transparently report our emissions to our stakeholders and investors. Verification of data: The emissions calculation and activity data were assured as part of our annual assurance processes. Boundary: N/A*

## Upstream leased assets

### (7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

### (7.8.5) Please explain

*Not reported, because assumed not to be material.*

## Downstream transportation and distribution

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

12000

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

#### (7.8.5) Please explain

*Emission data sources: The emissions in this category relate to the upstream transportation of goods by Gold Fields in the reporting year. The data was obtained from our third-party partners that transports our products. It was assumed that all the data obtained is relevant for the reporting period. Instances where no data was available, the values from previous reporting periods were assumed to still be relevant and, subsequently, incorporated in our calculations. Methodology: The distance-based method was used to calculate emissions. The emissions were calculated by multiplying the total mass and distance travelled by emission factors obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, and US EPA. Life cycle stage: Tank-to-Wheel basis Rationale for measurement approach: This approach ensures that our GHG inventory adheres to the principles outlined in the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals") and we transparently report our emissions to our stakeholders and investors. Verification of data: The emissions calculation and activity data were assured as part of our annual assurance processes. Boundary: The scope 1 emissions of transportation were included in the calculation*

### Processing of sold products

#### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

#### (7.8.2) Emissions in reporting year (metric tons CO2e)

20000

#### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

### (7.8.5) Please explain

*Emission data sources: The emissions in this category are related to the processing sold products from our operations. The data was obtained from the facilitators of further processing, transformation, or inclusion of our raw product in another product before use. It was assumed that all the data obtained is relevant for the reporting period. Instances where no data was available, the values from previous reporting periods were assumed to still be relevant and, subsequently, incorporated in our calculations. Methodology: The average-data method was used to calculate emissions, with the mass of sold products being multiplied by the appropriate emission factors. The average-data method calculated the emissions relating to the smelting and refining of metals through Gold Fields' operations. Emission factors were obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, and US EPA. Rationale for measurement approach: This approach ensures that our GHG inventory adheres to the principles outlined in the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals") and we transparently report our emissions to our stakeholders and investors. Boundary: The scope 1 and 2 emissions from the processing of our product was included in the calculation. Verification of data: The emissions calculation and activity data were assured as part of our annual assurance processes*

## Use of sold products

### (7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

### (7.8.5) Please explain

*This is not reported, because energy use after refining of gold is assumed to be negligible. This is based on the assumption that most uses of gold, for example, jewellery, coins or bullion has already reached the end of its life cycle as gold is chemically stable and does not decay or erode.*

## End of life treatment of sold products

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

1000

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Waste-type-specific method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

### (7.8.5) Please explain

*Emission data sources: The emissions in this category are related to the melting process of metals produced by Gold Fields within the reporting year. The data was obtained from third parties involved in the recycling of gold products. It was assumed that all the data obtained is relevant for the reporting period. Instances where no data was available, the values from previous reporting periods were assumed to still be relevant and, subsequently, incorporated in our calculations. Methodology: The waste-type specific method was used to calculate the emissions, by multiplying the total mass of sold products by the average waste treatment specific emission based upon all waste disposal types. Emission factors were obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, and US EPA. Rationale for measurement approach: This approach ensures that our GHG inventory adheres to the principles outlined in the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals") and we transparently report our emissions to our stakeholders and investors. Boundary: The scope 1 and 2 emissions from the end-of-life treatment for our products were included in the calculation. Verification of data: The emissions calculation and activity data were assured as part of our annual assurance processes*

## Downstream leased assets

### (7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

### (7.8.5) Please explain

*Assumed not to be material as we have insignificant emissions in this category.*

## Franchises

### (7.8.1) Evaluation status



Select from:

☒ Not relevant, explanation provided

### (7.8.5) Please explain

*We do not own or operate any franchises.*

## Investments

### (7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

56000

### (7.8.3) Emissions calculation methodology

Select all that apply

☒ Investment-specific method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

### (7.8.5) Please explain

*Emission sources: The emissions in this category are related to the Scope 1 and 2 emissions from company's operations where we hold shares of equity in the company. Examples of these emission sources include production of purchased electricity and the combustion of fuels such as diesel. The data was obtained from our subsidiaries and investment partners. It was assumed that all the data obtained is relevant for the reporting period. Instances where no data was available, the values from previous reporting periods were assumed to still be relevant and, subsequently, incorporated in our calculations. Methodology: The emissions for the investment category were calculated by multiplying the sum of scope 1 and 2 emissions by the Investment Advisor Representative (%). Emission factors were obtained from DEFRA, the IPCC Fourth Assessment Guidelines, Climate Registry, and US EPA. Rationale for measurement approach: This approach ensures that our GHG inventory adheres to the principles outlined in the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and*

reporting of greenhouse gas emissions and removals”) and we transparently report our emissions to our stakeholders and investors. Boundary: Scope 1 and 2 emissions from our investments is not included under our Scope 1 and 2 emissions directly. Verification of data: The emissions calculation and activity data were assured as part of our annual assurance processes.

## Other (upstream)

### (7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

### (7.8.5) Please explain

*We do not have other upstream emission sources.*

## Other (downstream)

### (7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

### (7.8.5) Please explain

*We do not have other downstream emission sources.*

*[Fixed row]*

## (7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 3	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place

[Fixed row]

**(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.**

## Row 1

### (7.9.1.1) Verification or assurance cycle in place

*Select from:*

☒ Annual process

### (7.9.1.2) Status in the current reporting year

*Select from:*

☒ Complete

### (7.9.1.3) Type of verification or assurance

*Select from:*

☒ Reasonable assurance

#### (7.9.1.4) Attach the statement

*GFL Statement of Assurance.pdf*

#### (7.9.1.5) Page/section reference

*All*

#### (7.9.1.6) Relevant standard

*Select from:*

☒ ISAE3000

#### (7.9.1.7) Proportion of reported emissions verified (%)

*100*

### Row 2

#### (7.9.1.1) Verification or assurance cycle in place

*Select from:*

☒ Annual process

#### (7.9.1.2) Status in the current reporting year

*Select from:*

☒ Complete

#### (7.9.1.3) Type of verification or assurance

*Select from:*

☒ Reasonable assurance

#### (7.9.1.4) Attach the statement

#### (7.9.1.5) Page/section reference

All

#### (7.9.1.6) Relevant standard

Select from:

☒ ISAE 3410

#### (7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

**(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.**

#### Row 1

#### (7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 location-based

#### (7.9.2.2) Verification or assurance cycle in place

Select from:

☒ Annual process

#### (7.9.2.3) Status in the current reporting year

Select from:

☒ Complete

#### (7.9.2.4) Type of verification or assurance

Select from:

☒ Reasonable assurance

#### (7.9.2.5) Attach the statement

*GFL Statement of Assurance.pdf*

#### (7.9.2.6) Page/ section reference

*All*

#### (7.9.2.7) Relevant standard

Select from:

☒ ISAE3000

#### (7.9.2.8) Proportion of reported emissions verified (%)

*100*

### Row 2

#### (7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 location-based

#### (7.9.2.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☒ Reasonable assurance

(7.9.2.5) Attach the statement

GFL Statement of Assurance.pdf

(7.9.2.6) Page/ section reference

All

(7.9.2.7) Relevant standard

Select from:

☒ ISAE 3410

(7.9.2.8) Proportion of reported emissions verified (%)

100  
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

*Select all that apply*

- ☒ Scope 3: Investments
- ☒ Scope 3: Capital goods
- ☒ Scope 3: Business travel
- ☒ Scope 3: Employee commuting
- ☒ Scope 3: Processing of sold products
- ☒ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
- ☒ Scope 3: Purchased goods and services
- ☒ Scope 3: Waste generated in operations
- ☒ Scope 3: End-of-life treatment of sold products
- ☒ Scope 3: Upstream transportation and distribution
- ☒ Scope 3: Downstream transportation and distribution

#### **(7.9.3.2) Verification or assurance cycle in place**

*Select from:*

- ☒ Annual process

#### **(7.9.3.3) Status in the current reporting year**

*Select from:*

- ☒ Complete

#### **(7.9.3.4) Type of verification or assurance**

*Select from:*

- ☒ Reasonable assurance

#### **(7.9.3.5) Attach the statement**

*GFL Statement of Assurance.pdf*

#### **(7.9.3.6) Page/section reference**

*All*

#### **(7.9.3.7) Relevant standard**

*Select from:*



☒ ISAE3000

#### (7.9.3.8) Proportion of reported emissions verified (%)

100

#### Row 2

#### (7.9.3.1) Scope 3 category

*Select all that apply*

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Scope 3: Investments  | <input checked="" type="checkbox"/> Scope 3: Purchased goods and services               |
| <input checked="" type="checkbox"/> Scope 3: Capital goods  | <input checked="" type="checkbox"/> Scope 3: Waste generated in operations              |
| <input checked="" type="checkbox"/> Scope 3: Business travel  | <input checked="" type="checkbox"/> Scope 3: End-of-life treatment of sold products     |
| <input checked="" type="checkbox"/> Scope 3: Employee commuting   | <input checked="" type="checkbox"/> Scope 3: Upstream transportation and distribution   |
| <input checked="" type="checkbox"/> Scope 3: Processing of sold products  | <input checked="" type="checkbox"/> Scope 3: Downstream transportation and distribution |
| <input checked="" type="checkbox"/> Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) |   |

#### (7.9.3.2) Verification or assurance cycle in place

*Select from:*

- ☒ Annual process

#### (7.9.3.3) Status in the current reporting year

*Select from:*

- ☒ Complete

#### (7.9.3.4) Type of verification or assurance

*Select from:*

- ☒ Reasonable assurance

#### (7.9.3.5) Attach the statement

#### (7.9.3.6) Page/section reference

All

#### (7.9.3.7) Relevant standard

Select from:

☒ ISAE 3410

#### (7.9.3.8) Proportion of reported emissions verified (%)

100

[Add row]

**(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?**

Select from:

☒ Decreased

**(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.**

**Change in renewable energy consumption**

#### (7.10.1.1) Change in emissions (metric tons CO<sub>2</sub>e)

83668

#### (7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

#### (7.10.1.3) Emissions value (percentage)

5

#### (7.10.1.4) Please explain calculation

*Percentage of renewable energy contribution towards overall electricity usage increased from 13% (2022) to 17% (2023). As a result, our Scope 1 and 2 emissions decreased by 5% in 2023 to 4% below our 2016 baseline. 2022 Scope 1 and 2 Emissions: 1 716 000 CO2e 2023 Scope 1 and 2 Emissions: 1 632 332 CO2e This represents a reduction of 83 668 kt CO2e (1 716 000 CO2e – 1 632 332 CO2e) directly associated with the increase in renewable energy usage, therefore we arrived at (1 632 332 CO2e - 1 716 000 CO2e)/ 1 632 332 CO2e \* 100 = 5%*

### Other emissions reduction activities

#### (7.10.1.1) Change in emissions (metric tons CO2e)

85000

#### (7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

#### (7.10.1.3) Emissions value (percentage)

5

#### (7.10.1.4) Please explain calculation

*We implemented numerous emission reduction initiatives at our operations which resulted in emission reductions of tCO2e. The following initiatives significantly contributed to our overall reduction in Scope 1 and 2 emissions: • Renewable Energy Expansion, including solar installations. • Energy Efficiency Projects, including the installation of variable speed drives, LED lighting, and process optimizations. • Transition to Low-Carbon Fuels such as the transitioning from diesel to natural gas, particularly in Ghana, which has contributed to an estimated reduction of 166 kt CO2e. • Electrification of Mining Equipment such as the deployment zero-emission vehicles (ZEVs). • Carbon Offsetting and Natural Climate Solutions such as exploring carbon offset projects and natural climate solutions • Water Management Initiatives focusing on improving water use efficiency, which indirectly contributes to emissions reductions by reducing the energy required for water*

treatment and transportation. • Tailings Management and Waste Reduction to manage and reduce tailings waste, including more efficient processes. The 5% decrease in Scope 1 and 2 emissions was calculated as follows:  $(1\,632\,332\text{ CO}_2\text{e} - 1\,716\,000\text{ CO}_2\text{e}) / 1\,632\,332\text{ CO}_2\text{e} * 100 = -5\%$

**Divestment**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:  
☒ No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

Not relevant for the reporting year.

**Acquisitions**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:  
☒ No change

**(7.10.1.3) Emissions value (percentage)**

0

#### (7.10.1.4) Please explain calculation

*Not relevant for the reporting year.*

### Mergers

#### (7.10.1.1) Change in emissions (metric tons CO2e)

0

#### (7.10.1.2) Direction of change in emissions

Select from:

☒ No change

#### (7.10.1.3) Emissions value (percentage)

0

#### (7.10.1.4) Please explain calculation

*Not relevant for the reporting year.*

### Change in output

#### (7.10.1.1) Change in emissions (metric tons CO2e)

0

#### (7.10.1.2) Direction of change in emissions

Select from:

☒ No change

#### (7.10.1.3) Emissions value (percentage)

0

#### (7.10.1.4) Please explain calculation

*Not relevant for the reporting year.*

### Change in methodology

#### (7.10.1.1) Change in emissions (metric tons CO<sub>2</sub>e)

0

#### (7.10.1.2) Direction of change in emissions

*Select from:*

☒ No change

#### (7.10.1.3) Emissions value (percentage)

0

#### (7.10.1.4) Please explain calculation

*Not relevant for the reporting year.*

### Change in boundary

#### (7.10.1.1) Change in emissions (metric tons CO<sub>2</sub>e)

0

#### (7.10.1.2) Direction of change in emissions

*Select from:*

☒ No change

### (7.10.1.3) Emissions value (percentage)

0

### (7.10.1.4) Please explain calculation

*Not relevant for the reporting year.*

## Change in physical operating conditions

### (7.10.1.1) Change in emissions (metric tons CO2e)

0

### (7.10.1.2) Direction of change in emissions

*Select from:*

☒ No change

### (7.10.1.3) Emissions value (percentage)

0

### (7.10.1.4) Please explain calculation

*Not relevant for the reporting year.*

## Unidentified

### (7.10.1.1) Change in emissions (metric tons CO2e)

0

### (7.10.1.2) Direction of change in emissions

*Select from:*

☒ No change

#### (7.10.1.3) Emissions value (percentage)

0

#### (7.10.1.4) Please explain calculation

*Not relevant for the reporting year.*

*[Fixed row]*

**(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?**

*Select from:*

☒ Location-based

**(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?**

*Select from:*

☒ No

**(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?**

*Select from:*

☒ Yes

**(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).**

**Row 1**

#### (7.15.1.1) Greenhouse gas



Select from:

☒ CO2

### (7.15.1.2) Scope 1 emissions (metric tons of CO2e)

800651

### (7.15.1.3) GWP Reference

Select from:

☒ IPCC Third Assessment Report (TAR - 100 year)

## Row 2

### (7.15.1.1) Greenhouse gas

Select from:

☒ CH4

### (7.15.1.2) Scope 1 emissions (metric tons of CO2e)

6463404

### (7.15.1.3) GWP Reference

Select from:

☒ IPCC Third Assessment Report (TAR - 100 year)

## Row 3

### (7.15.1.1) Greenhouse gas

Select from:

☒ N2O

### (7.15.1.2) Scope 1 emissions (metric tons of CO2e)

222345

### (7.15.1.3) GWP Reference

Select from:

☒ IPCC Third Assessment Report (TAR - 100 year)

[Add row]

### (7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Australia	452000	109000	0
Ghana	265000	295000	0
Peru	51000	0	0
South Africa	10000	450000	0

[Fixed row]

### (7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

☒ By facility

### (7.17.2) Break down your total gross global Scope 1 emissions by business facility.

Row 1

#### (7.17.2.1) Facility

*South Deep*

#### (7.17.2.2) Scope 1 emissions (metric tons CO2e)

*10166*

#### (7.17.2.3) Latitude

*-26.41667*

#### (7.17.2.4) Longitude

*27.66667*

### Row 2

#### (7.17.2.1) Facility

*Agnew*

#### (7.17.2.2) Scope 1 emissions (metric tons CO2e)

*68888*

#### (7.17.2.3) Latitude

*-27.91667*

#### (7.17.2.4) Longitude

*120.7*

### Row 3

**(7.17.2.1) Facility**

*Granny Smith*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

121596

**(7.17.2.3) Latitude**

-28.8525

**(7.17.2.4) Longitude**

122.30972

**Row 4**

**(7.17.2.1) Facility**

*St Ives*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

54623

**(7.17.2.3) Latitude**

-31.2

**(7.17.2.4) Longitude**

121.66667

**Row 5**

**(7.17.2.1) Facility**

*Gruyere*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

206683

**(7.17.2.3) Latitude**

-27.98333

**(7.17.2.4) Longitude**

123.83333

**Row 6**

**(7.17.2.1) Facility**

*Tarkwa*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

222765

**(7.17.2.3) Latitude**

5.25

**(7.17.2.4) Longitude**

2

**Row 7**

**(7.17.2.1) Facility**

*Damang*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

*42604*

**(7.17.2.3) Latitude**

*5.18333*

**(7.17.2.4) Longitude**

*1.95*

**Row 8**

**(7.17.2.1) Facility**

*Cerro Corona*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

*50576*

**(7.17.2.3) Latitude**

*6.76*

**(7.17.2.4) Longitude**

*78.61889*

*[Add row]*

**(7.19) Break down your organization’s total gross global Scope 1 emissions by sector production activity in metric tons CO2e.**

**Metals and mining production activities**

**(7.19.1) Gross Scope 1 emissions, metric tons CO2e**

777900

**(7.19.3) Comment**

*These emissions are the gross total Scope 1 emissions as all of Gold Fields’ operations are involved in metal and mining production activities and do not make use of any credits associated with indirect GHG savings under the Scope 1 emissions category.*  
*[Fixed row]*

**(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.**

*Select all that apply*

☒ By facility

**(7.20.2) Break down your total gross global Scope 2 emissions by business facility.**

**Row 1**

**(7.20.2.1) Facility**

South Deep

**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

449878

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

0

Row 2

(7.20.2.1) Facility

Agnew

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

0

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 3

(7.20.2.1) Facility

Granny Smith

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

0

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 4

(7.20.2.1) Facility

St Ives



**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

109297

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

0

**Row 5**

**(7.20.2.1) Facility**

*Gruyere*

**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

0

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

0

**Row 6**

**(7.20.2.1) Facility**

*Tarkwa*

**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

206939

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

0

Row 7

(7.20.2.1) Facility

Damang

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

88317

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 8

(7.20.2.1) Facility

Cerro Corona

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

0

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0  
[Add row]

(7.21) Break down your organization’s total gross global Scope 2 emissions by sector production activity in metric tons CO2e.

	Scope 2, location-based, metric tons CO2e	Comment
Metals and mining production activities	854431	Gold Fields only operates within the metals and mining industry. Therefore 100% of their Scope 2 emissions relate to metals and mining activities.

[Fixed row]

**(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.**

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based emissions (metric tons CO2e)	Please explain
Consolidated accounting group	777900	854431	Gold Fields reports all emissions from the entities under its operational control within the consolidated accounting group.
All other entities	0	0	Gold Fields reports all its emissions under the consolidated accounting group.

[Fixed row]

**(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?**

Select from:

☒ No

**(7.29) What percentage of your total operational spend in the reporting year was on energy?**

Select from:

☒ More than 20% but less than or equal to 25%

**(7.30) Select which energy-related activities your organization has undertaken.**

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired steam	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired cooling	Select from: <input checked="" type="checkbox"/> No
Generation of electricity, heat, steam, or cooling	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

**(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.**

**Consumption of fuel (excluding feedstock)**

**(7.30.1.1) Heating value**

Select from:

☒ LHV (lower heating value)

#### (7.30.1.2) MWh from renewable sources

0

#### (7.30.1.3) MWh from non-renewable sources

3355970

#### (7.30.1.4) Total (renewable and non-renewable) MWh

3355970

### Consumption of purchased or acquired electricity

#### (7.30.1.1) Heating value

Select from:

☒ LHV (lower heating value)

#### (7.30.1.2) MWh from renewable sources

152553

#### (7.30.1.3) MWh from non-renewable sources

1101190

#### (7.30.1.4) Total (renewable and non-renewable) MWh

1253743

### Consumption of self-generated non-fuel renewable energy

### (7.30.1.1) Heating value

Select from:

☒ LHV (lower heating value)

### (7.30.1.2) MWh from renewable sources

184488

### (7.30.1.4) Total (renewable and non-renewable) MWh

184488

## Total energy consumption

### (7.30.1.1) Heating value

Select from:

☒ LHV (lower heating value)

### (7.30.1.2) MWh from renewable sources

337040

### (7.30.1.3) MWh from non-renewable sources

4457160

### (7.30.1.4) Total (renewable and non-renewable) MWh

4794201

[Fixed row]

**(7.30.4) Report your organization's energy consumption totals (excluding feedstocks) for metals and mining production activities in MWh.**

	Heating value	Total MWh
Consumption of fuel (excluding feedstocks)	<i>Select from:</i> <input checked="" type="checkbox"/> LHV (lower heating value)	518133
Consumption of purchased or acquired electricity	<i>Select from:</i> <input checked="" type="checkbox"/> LHV (lower heating value)	1253743
Consumption of self-generated non-fuel renewable energy	<i>Select from:</i> <input checked="" type="checkbox"/> LHV (lower heating value)	184488
Total energy consumption	<i>Select from:</i> <input checked="" type="checkbox"/> LHV (lower heating value)	1956364

[Fixed row]

**(7.30.6) Select the applications of your organization's consumption of fuel.**

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	<i>Select from:</i> <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of heat	<i>Select from:</i> <input checked="" type="checkbox"/> Yes

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of steam	<i>Select from:</i> <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of cooling	<i>Select from:</i> <input checked="" type="checkbox"/> No
Consumption of fuel for co-generation or tri-generation	<i>Select from:</i> <input checked="" type="checkbox"/> No

[Fixed row]

**(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.**

### **Sustainable biomass**

#### **(7.30.7.1) Heating value**

*Select from:*

☒ LHV

#### **(7.30.7.2) Total fuel MWh consumed by the organization**

0

#### **(7.30.7.3) MWh fuel consumed for self-generation of electricity**

0

#### **(7.30.7.4) MWh fuel consumed for self-generation of heat**



0

#### (7.30.7.8) Comment

*This source is not relevant*

### Other biomass

#### (7.30.7.1) Heating value

Select from:

☒ LHV

#### (7.30.7.2) Total fuel MWh consumed by the organization

0

#### (7.30.7.3) MWh fuel consumed for self-generation of electricity

0

#### (7.30.7.4) MWh fuel consumed for self-generation of heat

0

#### (7.30.7.8) Comment

*This source is not relevant*

### Other renewable fuels (e.g. renewable hydrogen)

#### (7.30.7.1) Heating value

Select from:

☒ LHV

**(7.30.7.2) Total fuel MWh consumed by the organization**

0

**(7.30.7.3) MWh fuel consumed for self-generation of electricity**

0

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

0

**(7.30.7.8) Comment**

*This source is not relevant*

**Coal**

**(7.30.7.1) Heating value**

Select from:

☒ LHV

**(7.30.7.2) Total fuel MWh consumed by the organization**

0

**(7.30.7.3) MWh fuel consumed for self-generation of electricity**

0

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

0

**(7.30.7.8) Comment**

*This source is not relevant*

## Oil

### (7.30.7.1) Heating value

Select from:

☒ LHV

### (7.30.7.2) Total fuel MWh consumed by the organization

1913604

### (7.30.7.3) MWh fuel consumed for self-generation of electricity

36231

### (7.30.7.4) MWh fuel consumed for self-generation of heat

1849784

### (7.30.7.8) Comment

*Oil based products including Diesel and Petrol is used at our operations for various applications including, but not limited to, hauling and power generation.*

## Gas

### (7.30.7.1) Heating value

Select from:

☒ LHV

### (7.30.7.2) Total fuel MWh consumed by the organization

2343643

#### (7.30.7.3) MWh fuel consumed for self-generation of electricity

1391420

#### (7.30.7.4) MWh fuel consumed for self-generation of heat

952222

#### (7.30.7.8) Comment

*Natural pipeline gas, LPG and Acetylene is used at our operations for power generation and various other applications.*

#### Other non-renewable fuels (e.g. non-renewable hydrogen)

#### (7.30.7.1) Heating value

Select from:

☒ LHV

#### (7.30.7.2) Total fuel MWh consumed by the organization

0

#### (7.30.7.3) MWh fuel consumed for self-generation of electricity

0

#### (7.30.7.4) MWh fuel consumed for self-generation of heat

0

#### (7.30.7.8) Comment

*This source is not relevant*

#### Total fuel

### (7.30.7.1) Heating value

Select from:

☒ LHV

### (7.30.7.2) Total fuel MWh consumed by the organization

4257247

### (7.30.7.3) MWh fuel consumed for self-generation of electricity

1427651

### (7.30.7.4) MWh fuel consumed for self-generation of heat

2802007

### (7.30.7.8) Comment

NA

[Fixed row]

**(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.**

### Electricity

### (7.30.9.1) Total Gross generation (MWh)

702620

### (7.30.9.2) Generation that is consumed by the organization (MWh)

702620

**(7.30.9.3) Gross generation from renewable sources (MWh)**

184487.53

**(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)**

184487.53

**Heat**

**(7.30.9.1) Total Gross generation (MWh)**

0

**(7.30.9.2) Generation that is consumed by the organization (MWh)**

0

**(7.30.9.3) Gross generation from renewable sources (MWh)**

0

**(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)**

0

**Steam**

**(7.30.9.1) Total Gross generation (MWh)**

0

**(7.30.9.2) Generation that is consumed by the organization (MWh)**

0

**(7.30.9.3) Gross generation from renewable sources (MWh)**

0

**(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)**

0

**Cooling**

**(7.30.9.1) Total Gross generation (MWh)**

0

**(7.30.9.2) Generation that is consumed by the organization (MWh)**

0

**(7.30.9.3) Gross generation from renewable sources (MWh)**

0

**(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)**

0

*[Fixed row]*

**(7.30.12) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed for metals and mining production activities.**

	Total gross generation (MWh) inside metals and mining sector boundary	Generation that is consumed (MWh) inside metals and mining sector boundary
Electricity	702620	702620
Heat	0	0
Steam	0	0
Cooling	0	0

[Fixed row]

**(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.**

## Australia

### (7.30.16.1) Consumption of purchased electricity (MWh)

196931.03

### (7.30.16.2) Consumption of self-generated electricity (MWh)

624852.03

### (7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

### (7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

### (7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)



821783.06

## Ghana

### (7.30.16.1) Consumption of purchased electricity (MWh)

471750.84

### (7.30.16.2) Consumption of self-generated electricity (MWh)

0

### (7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

### (7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

### (7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

471750.84

## Peru

### (7.30.16.1) Consumption of purchased electricity (MWh)

152486.15

### (7.30.16.2) Consumption of self-generated electricity (MWh)

0

### (7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

152486.15

## **South Africa**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

432575.06

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

77768.21

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

**(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)**

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

510343.27

*[Fixed row]*

**(7.42) Provide details on the commodities relevant to the mining production activities of your organization.**

## Row 1

### (7.42.1) Output product

Select from:

☒ Gold

### (7.42.2) Capacity, metric tons

233.75

### (7.42.3) Production, metric tons

233.75

### (7.42.4) Production, copper-equivalent units (metric tons)

1911111

### (7.42.5) Scope 1 emissions

777900

### (7.42.6) Scope 2 emissions

854431

### (7.42.7) Scope 2 emissions approach

Select from:

☒ Location-based

### (7.42.8) Pricing methodology for copper-equivalent figure

*The copper equivalent for gold production was determined by multiplying the tonnes of gold produced in FY2023 (66.83 tonnes) by the price of gold on 31 December 2023 (R1.22 billion/tonne), divided by the price of copper on 31 December 2023 (R159 162/tonne).*

## (7.42.9) Comment

*The capacity (metric tons) was determined by the sum of each mine's output multiplied by the average mineral reserve grades. Scope 1 and 2 emissions are given for all our operations as we are not reporting emissions associated with each commodity at this time. The difference between mining capacity and mining productivity are assumed negligible as all our operations are mined at the optimal rate – given our defined operating boundaries (i.e. grade cut-off and cost/profitability).*

## Row 2

### (7.42.1) Output product

Select from:

☒ Copper

### (7.42.2) Capacity, metric tons

84672

### (7.42.3) Production, metric tons

84672

### (7.42.4) Production, copper-equivalent units (metric tons)

152409

### (7.42.5) Scope 1 emissions

777900

### (7.42.6) Scope 2 emissions

854431

### (7.42.7) Scope 2 emissions approach

Select from:

☒ Location-based

#### (7.42.8) Pricing methodology for copper-equivalent figure

*Reported for copper, so remains changed*

#### (7.42.9) Comment

*The capacity (metric tons) was determined by the sum of each mine's output multiplied by the average mineral reserve grades. Scope 1 and 2 emissions are given for all our operations as we are not reporting emissions associated with each commodity at this time. The difference between mining capacity and mining productivity are assumed negligible as all our operations are mined at the optimal rate – given our defined operating boundaries (i.e. grade cut-off and cost/profitability).*

*[Add row]*

### (7.42.1) Provide details on the commodities relevant to the metals production activities of your organization.

#### Row 1

#### (7.42.1.1) Output product

Select from:

☒ Gold

#### (7.42.1.2) Capacity (metric tons)

98.4

#### (7.42.1.3) Production (metric tons)

66.83

#### (7.42.1.4) Annual production in copper-equivalent units (thousand tons)

558841

#### (7.42.1.5) Scope 1 emissions (metric tons CO2e)

777900

#### (7.42.1.6) Scope 2 emissions (metric tons CO2e)

854431

#### (7.42.1.7) Scope 2 emissions approach

Select from:

☒ Location-based

#### (7.42.1.8) Pricing methodology for-copper equivalent figure

*The copper equivalent for gold production was determined by multiplying the tonnes of gold produced in FY2023 by the price of gold on 31 December 2023, divided by the price of copper on 31 December 2023.*

#### (7.42.1.9) Comment

*The capacity (metric tons) was determined by the sum of the individual gold mines' processing plant milling capacities, multiplied by the average mineral reserve grades, multiplied by the plant recovery percentages. Scope 1 and 2 emissions are given for all our operations as we are not reporting emissions associated with each commodity at this time.*

### Row 2

#### (7.42.1.1) Output product

Select from:

☒ Copper

#### (7.42.1.2) Capacity (metric tons)

23140

#### (7.42.1.3) Production (metric tons)

27000

#### (7.42.1.4) Annual production in copper-equivalent units (thousand tons)

27000

#### (7.42.1.5) Scope 1 emissions (metric tons CO2e)

777900

#### (7.42.1.6) Scope 2 emissions (metric tons CO2e)

854431

#### (7.42.1.7) Scope 2 emissions approach

Select from:

☒ Location-based

#### (7.42.1.8) Pricing methodology for-copper equivalent figure

Reported for copper, so remains changed

#### (7.42.1.9) Comment

*The capacity (metric tons) was determined by the sum of the individual gold mines processing plants milling capacities, multiplied by the average mineral reserve grades, multiplied by the plant recovery percentages. Scope 1 and 2 emissions are given for all our operations as we are not reporting emissions associated with each commodity at this time.*

[Add row]

**(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.**

**Row 1**

#### (7.45.1) Intensity figure

0.000363

**(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)**

1632000

**(7.45.3) Metric denominator**

*Select from:*

☒ unit total revenue

**(7.45.4) Metric denominator: Unit total**

4500700000

**(7.45.5) Scope 2 figure used**

*Select from:*

☒ Location-based

**(7.45.6) % change from previous year**

9.4

**(7.45.7) Direction of change**

*Select from:*

☒ Decreased

**(7.45.8) Reasons for change**

*Select all that apply*

☒ Change in renewable energy consumption

**(7.45.9) Please explain**



*The intensity decreased by 9.4%, despite Gold Fields' revenue increasing by 5% in 2023 (US\$4500 million) compared to 2022 (US\$4286 million). The increase in intensity can be attributed to a 30% increase in renewable energy consumption and the subsequent 4.9% drop in group scope 1 and 2 emissions.*

## Row 2

### (7.45.1) Intensity figure

0.656212304

### (7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

1632000

### (7.45.3) Metric denominator

Select from:

☒ ounce of gold

### (7.45.4) Metric denominator: Unit total

2487000

### (7.45.5) Scope 2 figure used

Select from:

☒ Location-based

### (7.45.6) % change from previous year

1.8

### (7.45.7) Direction of change

Select from:

☒ Decreased

## (7.45.8) Reasons for change

Select all that apply

☒ Change in output

## (7.45.9) Please explain

*Gold Fields produced 3.2% fewer ounces of gold in 2023 than in 2022, which, together with a 4.9% drop in group scope 1 and 2 emissions resulted in a 1.8% decrease in the intensity of ounces managed per tonne of CO<sub>2</sub>e. The decrease in group scope 1 and 2 emissions can largely be attributed to a 30% increase in renewable energy consumption.*

[Add row]

## (7.52) Provide any additional climate-related metrics relevant to your business.

### Row 1

#### (7.52.1) Description

Select from:

☒ Energy usage

#### (7.52.2) Metric value

786.6

#### (7.52.3) Metric numerator

1956296000

#### (7.52.4) Metric denominator (intensity metric only)

2487000

#### (7.52.5) % change from previous year

5.44

#### (7.52.6) Direction of change

Select from:

☒ Increased

#### (7.52.7) Please explain

*Metric reported: total electricity per ounces produced (kWh/oz) Direction of change: increased in the reporting year, 2023 when compared to the previous year, 2022. The total electricity per ounces produced in 2022 was 746.02 compared to 786.60. in 2023 This represents a 5.44% increase from the 2022 intensity. This increase can be attributed to an increase in the amount of electricity consumed, despite a marginal decrease in the number of ounces managed. Additional information: NA*

### Row 2

#### (7.52.1) Description

Select from:

☒ Energy usage

#### (7.52.2) Metric value

10.95

#### (7.52.3) Metric numerator

1956296000

#### (7.52.4) Metric denominator (intensity metric only)

178700000

#### (7.52.5) % change from previous year

12.9

## (7.52.6) Direction of change

Select from:

☒ Increased

## (7.52.7) Please explain

*Metric reported: energy usage per tonne mined (MWh/Gt) Direction of change: increased by 12.9% in the reporting year, 2023, compared to the previous year, 2022; from 9.7 to 10.95. The increase in intensity is primarily due to the increase in energy usage and a decrease in the total tonnes mined (197600 Gt in 2022, compared to 178700 Gt in 2023). Additional information: NA*

[Add row]

## (7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☒ Absolute target

### (7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

#### Row 1

## (7.53.1.1) Target reference number

Select from:

☒ Abs 1

## (7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, we consider this a science-based target, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years

## (7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

#### (7.53.1.5) Date target was set

12/30/2021

#### (7.53.1.6) Target coverage

Select from:

☒ Organization-wide

#### (7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Carbon dioxide (CO<sub>2</sub>)

☒ Methane (CH<sub>4</sub>)

☒ Nitrous oxide (N<sub>2</sub>O)

#### (7.53.1.8) Scopes

Select all that apply

☒ Scope 1

☒ Scope 2

#### (7.53.1.9) Scope 2 accounting method

Select from:

☒ Location-based

#### (7.53.1.11) End date of base year

12/30/2016

#### (7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO<sub>2</sub>e)

719000

**(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)**

972000

**(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)**

0.000

**(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)**

1691000.000

**(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

100

**(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100

**(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100

**(7.53.1.54) End date of target**

12/30/2030

**(7.53.1.55) Targeted reduction from base year (%)**

50

**(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)**

845500.000

#### (7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

777900

#### (7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

854431

#### (7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

1632331.000

#### (7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

#### (7.53.1.79) % of target achieved relative to base year

6.94

#### (7.53.1.80) Target status in reporting year

Select from:

☒ Underway

#### (7.53.1.82) Explain target coverage and identify any exclusions

*Target coverage: This target covers all the operations that Gold Fields' retains operational control over (organisation wide). The targets set are based on the GHG Protocol and the Paris agreement which Gold Fields signed in 2015. At present the target has not been submitted to the SBTi for validation and we do not plan on doing so in the next two years. The Paris Agreement is based on climate science that requires decarbonisation to net zero by 2050. Our target aligns with this science by covering Scope 1 and 2 emissions and aims for a significant reduction in emissions by 2030 and net zero by 2050. No exclusions.*

#### (7.53.1.83) Target objective

Gold Fields' objective to reduce its absolute emissions is a critical component towards our broader sustainability strategy. The company is committed to reducing its scope 1 and 2 greenhouse gas emissions by 30% by 2030 from a 2016 baseline. The target forms part of our net zero and carbon neutrality ambitions and roadmap. We intend to review our decarbonisation programme in 2025, as well as analyse and review our targets and the efficiency and effectiveness of our related projects and initiatives

#### (7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Given that nearly all of Gold Fields' emissions are attributed to energy generation and consumption, our investments in renewable energy will be the most significant contributor towards our net zero goal. We invested approximately US\$91m in renewable electricity at three of our Australian mines and, in 2022, R715m (US\$46m) in the 50MW Khanyisa solar plant at South Deep in South Africa. We also installed low-carbon gas turbines at our Ghanaian mines, while Cerro Corona in Peru is completely supplied by hydropower. Further expansion of our renewable initiatives is on-going.

#### (7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

#### Row 2

#### (7.53.1.1) Target reference number

Select from:

☒ Abs 2

#### (7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, we consider this a science-based target, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years

#### (7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

#### (7.53.1.5) Date target was set



12/30/2021

### (7.53.1.6) Target coverage

Select from:

- ☒ Organization-wide

### (7.53.1.7) Greenhouse gases covered by target

Select all that apply

- ☒ Carbon dioxide (CO2)
- ☒ Methane (CH4)
- ☒ Nitrous oxide (N2O)

### (7.53.1.8) Scopes

Select all that apply

- ☒ Scope 3

### (7.53.1.10) Scope 3 categories

Select all that apply

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> Scope 3, Category 15 – Investments  | <input checked="" type="checkbox"/> Scope 3, Category 10 – Processing of sold products               |
| <input checked="" type="checkbox"/> Scope 3, Category 2 – Capital goods   | <input checked="" type="checkbox"/> Scope 3, Category 5 – Waste generated in operations              |
| <input checked="" type="checkbox"/> Scope 3, Category 6 – Business travel   | <input checked="" type="checkbox"/> Scope 3, Category 12 – End-of-life treatment of sold products    |
| <input checked="" type="checkbox"/> Scope 3, Category 7 – Employee commuting  | <input checked="" type="checkbox"/> Scope 3, Category 4 – Upstream transportation and distribution   |
| <input checked="" type="checkbox"/> Scope 3, Category 1 – Purchased goods and services  | <input checked="" type="checkbox"/> Scope 3, Category 9 – Downstream transportation and distribution |
| <input checked="" type="checkbox"/> Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2) |  |

### (7.53.1.11) End date of base year

12/30/2022

### (7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

591500

**(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)**

40861

**(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)**

185965

**(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)**

30546

**(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)**

1539

**(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)**

14251

**(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)**

2569

**(7.53.1.22) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)**

107

**(7.53.1.23) Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)**

21928

**(7.53.1.25) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)**

988

**(7.53.1.28) Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)**

89400

**(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)**

979654.000

**(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)**

979654.000

**(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)**

100

**(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)**

100

**(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

100

**(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)**

100

**(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)**

100

**(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)**

100

**(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)**

100

**(7.53.1.43) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)**

100

**(7.53.1.44) Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)**

100

**(7.53.1.46) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)**

100

**(7.53.1.49) Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)**

100

**(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)**

100

**(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100

**(7.53.1.54) End date of target**

12/30/2030

**(7.53.1.55) Targeted reduction from base year (%)**

10

**(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)**

881688.600

**(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)**

590000

**(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)**

43000

**(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)**

174000

**(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

22000

**(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)**

2000

**(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)**

25000

**(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)**

2000

**(7.53.1.67) Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**

12000

**(7.53.1.68) Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)**

20000

**(7.53.1.70) Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)**

1000

**(7.53.1.73) Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)**

56000

**(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)**

947000.000

**(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**

947000.000

**(7.53.1.78) Land-related emissions covered by target**

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

**(7.53.1.79) % of target achieved relative to base year**

33.33

**(7.53.1.80) Target status in reporting year**

Select from:

☒ Underway

**(7.53.1.82) Explain target coverage and identify any exclusions**

*Target coverage: This target covers all the operations that Gold Fields' retains operational control over (organisation wide). The targets set are based on the GHG Protocol and the Paris agreement which Gold Fields aligned with in 2015. At present the target has not been submitted to the SBTi for validation and we do not plan on doing so in the next two years. The Paris Agreement is based on climate science that requires decarbonisation to net zero by 2050. Our target aligns with this*

science by covering Scope 3 emissions and aims for a 10% reduction in emissions by 2030 Some scope 3 categories were excluded on the basis of relevance and insignificant emissions.

### (7.53.1.83) Target objective

Gold Fields' objective to reduce its absolute emissions is a critical component towards our broader sustainability strategy. The company is committed to reducing its scope 3 emissions by 10% from a 2022 baseline by 2030. The target forms part of our net zero and carbon neutrality ambitions and roadmap. We intend to review our decarbonisation programme in 2025, as well as analyse and review our targets and the efficiency and effectiveness of our related projects and initiatives.

### (7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Given that nearly all of Gold Fields' emissions are attributed to energy generation and consumption, our investments in renewable energy will be the most significant contributor towards our net zero goal. We invested approximately US\$91m in renewable electricity at three of our Australian mines and, in 2022, R715m (US\$46m) in the 50MW Khanyisa solar plant at South Deep in South Africa. We also installed low-carbon gas turbines at our Ghanaian mines, while Cerro Corona in Peru is completely supplied by hydropower. Further expansion of our renewable initiatives is on-going.

### (7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

[Add row]

## (7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

### Row 1

#### (7.53.2.1) Target reference number

Select from:

☒ Int 1

#### (7.53.2.2) Is this a science-based target?

Select from:

☒ No, and we do not anticipate setting one in the next two years



### (7.53.2.5) Date target was set

12/30/2021

### (7.53.2.6) Target coverage

Select from:

☒ Organization-wide

### (7.53.2.7) Greenhouse gases covered by target

Select all that apply

☒ Carbon dioxide (CO2)

☒ Methane (CH4)

☒ Nitrous oxide (N2O)

### (7.53.2.8) Scopes

Select all that apply

☒ Scope 1

☒ Scope 2

### (7.53.2.33) Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

0.0000000000

### (7.53.2.80) Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

0.0000000000

[Add row]

### (7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☒ Net-zero targets

### **(7.54.3) Provide details of your net-zero target(s).**

#### **Row 1**

##### **(7.54.3.1) Target reference number**

*Select from:*

☒ NZ1

##### **(7.54.3.2) Date target was set**

12/30/2021

##### **(7.54.3.3) Target Coverage**

*Select from:*

☒ Organization-wide

##### **(7.54.3.4) Targets linked to this net zero target**

*Select all that apply*

☒ Abs1

☒ Abs2

##### **(7.54.3.5) End date of target for achieving net zero**

12/30/2050

##### **(7.54.3.6) Is this a science-based target?**

*Select from:*

☒ No, and we do not anticipate setting one in the next two years

### (7.54.3.8) Scopes

Select all that apply

- ☒ Scope 1
- ☒ Scope 2
- ☒ Scope 3

### (7.54.3.9) Greenhouse gases covered by target

Select all that apply

- ☒ Carbon dioxide (CO2)
- ☒ Methane (CH4)
- ☒ Nitrous oxide (N2O)

### (7.54.3.10) Explain target coverage and identify any exclusions

*This target covers all the operations that Gold Fields' retains operational control over but does not include the recent acquisition of the Windfall project in Canada. The targets set are based on the GHG Protocol and the Paris agreement which Gold Fields aligned with in 2015. At present the target has not been submitted to the SBTi for validation however this will be done in the next two years. The Paris Agreement is based on climate science that requires decarbonisation to net zero by 2050. Our target aligns with this science by covering Scope 1, 2 and 3 emissions and aims for net zero by 2050.*

### (7.54.3.11) Target objective

*Gold Fields' objective for our net zero target is a strategic commitment to achieving a sustainable future, aligning with our broader decarbonisation strategy. The goal to reach net zero by 2050 underpins the Group's dedication to reducing greenhouse gas emissions across its operations and is part of the energy and decarbonization strategy aimed at achieving carbon neutrality by 2050 for Scope 1, 2 and 3 emissions. This ambitious target is reflective of our commitment to global climate goals, such as those outlined in the Paris Agreement, and emphasises the importance of climate resilience and adaptation within our business model. By focusing on renewable energy projects, improving energy efficiency, and adopting low-carbon technologies, Gold Fields aim to enhance sustainability, ensure energy security, and reduce carbon costs.*

### (7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

- ☒ Yes

### (7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☒ No, but we plan to within the next two years

### (7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

Select all that apply

☒ Yes, we plan to purchase and cancel carbon credits for neutralization at the end of the target

### (7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

*The bulk of Gold Fields' emissions are a result of energy production and the consumption of purchased electricity. To reduce our emissions we have incorporated renewable energy into our electricity mix through various investments, such as a US\$91m in renewable electricity at three of our Australian mines and, in 2022, R715m (US\$46m) in the 50MW Khanyisa solar plant at South Deep in South Africa. We are also planning to further expand our renewable energy capacity across our global portfolio as part of our commitment to reduce Scope 1 and 2 emissions by 30% by 2030 (from a 2016 baseline) and achieve net-zero emissions by 2050. In addition to renewable energy generation, we are investing in battery storage and other technologies to maximize the efficiency of renewable energy and ensure stable power supply in our operations.*

### (7.54.3.17) Target status in reporting year

Select from:

☒ Underway

### (7.54.3.19) Process for reviewing target

*We review our net zero target through regular monitoring and reporting of our carbon footprint, progress assessments, stakeholder engagements with suppliers and third-party validations.*

*[Add row]*

**(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.**

Select from:

☒ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	0	`Numeric input
To be implemented	0	0
Implementation commenced	0	0
Implemented	35	201112
Not to be implemented	0	`Numeric input

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☒ Heating, Ventilation and Air Conditioning (HVAC)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

6611.89

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

#### (7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

601095

#### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

444449

#### (7.55.2.7) Payback period

Select from:

☒ No payback

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 3-5 years

#### (7.55.2.9) Comment

*These initiatives include the implementation of twin shaft housings for water heating using heat pumps (South Deep), the reducing of pumping energy through a hot water bypass (South Deep) and the implementation of solar thermal hybrid air conditioners (Tarkwa).*

### Row 2

#### (7.55.2.1) Initiative category & Initiative type

## Energy efficiency in production processes

☒ Process optimization

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

14683.36

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

*Select all that apply*

☒ Scope 2 (location-based)

### (7.55.2.4) Voluntary/Mandatory

*Select from:*

☒ Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

302178452

### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

5888

### (7.55.2.7) Payback period

*Select from:*

☒ No payback

### (7.55.2.8) Estimated lifetime of the initiative

*Select from:*

☒ 3-5 years

### (7.55.2.9) Comment

*These initiatives include: 1. the clipping of 301 and 401 fans in the south shaft of the South Deep operations, 2. the VSD installation for tailings and ball mill discharge pumps at the operations in Damang, 3. Mining equipment optimisation and the installation of energy efficient motors and VSD, dingo decline Light vehicle idling tracking at Tarkwa, and 4. GSM SEC vent control at the operations at Granny Smith.*

### Row 3

#### (7.55.2.1) Initiative category & Initiative type

##### Energy efficiency in production processes

☒ Compressed air

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

4873.26

#### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

*Select all that apply*

☒ Scope 2 (location-based)

#### (7.55.2.4) Voluntary/Mandatory

*Select from:*

☒ Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

421648

#### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

15120



### (7.55.2.7) Payback period

Select from:

☒ No payback

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 3-5 years

### (7.55.2.9) Comment

*These initiatives reduce the demand of compressed air at South Deep through automatic lime dosing.*

## Row 4

### (7.55.2.1) Initiative category & Initiative type

**Low-carbon energy consumption**

☒ Solar PV

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

104883.58

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

11051262

#### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

12331307054

#### (7.55.2.7) Payback period

Select from:

☒ No payback

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 6-10 years

#### (7.55.2.9) Comment

*These initiatives include Solar PV installations in South Deep, Gruyere, Agnew, Tarkwa and Granny Smith.*

### Row 5

#### (7.55.2.1) Initiative category & Initiative type

**Energy efficiency in production processes**

☒ Machine/equipment replacement

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

4042.99

#### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

- ☒ Scope 1
- ☒ Scope 2 (location-based)

#### (7.55.2.4) Voluntary/Mandatory

Select from:

- ☒ Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

3546121

#### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

36966

#### (7.55.2.7) Payback period

Select from:

- ☒ No payback

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

- ☒ 3-5 years

#### (7.55.2.9) Comment

*These initiatives include the roll out of Komatsu 830E mining trucks in Gruyere, the replacement of Rex Generators with higher lumen solar lights and the installation of electric pumps for dewatering at Damang, the input of electric pumps and dis slip road at St Ives, the change of 24 truck fleet to 55 tons at Cerro Corona, the installation of eco shower heads at Tarkwa, and UG truck daily at Granny Smith.*

### Row 6

### (7.55.2.1) Initiative category & Initiative type

#### Low-carbon energy consumption

☒ Wind

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

35704

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

*Select all that apply*

☒ Scope 1

### (7.55.2.4) Voluntary/Mandatory

*Select from:*

☒ Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

2537686

### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

680000

### (7.55.2.7) Payback period

*Select from:*

☒ No payback

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 6-10 years

### (7.55.2.9) Comment

*Construction of wind farms at Agnew Gold mine in Australia.*

## Row 7

### (7.55.2.1) Initiative category & Initiative type

**Energy efficiency in buildings**

☒ Lighting

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

373.1

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

148113

### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

**(7.55.2.7) Payback period***Select from:*☒ No payback**(7.55.2.8) Estimated lifetime of the initiative***Select from:*☒ 3-5 years**(7.55.2.9) Comment***Replacement of sodium lamps with led at Tarkwa and led lighting installation at Damang.***Row 8****(7.55.2.1) Initiative category & Initiative type****Energy efficiency in production processes**☒ Fuel switch**(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)**

29524.47

**(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur***Select all that apply*☒ Scope 1**(7.55.2.4) Voluntary/Mandatory**

Select from:

☒ Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

9787178

#### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

37305

#### (7.55.2.7) Payback period

Select from:

☒ No payback

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 3-5 years

#### (7.55.2.9) Comment

*These initiatives include the installation of electric pumps for dewatering, CIL elution fuel change and the switch from 11KV power line to Kal Tire at Tarkwa. A gas fueled power station was also installed at Granny Smith.*

### Row 9

#### (7.55.2.1) Initiative category & Initiative type

##### Waste reduction and material circularity

☒ Waste reduction

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

462.79

#### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 1

#### (7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

131927

#### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

#### (7.55.2.7) Payback period

Select from:

☒ No payback

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 3-5 years

#### (7.55.2.9) Comment

*These initiatives include the implementation of waste backfill strategies at Granny Smith.*

**Row 10**



### (7.55.2.1) Initiative category & Initiative type

#### Low-carbon energy consumption

☒ Other, please specify

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

5.04

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

*Select all that apply*

☒ Scope 1

### (7.55.2.4) Voluntary/Mandatory

*Select from:*

☒ Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

2080

### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

115000

### (7.55.2.7) Payback period

*Select from:*

☒ No payback

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 3-5 years

### (7.55.2.9) Comment

*These initiatives include the roll out of electric vehicles at the Tarkwa operations.*

[Add row]

## (7.55.3) What methods do you use to drive investment in emissions reduction activities?

### Row 1

#### (7.55.3.1) Method

Select from:

☒ Compliance with regulatory requirements/standards

#### (7.55.3.2) Comment

*Gold Fields' climate change, energy and decarbonisation strategies call for carbon management considerations to be included into the decision-making processes of the company's various functions. Gold Fields complies with a range of regulatory requirements and international standards to manage and reduce its emissions. They adhere to national laws in their regions of operation, such as Australia's Renewable Energy Act and Safeguard Mechanism, South Africa's Carbon Tax Act, and Ghana's Renewable Energy Act. Additionally, Gold Fields aligns with global sustainability frameworks, including the Taskforce for Climate-related Financial Disclosures (TCFD) and the International Council on Mining and Metals (ICMM) commitments. Their mines are also certified under the ISO 50001 energy management system, which helps them improve energy efficiency and reduce greenhouse gas emissions.*

### Row 2

#### (7.55.3.1) Method

Select from:

☒ Dedicated budget for energy efficiency

#### (7.55.3.2) Comment

Gold Fields' climate change, energy and decarbonisation strategies call for carbon management considerations to be included into the decision-making processes of the company's various functions. We've introduced several energy efficiency initiatives to lower our energy consumption and carbon emissions. We've optimized compressed air systems and installed variable speed drives for pumps, making our operations more efficient. We've also replaced traditional lighting with LED systems and improved water use with hot water recirculation processes. Furthermore, we're testing electric vehicles to reduce our reliance on diesel and shift towards cleaner energy, particularly at our South Deep and Tarkwa sites.

## Row 3

### (7.55.3.1) Method

Select from:

☒ Dedicated budget for other emissions reduction activities

### (7.55.3.2) Comment

Gold Fields' climate change, energy and decarbonisation strategies call for carbon management considerations to be included into the decision-making processes of the company's various functions. Emission reduction activities are integrated within the various disciplines and require dedicated budgets. For example, a dedicated budget was critical to conduct an extensive 18-month initiative to establish a regional baseline for Scope 3 emissions by working closely with critical suppliers. A subsequent re-baselining of scope 3 emissions was done to reflect more accurate measuring methodologies, supplier-specific data, and updated emissions factors. This directly informed Gold Fields' commitment to reduce their scope 3 emissions by 10% by 2030. Furthermore, Gold Fields are actively working towards increasing renewable energy generation as of part of our energy mix, thereby improving energy efficiency, reconfiguring mining operations, improving mining processes, electrification of fixed and mobile machinery, addressing indirect value chain emissions, decarbonisation of our investments, advocating for decarbonisation of external processing, supply chain policy and partnership interventions, technology R&D and strategic partnerships, carbon offsets, carbon credits trading, carbon capture and storage and nature-based solutions.

## Row 4

### (7.55.3.1) Method

Select from:

☒ Financial optimization calculations

### (7.55.3.2) Comment

Gold Fields' climate change, energy and decarbonisation strategies call for carbon management considerations to be included into the decision-making processes of the company's various functions. Emission reduction activities are integrated within the various disciplines. Projects are motivated as business cases using financial calculations to demonstrate return on investment (payback periods, net present value and internal rate of return). Optimisation evaluation is built into the process

where opportunities to improve the economics and strategic value (e.g. decarbonisation) are assessed. For example, we have integrated financial mechanisms like sustainability-linked loans tied to emissions reduction targets. These loans incentivize achieving environmental goals by offering financial benefits if emissions and water usage targets are met, which are a form of financial optimization for sustainability. Also, when contemplating new mining projects, such as our Windfall project in Canada, opportunities to improve energy use and efficiency, increase electrification, use of lower carbon fuels, incorporate renewable energy, reduce carbon tax liabilities, etc. were formally evaluated as part of the feasibility studies.

## Row 5

### (7.55.3.1) Method

Select from:

☒ Internal incentives/recognition programs

### (7.55.3.2) Comment

Gold Fields' climate change, energy and decarbonisation strategies call for carbon management considerations to be included into the decision-making processes of the company's various functions. For example, we've committed to long-term incentives to reducing emissions by integrating them into executive compensation. Our leadership is incentivized to achieve a 30% reduction in Scope 1 and 2 emissions by 2030, using 2016 as the baseline. We've also secured sustainability-linked loans that are directly connected to meeting emissions reduction and water management targets. This approach ensures that reducing emissions remains a core part of our strategy and financial decision-making.

## Row 6

### (7.55.3.1) Method

Select from:

☒ Other :Reduction of scope 3 emissions through partnerships with suppliers

### (7.55.3.2) Comment

Gold Fields collaborates with its suppliers to reduce emissions, focusing on its Scope 3 emissions. We established a baseline of emissions from key suppliers and identified areas where decarbonization can have the greatest impact. Our 2030 target aims to reduce Scope 3 emissions by 10% from the 2022 baseline, which amounts to 980 kt CO<sub>2</sub>e. Gold Fields plans to extend engagement of key suppliers who contribute about 70% of our Scope 3 emissions, supporting these suppliers to adopt and extend decarbonization initiatives. This collaboration is critical to achieving Gold Fields' net-zero goals by 2050.

[Add row]

**(7.74) Do you classify any of your existing goods and/or services as low-carbon products?**

*Select from:*

☒ No

**(7.79) Has your organization canceled any project-based carbon credits within the reporting year?**

*Select from:*

☒ No

## C9. Environmental performance - Water security

### (9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

☒ No

### (9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

#### Water withdrawals – total volumes

##### (9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

##### (9.2.2) Frequency of measurement

Select from:

☒ Continuously

##### (9.2.3) Method of measurement

*Gold Fields uses direct measurements from flow meters at withdrawal. Withdrawal volumes are recorded in the detailed water balances at each mine.*

##### (9.2.4) Please explain

*Scope of monitoring: all operations owned by Gold Fields (100%) are required to measure, monitor and report the total volume of water withdrawn. Gold Fields defines operations as its mines. Reason for monitoring: monitoring water withdrawals is required to ensure that the withdrawal volumes fall within the water use licence boundaries. All water withdrawal volumes are verified and available online. Monitoring withdrawals also assists Gold Fields in measuring performance against water targets.*

#### Water withdrawals – volumes by source

### (9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

### (9.2.2) Frequency of measurement

Select from:

☒ Continuously

### (9.2.3) Method of measurement

*Gold Fields uses direct measurements from flow meters at withdrawal sources. Withdrawal volumes are recorded in the detailed water balances at each mine.*

### (9.2.4) Please explain

*Scope of monitoring: Gold Fields measures and monitors all withdrawals (100% of operations) per abstraction source. Gold Fields defines operations as its mines. All operations withdraw renewable groundwater. St Ives and Granny Smith withdraw brackish groundwater. Tarkwa, Damang and Cerro Corona withdraw fresh surface water. Third-party water is withdrawn by South Deep, Tarkwa and St Ives. Reason for monitoring: monitoring water withdrawals per source is required to ensure that the withdrawal volumes fall within the water use licence boundaries. Monitoring withdrawals per source also assists Gold Fields measure performance against water targets.*

## Entrained water associated with your metals & mining and/or coal sector activities - total volumes

### (9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

### (9.2.2) Frequency of measurement

Select from:

☒ Daily

### (9.2.3) Method of measurement

Gold Fields periodically samples the mined ore, using moisture meters, to determine entrained water volumes.

#### (9.2.4) Please explain

*Scope of monitoring: Gold Fields measures and monitors the moisture content in the mined ore at its Cerro Corona operation before the ore is processed. The nature of the ore at Gold Fields' other operations does not require the group to monitor entrained water at these mines. Gold Fields defines operations as its mines. Reason for monitoring: monitoring the moisture levels of the ore is required to determine drying and other ore treatment measures, and it also helps in accounting for water that goes into processing. Hence, Gold Fields monitors this parameter at all operations where there is a sufficient moisture content.*

### Water withdrawals quality

#### (9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

#### (9.2.2) Frequency of measurement

Select from:

☒ Daily

#### (9.2.3) Method of measurement

Gold Fields directly monitors withdrawal quality using test kits and lab testing at withdrawal sources.

#### (9.2.4) Please explain

*Scope of monitoring: all of Gold Fields' operations require water of certain quality. Gold Fields defines operations as its mines. Gold Fields measures and monitors the quality of all withdrawals (100% of operations). The following parameters are tested for: pH, electrical conductivity, suspended solids, sulphates, nitrates, phosphates and hydrocarbons. Monitoring occurs daily at most operations and captured in monthly reports. Reason for monitoring: monitoring water quality is required to ensure the suitability of the water for its intended use in the group's mining and processing activities. Gold Fields is also aligned with the ICMM Water Reporting Guideline, which requires the monitoring of water withdrawals by quality (low and high quality). Water may be treated accordingly where the quality is deemed to be insufficient for certain activities.*

### Water discharges – total volumes



### (9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

### (9.2.2) Frequency of measurement

Select from:

☒ Continuously

### (9.2.3) Method of measurement

*Gold Fields directly monitors discharge volumes using flow meters at discharge destinations.*

### (9.2.4) Please explain

*Scope of monitoring: Gold Fields measures and monitors the total discharge volumes across all operations (100%) that discharge water. Gold Fields defines operations as its mines. Reason for monitoring: measurement and monitoring of discharges are required to ensure that each operation's discharged water falls within the required qualitative and quantitative parameters stipulated in its water use permit. All water withdrawal discharges are verified and available online. Additionally, total discharge volumes are tracked to ensure that water balances are accurate and updated regularly.*

## Water discharges – volumes by destination

### (9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

### (9.2.2) Frequency of measurement

Select from:

☒ Continuously

### (9.2.3) Method of measurement

*Gold Fields directly monitors discharge volumes by destination using flow meters at discharge destinations.*

#### **(9.2.4) Please explain**

*Scope of monitoring: Gold Fields requires all of its operations (100%) that discharge water to measure and monitor the water volume discharged to each discharge destination. Gold Fields defines operations as its mines. Reason for monitoring: This is done to ensure that sufficient treatment of the discharged water is maintained and that volumes discharged to each source do not exceed the licensing boundaries and regulations.*

### **Water discharges – volumes by treatment method**

#### **(9.2.1) % of sites/facilities/operations**

*Select from:*

☒ 100%

#### **(9.2.2) Frequency of measurement**

*Select from:*

☒ Continuously

#### **(9.2.3) Method of measurement**

*Gold Fields directly monitors discharge volumes by treatment method using flow meters at discharge destinations.*

#### **(9.2.4) Please explain**

*Scope of monitoring: Gold Fields requires all of its mining operations (100%) that discharge water to measure and monitor the water volume discharged by treatment method. Gold Fields defines operations as its mines. Reason for monitoring: This is done to ensure that the quality and volume of the discharged water meet the licensing requirements of each operation. In addition, the volume per treatment method is measured and monitored to ensure the maintenance of an accurate water balance between all processes.*

### **Water discharge quality – by standard effluent parameters**

#### **(9.2.1) % of sites/facilities/operations**

*Select from:*

☒ 100%

### (9.2.2) Frequency of measurement

Select from:

☒ Daily

### (9.2.3) Method of measurement

*Gold Fields periodically samples standard effluent parameters, using test kits and lab testing, at discharge destinations.*

### (9.2.4) Please explain

*Scope of monitoring: Gold Fields requires all of its mines (100%) that discharge water to measure and monitor the water quality by standard effluent parameters. These parameters include pH, Electrical Conductivity, Suspended Solids, Dissolved Oxygen, Turbidity, Alkalinity, Sulphates, Nitrates, Phosphates and Hydrocarbons. All mines that discharge water have water monitoring programs in place - water quality is monitored as per the program, where samples are tested in accredited laboratories. Gold Fields defines operations as its mines. Reason for monitoring: to ensure that the quality of the water which is discharged is kept within the range permitted by the licensing requirements.*

## Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

### (9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

### (9.2.2) Frequency of measurement

Select from:

☒ Daily

### (9.2.3) Method of measurement

*Gold Fields periodically samples water emissions such as levels of nitrates and phosphates, using test kits and lab testing, at discharge destinations.*

#### (9.2.4) Please explain

*Scope of monitoring: Gold Fields requires all of its mines (100%) that discharge water to measure and monitor the water quality to remain in permit compliance. The water quality parameters include pH, Electrical Conductivity, Suspended Solids, Dissolved Oxygen, Turbidity, Alkalinity, Sulphates, Nitrates, Phosphates and Hydrocarbons. All mines that discharge water have water monitoring programs in place - water quality is monitored as per the program, where samples are tested in accredited laboratories. Gold Fields' operations are mines. Reason for monitoring: to ensure that the quality of the water which is discharged is kept within the range permitted by the licensing requirements.*

### Water discharge quality – temperature

#### (9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

#### (9.2.2) Frequency of measurement

Select from:

☒ Daily

#### (9.2.3) Method of measurement

*Gold Fields periodically samples temperature, using thermometers, at discharge destinations.*

#### (9.2.4) Please explain

*Scope of monitoring: Gold Fields requires all of its mining operations (100%) that discharge water to measure and monitor the water temperature. Gold Fields defines operations as its mines. Reason for monitoring: to ensure that the temperature of the water which is discharged is kept within the range permitted by the licensing requirements.*

### Water consumption – total volume

#### (9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

### (9.2.2) Frequency of measurement

Select from:

☒ Daily

### (9.2.3) Method of measurement

*Gold Fields' withdrawal and discharge volumes are recorded in the detailed water balances at each mine and used to calculate water consumptions. Withdrawal volumes are measured using direct monitoring by flow meters at sources. Discharge volumes are directly measured using flow meters at sources.*

### (9.2.4) Please explain

*Scope of monitoring: Gold Fields requires all of its mining operations (100%) that withdraw and discharge water to measure and monitor the water consumption. Gold Fields defines operations as its mines. Reason for monitoring: Water consumption per ounce of gold produced is a performance metric that Gold Fields utilises continually to ensure that its operations are running as efficiently as possible.*

## Water recycled/reused

### (9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

### (9.2.2) Frequency of measurement

Select from:

☒ Continuously

### (9.2.3) Method of measurement

*Gold Fields uses onsite flow meters to directly monitor recycled/reused water volumes. These volumes are recorded in the detailed water balances at each mine.*

### (9.2.4) Please explain

*Scope of monitoring: Gold Fields measures and monitors the total volume of water recycled at each of its mining operations (100% of operations). Gold Fields defines operations as its mines. Reason for monitoring: The amount of water recycled provides vital information regarding the environmental impact of the operations as well*

as providing information on water savings due to the lowering of the water withdrawals required. Monitoring also allows Gold Fields to track progress against its group and operation-level recycling targets.

## The provision of fully-functioning, safely managed WASH services to all workers

### (9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

### (9.2.2) Frequency of measurement

Select from:

☒ Continuously

### (9.2.3) Method of measurement

Gold Fields has health and safety-based processes and policies, such as those related to WASH facilities, which are monitored by the Board. In addition, the Health and Safety Manager at each operation ensures on a continuous basis that fully-functioning, safely managed WASH services are provided to all workers.

### (9.2.4) Please explain

Scope of monitoring: Gold Fields monitors the provision of fully-functioning, safely managed WASH services to all workers at 100% of its mining operations. Gold Fields defines operations as its mines. Reason for monitoring: At Gold Fields, employee health is considered to be a vital aspect of business. This water aspect is therefore monitored to ensure that all employees are provided with sufficient volumes and adequate access to clean and potable wash water for drinking and sanitation services. Furthermore, the licence conditions of all Gold Fields' operations require the provision of such services to all workers.

[Fixed row]

**(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?**

**Total withdrawals**

#### (9.2.2.1) Volume (megaliters/year)

**(9.2.2.2) Comparison with previous reporting year***Select from:*☒ About the same**(9.2.2.3) Primary reason for comparison with previous reporting year***Select from:*☒ Increase/decrease in business activity**(9.2.2.4) Five-year forecast***Select from:*☒ Lower**(9.2.2.5) Primary reason for forecast***Select from:*☒ Increase/decrease in efficiency**(9.2.2.6) Please explain**

*Change from previous year: Total water withdrawals decreased by 0.2% in 2023 compared to the previous reporting year thus remaining stable. The main contributor to this slight decline was a minor decrease in production from 2.4 to 2.3Moz. Total water withdrawals are forecast to decrease over the next 5 years as additional water recycling and other efficiency initiatives are implemented at our operations. Describe thresholds: Gold Fields defines “about the same” to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Uncertainty: The uncertainties in these volumes are considered low as they are based on monitored data from water flow meters. Volumetrics data: Withdrawal data is compiled from flow meters that monitor the water withdrawals at our operations.*

**Total discharges****(9.2.2.1) Volume (megaliters/year)**

#### (9.2.2.2) Comparison with previous reporting year

Select from:

☒ About the same

#### (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in business activity

#### (9.2.2.4) Five-year forecast

Select from:

☒ Lower

#### (9.2.2.5) Primary reason for forecast

Select from:

☒ Increase/decrease in efficiency

#### (9.2.2.6) Please explain

*Change from previous year: The total water discharged decreased by 7% in the 2023 reporting year when compared to the previous reporting period. The main contributor to this slight decline was a minor decrease in production from 2.4 to 2.3Moz resulting in lower water requirements. Our discharges are forecast to decrease over the next 5 years as our water treatment and recycling facilities come online thus reducing the need for our operations to discharge water. Describe thresholds: Gold Fields defines “about the same” to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Uncertainty: The uncertainties in these volumes are considered low as they are based on monitored data from water flow meters. Volumetrics data: Discharge data is compiled from flow meters that monitor the water discharges at our operations.*

### Total consumption

#### (9.2.2.1) Volume (megaliters/year)

13847



#### (9.2.2.2) Comparison with previous reporting year

Select from:

☒ About the same

#### (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in business activity

#### (9.2.2.4) Five-year forecast

Select from:

☒ Lower

#### (9.2.2.5) Primary reason for forecast

Select from:

☒ Increase/decrease in efficiency

#### (9.2.2.6) Please explain

*Change from previous year: The net effect of the water withdrawal and discharge resulted in consumption levels being very slightly higher than in the previous year, increasing by 2%. The experienced decrease in discharge led to an increase in the consumption in the reporting year. A breakdown of the consumption value in FY2023 is as follows: Withdrawals (18 285 ML) – Discharges (4 438 ML) Consumption (13 847 ML). The consumption volumes are anticipated to remain about the same or decrease in line with the expected decreases in withdrawals over the next five years. Thresholds: Gold Fields defines “about the same” to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Uncertainty: The uncertainties in these volumes are considered low as they are based on monitored data from water flow meters. Volumetrics data: The consumption is calculated as per the CDP guidance on a company-wide basis. This is a company-wide calculation and no aggregation of local measurements is done. Therefore, the total consumption total withdrawals - total discharge.*

*[Fixed row]*

**(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.**

#### (9.2.4.1) Withdrawals are from areas with water stress

Select from:

☒ Yes

#### (9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

12529

#### (9.2.4.3) Comparison with previous reporting year

Select from:

☒ About the same

#### (9.2.4.4) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :Volumes remained stable

#### (9.2.4.5) Five-year forecast

Select from:

☒ About the same

#### (9.2.4.6) Primary reason for forecast

Select from:

☒ Other, please specify :Volumes expected to remain stable

#### (9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

68.52

#### (9.2.4.8) Identification tool

Select all that apply

- ☒ WRI Aqueduct
- ☒ WWF Water Risk Filter

#### (9.2.4.9) Please explain

*Scope of assessment: Five out of eight (63%) of Gold Fields' operations are situated in, and withdraw water from, water stressed catchment areas, as determined using the WRI Aqueduct tool. These are the facilities located in South Africa and Australia and hence the facilities in other regions have been excluded. The volume withdrawn reported in column two (12 529 ML) therefore represents the total water withdrawn at the South African and Australian operations. Estimations: The responses related to volume withdrawn from areas with water stress of 12 529 ML and the comparison with previous reporting year of 1% are based on metered data sets. The response related to the five-year forecast is based on assumptions regarding historical trends and anticipated steady state of production volumes. Use of the identification tool: The locations (GPS coordinates) for Gold Fields' operations were input into the WRI Aqueduct tool to determine whether the specific site is situated in a water stressed catchment area. For example, the WRI Aqueduct Tool considers baseline water stress with a rating equal to/greater than 'High' (40-80%), as areas where there is competition among water users. Accordingly, the catchment area in which the South African operation (South Deep) is located is categorised as a medium-high water stress area. In addition, the catchment areas in which the Australian operations (Granny Smith; St Ives; Agnew and Gruyere) are located are categorised as high water stress area. Therefore, all withdrawals at these identified sites are thus classified as from water stressed areas. The WRI Aqueduct assessment of the Peruvian (Cerro Corona) and Ghanaian operations (Tarkwa and Damang) indicates that the water catchment areas, from which the mines withdraw water, are not water stressed. Hence, the Peruvian and Ghanaian operations are excluded from the proportion of water stressed areas, from which Gold Fields' mines withdraw water. The assessment of Gold Fields' operations against the WRI Aqueduct tool and the WWF Water Risk Filter is conducted annually to ensure that the water stress classification remains up to date with any updates made by the WRI. The water withdrawn from water stressed areas remained about the same, only increasing slightly from 68% of the group's total withdrawals in 2022 to 69% of the group's total withdrawals in 2023. This is due to fairly constant levels of operations at the Gold Fields' mines during the year. As per the Gold Fields definition, the year on year comparison is 'about the same'. Gold Fields defines "about the same" to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Location of withdrawal sources: the assessment of water stressed areas is based on the location of the withdrawal sources and not only on the location of the Gold Fields operations (facilities). The location of the water withdrawal sources includes the following water stressed basins: - South Africa: Orange Basin - Australia: Western Plateau*

*[Fixed row]*

#### (9.2.7) Provide total water withdrawal data by source.

**Fresh surface water, including rainwater, water from wetlands, rivers, and lakes**

##### (9.2.7.1) Relevance

Select from:

☒ Relevant

#### (9.2.7.2) Volume (megaliters/year)

5177

#### (9.2.7.3) Comparison with previous reporting year

Select from:

☒ About the same

#### (9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :Increase/decrease in physical operating conditions

#### (9.2.7.5) Please explain

*Relevance: Gold Fields withdrew 28% of its water from fresh surface water sources, including surface, groundwater, purchased water and rainwater sources, making this a material source. Fresh water is vital to the mining processes, including milling, washing ore, cooling and more. Only the Tarkwa and Damang operations in Ghana and the Cerro Corona operation in Peru withdraw freshwater. Comparison with previous reporting year: The total fresh surface water withdrawals remained about the same, only decreasing by 4%. The decrease in withdrawals is primarily due to lower rainfall collections at the Damang mine. Data source: Volumes are sourced from direct measurements. Thresholds: Gold Fields defines "about the same" to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Anticipated future trends: It is anticipated that new and ongoing water efficiency projects and targets will reduce future demand*

### Brackish surface water/Seawater

#### (9.2.7.1) Relevance

Select from:

☒ Relevant

#### (9.2.7.2) Volume (megaliters/year)

**(9.2.7.3) Comparison with previous reporting year**

Select from:

☒ Lower**(9.2.7.4) Primary reason for comparison with previous reporting year**

Select from:

☒ Increase/decrease in business activity**(9.2.7.5) Please explain**

*Relevance: This source is relevant as Gold Fields withdraws brackish surface water at two Australian mines (Granny Smith and St Ives). Brackish surface water is used for processing ore. The quantities withdrawn were relatively small (8% of total withdrawals) but contribute a large portion of the water withdrawn at these two mines (37%). Comparison with previous reporting year: The group experienced a 11% decrease in brackish water withdrawn in 2023. This decrease is due to lower production requirements at Granny Smith. Data source: Volumes are sourced from direct measurements. Thresholds: As a result of the 11% decrease, “about the same” was selected in accordance with Gold Fields’ definition. Gold Fields defines “about the same” to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Anticipated future trends: future withdrawals from brackish surface water sources will decrease new efficiency measures*

**Groundwater – renewable****(9.2.7.1) Relevance**

Select from:

☒ Relevant**(9.2.7.2) Volume (megaliters/year)**

9558

**(9.2.7.3) Comparison with previous reporting year**

Select from:

☒ About the same

#### (9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :Volumes remained stable

#### (9.2.7.5) Please explain

*Relevance: This source is the largest contributor to Gold Fields' total withdrawals (52%). All operations draw water from renewable groundwater sources. This water source is vital to the mining processes, including milling, washing ore, cooling and more. Comparison with previous reporting year: The overall withdrawal of renewable groundwater increased by 1%. This is due to less rainwater collected at Damang, where groundwater was used to make up operational requirements. Overall, volumes did not significantly change in FY23. Data source: Volumes are sourced from direct measurements. Thresholds: As a result of the 1% increase in the withdrawal of groundwater, 'about the same' was selected. Gold Fields defines "about the same" to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Anticipated future trends: future renewable ground water withdrawals will decrease due to increased water efficiency initiatives.*

### Groundwater – non-renewable

#### (9.2.7.1) Relevance

Select from:

☒ Not relevant

#### (9.2.7.5) Please explain

*None of Gold Fields' operations make use of non-renewable groundwater. This trend is expected to remain the same in the future.*

### Produced/Entrained water

#### (9.2.7.1) Relevance

Select from:

☒ Relevant

#### (9.2.7.2) Volume (megaliters/year)

0

#### (9.2.7.3) Comparison with previous reporting year

Select from:

☒ About the same

#### (9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :Volumes remained stable

#### (9.2.7.5) Please explain

*Although this aspect is monitored, none of Gold Fields' operations made use of produced/entrained water in the reporting year due to minimal moisture content in the ore. This trend is expected to remain the same in the future.*

### Third party sources

#### (9.2.7.1) Relevance

Select from:

☒ Relevant

#### (9.2.7.2) Volume (megaliters/year)

2125

#### (9.2.7.3) Comparison with previous reporting year

Select from:

☒ Higher

#### (9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in business activity

#### (9.2.7.5) Please explain

*Relevance: This source is relevant despite only providing 12% of our total demand. This source, local municipal provision, is shared with host communities. The water is used in the mining processes, milling, washing ore, cooling etc. South Deep, Tarkwa and St Ives withdraw from third-parties. Comparison with previous reporting year: The use of municipal water was higher (13%) due to increased requirements at South Deep and St Ives for cooling requirements. Data Sources: Volumes are directly measured. Change from previous reporting year: As a result of the increase in the use of municipal water, "higher" was selected in accordance with Gold Fields' definition. Gold Fields defines "about the same" to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Anticipated future trends: It is anticipated that future third party water withdrawals will decrease due to increased efficiency measures and targets.*

[Fixed row]

#### (9.2.8) Provide total water discharge data by destination.

##### Fresh surface water

#### (9.2.8.1) Relevance

Select from:

☒ Relevant

#### (9.2.8.2) Volume (megaliters/year)

4438

#### (9.2.8.3) Comparison with previous reporting year

Select from:

☒ About the same

#### (9.2.8.4) Primary reason for comparison with previous reporting year



Select from:

☒ Increase/decrease in business activity

#### (9.2.8.5) Please explain

*Relevance: This destination is relevant as all of Gold Fields' operations discharge water to fresh surface water destinations. Data source: Volumes are sourced from direct measurements. Change from previous reporting year: Discharges to fresh surface water were 7% lower than in the previous year. As such, about the same was selected in accordance with Gold Fields' definition. A reduction in processing volumes at Gold Fields' operations resulted in lower discharges of water. Thresholds: Gold Fields defines "about the same" to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Future trend: It is anticipated that increased recycling will reduce future water discharge volumes.*

### Brackish surface water/seawater

#### (9.2.8.1) Relevance

Select from:

☒ Not relevant

#### (9.2.8.5) Please explain

*No discharges were made to brackish surface water/seawater discharge destinations by any of Gold Fields' operations. As such, not relevant is selected. This trend is expected to remain the same in the future.*

### Groundwater

#### (9.2.8.1) Relevance

Select from:

☒ Not relevant

#### (9.2.8.5) Please explain

*No discharges are made to groundwater discharge destinations by any of Gold Fields' operations. As such, not relevant is selected. This trend is expected to remain the same in the future.*

### Third-party destinations

### (9.2.8.1) Relevance

Select from:

☒ Not relevant

### (9.2.8.5) Please explain

*None of Gold Fields' operations discharged water to municipal facilities for treatment. None of Gold Fields' operations discharged water to another organisation. As such, not relevant is selected. This trend is expected to remain the same in the future.*

*[Fixed row]*

## (9.2.9) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

### Tertiary treatment

#### (9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Relevant

#### (9.2.9.2) Volume (megaliters/year)

2244

#### (9.2.9.3) Comparison of treated volume with previous reporting year

Select from:

☒ Higher

#### (9.2.9.4) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in business activity

#### (9.2.9.5) % of your sites/facilities/operations this volume applies to

Select from:

☒ 100%

#### (9.2.9.6) Please explain

*Rationale for the level of treatment: Tertiary treatment is applied to discharges in areas where the environment is considered to be sensitive to discharges and/or there it is a legal requirement. Facilities in Ghana and Australia treat water to this level as required. Our treatment processes include reverse osmosis and chlorination. Compliance with any regulatory or voluntary standard: All of our operations treat water to comply with the regulatory requirements of our water discharge permits. Change in volume: The volumes discharged after tertiary treatment were higher in the reporting year, having increased by 19%. This is above the threshold of 10% for the classification of a 'higher' change. The primary reason for this increase is due to additional volumes treated to a tertiary level instead of just a secondary level as evidenced by the lower volumes of water treated at a secondary level at the facilities in Ghana and Australia. Thresholds: Gold Fields defines "about the same" to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Future trends: These volumes are anticipated to decrease as additional water recycling plants are brought into operation thus decreasing the discharges. Importantly, this will not decrease the volumes of water treated, just the volumes of treated water that is discharged.*

### Secondary treatment

#### (9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Relevant

#### (9.2.9.2) Volume (megaliters/year)

2194

#### (9.2.9.3) Comparison of treated volume with previous reporting year

Select from:

☒ Lower

#### (9.2.9.4) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in business activity

#### (9.2.9.5) % of your sites/facilities/operations this volume applies to

Select from:

☒ 31-40

#### (9.2.9.6) Please explain

*Rationale for the level of treatment: Discharge products from the primary treatments, such as pre-filtration (drum screen technology) and ultra filtration screens, then feeds into the secondary treatments, such as reverse osmosis units for deionization. In some cases, pH control is also applied through the injection of carbon dioxide. The following mines apply a tertiary level of treatment: Tarkwa, Damang, Granny Smith, St Ives, Agnew and Gruyere in the Ghana and Australian regions. Compliance with any regulatory or voluntary standard: All of our operations treat water to comply with the regulatory requirements of our water discharge permits. Change in Volume: The volumes discharged after secondary treatment in the reporting year were lower than in the previous reporting year, having decreased by 24%. This decrease is primarily due to the implementation of water treatment at a tertiary level as well as decreases in processing. Thresholds: Gold Fields defines "about the same" to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Future trends: These volumes are anticipated to decrease as additional water recycling plants are brought into operation thus decreasing the discharges. Importantly, this will not decrease the volumes of water treated, just the volumes of treated water that is discharged.*

### Primary treatment only

#### (9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Not relevant

#### (9.2.9.6) Please explain

*Rationale why this level of treatment is not relevant for discharges: Water that undergoes primary treatment has a low potential to harm the environment (thus only requires limited treatment). Primary treatment typically involves the separation of solids and oil/grease/lighter fluids from the water stream. The settled and floating materials are removed. When required, remaining liquid is then subjected to secondary treatment. Accordingly, there were no discharges in the reporting year that only required primary treatment as all our discharges were required to undergo at least secondary treatment to ensure they remain within our water discharge permits.*

### Discharge to the natural environment without treatment

#### (9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Not relevant

#### (9.2.9.6) Please explain

*Rationale why this level of treatment is not relevant for discharges: Gold Fields does not discharge to the natural environment without treatment under normal operations. All discharges to the environment undergo some form of treatment before being discharged.*

### Discharge to a third party without treatment

#### (9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Not relevant

#### (9.2.9.6) Please explain

*Rationale why this level of treatment is not relevant for discharges: Gold Fields does not discharge to a third party without treatment under normal operations.*

### Other

#### (9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Not relevant

#### (9.2.9.6) Please explain

*Other treatment levels are not relevant to Gold Fields' discharges. All discharges are treated to secondary or tertiary levels.*  
[Fixed row]

**(9.2.10) Provide details of your organization's emissions of nitrates, phosphates, pesticides, and other priority substances to water in the reporting year.**

#### **(9.2.10.2) Categories of substances included**

*Select all that apply*

☒ Nitrates

☒ Phosphates

#### **(9.2.10.4) Please explain**

*Gold Fields monitors its water discharge quality to ensure that it remains within its water discharge permits. The water discharge permits provide thresholds for the allowable concentration of nitrates and phosphates. Any water that is not within these thresholds will not be discharged. This monitoring is conducted on a concentration basis and does not provide the absolute volumes of nitrates and phosphates emitted.*

*[Fixed row]*

**(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?**

#### **Direct operations**

##### **(9.3.1) Identification of facilities in the value chain stage**

*Select from:*

☒ Yes, we have assessed this value chain stage and identified facilities with water-related dependencies, impacts, risks, and opportunities

##### **(9.3.2) Total number of facilities identified**

8

##### **(9.3.3) % of facilities in direct operations that this represents**

Select from:

☒ 100%

### (9.3.4) Please explain

*Risks: All of our facilities have been identified as being exposed to substantive water risks. 'Facilities' within the context of this response aligns with Gold Fields reporting of facilities, where each facility represents a mine (over which Gold Fields has operational control). Each of these facilities is exposed to different substantive water risks, depending on the different regions. The facilities included are: 1. Cerro Corona (Peru); 2. Damang (Ghana); 3. Tarkwa (Ghana); 4. South Deep (South Africa); 5. Granny Smith (Australia); 6. St Ives (Australia); 7. Agnew (Australia); and 8. Gruyere (Australia). Context: Water is a critical component of Gold Fields' business operations, across all our jurisdictions. Water supply and water quality risks pose significant threats to the operations, productivity and ultimate continuity of Gold Fields' mines. The nature and severity of the water risks for each of the facilities have been identified through the group level climate change risk and vulnerability assessments, which follow the International Council on Mining and Minerals (ICMM)'s methodology as well as aligns with the Global Water tools. Opportunities: Gold Fields is successfully implementing a significant opportunity to enhance the resilience of our gold mining operations in relation to water and climate-related factors. This opportunity materialized through the acquisition of a sustainability-linked loan. The sustainability linked KPIs for the five-year term of the loan until 2027 are aligned with our strategy and 2030 ESG targets. The KPIs set in the loan, if achieved, will assist Gold Fields in reaching its 2030 group ESG targets such as the reduction of onsite water consumption and water reuse/recycle targets. The loan value meets the company specific description of 'substantive financial', as the revolving credit facility has been refinanced for USD 1.2 bn, with the option to increase the loan by up to USD 400 mn.*

## Upstream value chain

### (9.3.1) Identification of facilities in the value chain stage

Select from:

☒ No, we have assessed this value chain stage but did not identify any facilities with water-related dependencies, impacts, risks, and opportunities

### (9.3.4) Please explain

*Gold Fields has assessed the risks related to water in its upstream value chain however this assessment has not identified facilities in the value chain. This risk management forms part of the overarching risk management framework at our operations. The risk assessment makes use of several tools including the WRI Aqueduct and WWF Water Risk Filter in conjunction with internal methods that are aligned with the King IV code.*

*[Fixed row]*

**(9.3.1) For each facility referenced in 9.3, provide coordinates, water accounting data, and a comparison with the previous reporting year.**

## Row 1

### (9.3.1.1) Facility reference number

Select from:

☒ Facility 1

### (9.3.1.2) Facility name (optional)

South Deep

### (9.3.1.3) Value chain stage

Select from:

☒ Direct operations

### (9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Risks

☒ Opportunities

### (9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals only

### (9.3.1.6) Reason for no withdrawals and/or discharges

Zero discharge is achieved through a combination of initiatives to reduce water withdrawals, increase water recycling and improve efficiency. For example, at South Deep, treated sewage effluent, which was previously discharged to the Leeuspruit river, is now re-routed to the old return water dam and is utilised in the process. The mine has also upgraded its potable water pipeline to reduce water losses. In 2022, South Deep installed a water treatment plant which treats fissure water to potable standards to reduce reliance on Rand Water.

### (9.3.1.7) Country/Area & River basin



South Africa

☒ Orange

**(9.3.1.8) Latitude**

-26.39802

**(9.3.1.9) Longitude**

27.695503

**(9.3.1.10) Located in area with water stress**

Select from:

☒ Yes

**(9.3.1.13) Total water withdrawals at this facility (megaliters)**

1975

**(9.3.1.14) Comparison of total withdrawals with previous reporting year**

Select from:

☒ Higher

**(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes**

0

**(9.3.1.16) Withdrawals from brackish surface water/seawater**

0

**(9.3.1.17) Withdrawals from groundwater - renewable**

**(9.3.1.18) Withdrawals from groundwater - non-renewable**

0

**(9.3.1.19) Withdrawals from produced/entrained water**

0

**(9.3.1.20) Withdrawals from third party sources**

1722

**(9.3.1.27) Total water consumption at this facility (megaliters)**

1975

**(9.3.1.28) Comparison of total consumption with previous reporting year**

Select from:

☒ Higher**(9.3.1.29) Please explain**

*The South Deep mine is a single facility in a single location in South Africa, a water stressed region. Trends: Compared to the previous reporting year, the water withdrawals were higher (11% increase) while discharges remained at zero. This resulted in a 11% increase in consumption. This increase can be attributed to the lower reef yield requiring additional ore to be processed to maintain a similar gold production. Future volumes are likely to remain similar or decrease as additional water management initiatives come online such as additional water treatment plants to increase our recycling rates. Another 3ML RO plant was constructed during 2023 and commissioned in 2024, this will reduce volumes. Dependencies, impacts, risks, and/or opportunities actions: the South Deep mine is vulnerable to acute physical risks e.g. heavy precipitation. Various actions are implemented to mitigate this risk, including the development of an RO plant and dam expansion projects. Gold Fields defines “about the same” to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Gold Fields monitors its withdrawals and discharges at South Deep by from direct measurements from meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Type of fresh surface water withdrawal sources: none. Third party water withdrawal source: Municipal.*

**Row 2**

#### (9.3.1.1) Facility reference number

Select from:

☒ Facility 2

#### (9.3.1.2) Facility name (optional)

Tarkwa

#### (9.3.1.3) Value chain stage

Select from:

☒ Direct operations

#### (9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Risks

☒ Opportunities

#### (9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

#### (9.3.1.7) Country/Area & River basin

Ghana

☒ Other, please specify :Ankobra

#### (9.3.1.8) Latitude

5.249448

**(9.3.1.9) Longitude**

-2.004898

**(9.3.1.10) Located in area with water stress**

Select from:

☒ Yes

**(9.3.1.13) Total water withdrawals at this facility (megaliters)**

1324

**(9.3.1.14) Comparison of total withdrawals with previous reporting year**

Select from:

☒ Higher

**(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes**

844

**(9.3.1.16) Withdrawals from brackish surface water/seawater**

0

**(9.3.1.17) Withdrawals from groundwater - renewable**

479

**(9.3.1.18) Withdrawals from groundwater - non-renewable**

0

**(9.3.1.19) Withdrawals from produced/entrained water**

0

**(9.3.1.20) Withdrawals from third party sources**

1

**(9.3.1.21) Total water discharges at this facility (megaliters)**

2580

**(9.3.1.22) Comparison of total discharges with previous reporting year**

Select from:

☒ Higher

**(9.3.1.23) Discharges to fresh surface water**

2580

**(9.3.1.24) Discharges to brackish surface water/seawater**

0

**(9.3.1.25) Discharges to groundwater**

0

**(9.3.1.26) Discharges to third party destinations**

0

**(9.3.1.27) Total water consumption at this facility (megaliters)**

-1256

**(9.3.1.28) Comparison of total consumption with previous reporting year**

Select from:

☒ About the same

### (9.3.1.29) Please explain

*The Tarkwa mine is a single facility in a single location. Trends: The water withdrawals were higher (33% increase) and water discharges were higher (16%) than in the previous year. The total discharges exceeded total withdrawals as the rainwater received is never fully accounted for as a withdrawal but is accounted for as a discharge when it passes through the storm water management system. This leads to a negative consumption. Future volumes are likely to remain similar or decrease as additional water management initiatives come online such as additional water treatment. Dependencies, impacts, risks and/or opportunities actions: the Tarkwa mine is vulnerable to acute physical risks such as heavy precipitation resulting in flooding. Various actions are in place such as upgrading the treatment plant and assessing existing stormwater and flood management systems. Thresholds: Gold Fields defines "about the same" to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Gold Fields monitors its withdrawals and discharges at Tarkwa by source/destination. Volumes are sourced from direct measurements from meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Type of fresh surface water withdrawal source: rainwater which collects in the pit and is then pumped out for use. Third party water withdrawal source: Municipal.*

## Row 3

### (9.3.1.1) Facility reference number

Select from:

☒ Facility 3

### (9.3.1.2) Facility name (optional)

*Damang*

### (9.3.1.3) Value chain stage

Select from:

☒ Direct operations

### (9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Risks

☒ Opportunities

#### (9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

#### (9.3.1.7) Country/Area & River basin

Ghana

☒ Other, please specify :Ankobra

#### (9.3.1.8) Latitude

5.301456

#### (9.3.1.9) Longitude

-1.500608

#### (9.3.1.10) Located in area with water stress

Select from:

☒ No

#### (9.3.1.13) Total water withdrawals at this facility (megaliters)

1511

#### (9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Lower

**(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes**

1464

**(9.3.1.16) Withdrawals from brackish surface water/seawater**

0

**(9.3.1.17) Withdrawals from groundwater - renewable**

47

**(9.3.1.18) Withdrawals from groundwater - non-renewable**

0

**(9.3.1.19) Withdrawals from produced/entrained water**

0

**(9.3.1.20) Withdrawals from third party sources**

0

**(9.3.1.21) Total water discharges at this facility (megaliters)**

81

**(9.3.1.22) Comparison of total discharges with previous reporting year**

Select from:

☒ Much higher

**(9.3.1.23) Discharges to fresh surface water**

81



#### (9.3.1.24) Discharges to brackish surface water/seawater

0

#### (9.3.1.25) Discharges to groundwater

0

#### (9.3.1.26) Discharges to third party destinations

0

#### (9.3.1.27) Total water consumption at this facility (megaliters)

1430

#### (9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ Lower

#### (9.3.1.29) Please explain

*The Damang mine is a single facility in a single location. Trends: Water withdrawals decreased (20%) than in the previous year, likely on account of increased production values. Discharge occurred in this reporting year which was a 100% increase from zero in the previous year. This combination led to the consumption decreasing (24% increase. The decrease in production output at Damang may also contribute to the decrease in withdrawals. Future volumes are likely to remain similar or decrease as water management initiatives are implemented such as additional treatment plants. Dependencies, impacts, risks and/or opportunities actions: the Damang mine is vulnerable to acute physical risks such as heavy precipitation resulting in flooding. Various actions are in place such as assessing existing stormwater and flood management systems. Gold Fields monitors its withdrawals and discharges at Damang by source/destination. Volumes are sourced from direct measurements from meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines "about the same" to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Type of fresh surface water withdrawal source: rainwater which collects in the pit and is then pumped out for use. Third party water withdrawal source: None*

### Row 4

#### (9.3.1.1) Facility reference number

Select from:

☒ Facility 4

#### (9.3.1.2) Facility name (optional)

St Ives

#### (9.3.1.3) Value chain stage

Select from:

☒ Direct operations

#### (9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Risks

☒ Opportunities

#### (9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

#### (9.3.1.7) Country/Area & River basin

Australia

☒ Other, please specify :Western Plateau

#### (9.3.1.8) Latitude

-31.208691

#### (9.3.1.9) Longitude

121.663284

**(9.3.1.10) Located in area with water stress**

Select from:

☒ Yes

**(9.3.1.13) Total water withdrawals at this facility (megaliters)**

1750

**(9.3.1.14) Comparison of total withdrawals with previous reporting year**

Select from:

☒ Higher

**(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes**

0

**(9.3.1.16) Withdrawals from brackish surface water/seawater**

29

**(9.3.1.17) Withdrawals from groundwater - renewable**

1319

**(9.3.1.18) Withdrawals from groundwater - non-renewable**

0

**(9.3.1.19) Withdrawals from produced/entrained water**

0

**(9.3.1.20) Withdrawals from third party sources**

402

**(9.3.1.21) Total water discharges at this facility (megaliters)**

4

**(9.3.1.22) Comparison of total discharges with previous reporting year**

Select from:

☒ About the same

**(9.3.1.23) Discharges to fresh surface water**

4

**(9.3.1.24) Discharges to brackish surface water/seawater**

0

**(9.3.1.25) Discharges to groundwater**

0

**(9.3.1.26) Discharges to third party destinations**

0

**(9.3.1.27) Total water consumption at this facility (megaliters)**

1746

**(9.3.1.28) Comparison of total consumption with previous reporting year**

Select from:

☒ Higher

#### (9.3.1.29) Please explain

*The St Ives mine is a single facility in a single location. Trends: Water withdrawals, discharges and consumption were all higher relative to the previous year (33% for withdrawals, 8% for discharges and 33% for consumption). Future volumes are likely to remain similar or decrease as additional water management initiatives come online such as additional water treatment. Dependencies, impacts, risks and/or opportunities actions: the St Ives mine is vulnerable to acute physical risks such as droughts due to the low rainfall in the region. Various actions are in place such as implementing water management audits and plans. Gold Fields monitors its withdrawals and discharges at St Ives by source/destination. Volumes are sourced from direct measurements from meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines "about the same" to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Type of fresh surface water withdrawal source: None. Third party water withdrawal source: Municipal.*

#### Row 5

#### (9.3.1.1) Facility reference number

Select from:

☒ Facility 5

#### (9.3.1.2) Facility name (optional)

Agnew

#### (9.3.1.3) Value chain stage

Select from:

☒ Direct operations

#### (9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Risks

☒ Opportunities

#### (9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

#### (9.3.1.7) Country/Area & River basin

Australia

☒ Other, please specify :Western Plateau

#### (9.3.1.8) Latitude

-27.905845

#### (9.3.1.9) Longitude

120.704727

#### (9.3.1.10) Located in area with water stress

Select from:

☒ Yes

#### (9.3.1.13) Total water withdrawals at this facility (megaliters)

1537

#### (9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Lower

#### (9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

**(9.3.1.16) Withdrawals from brackish surface water/seawater**

0

**(9.3.1.17) Withdrawals from groundwater - renewable**

1537

**(9.3.1.18) Withdrawals from groundwater - non-renewable**

0

**(9.3.1.19) Withdrawals from produced/entrained water**

0

**(9.3.1.20) Withdrawals from third party sources**

0

**(9.3.1.21) Total water discharges at this facility (megaliters)**

50

**(9.3.1.22) Comparison of total discharges with previous reporting year**

Select from:

☒ About the same

**(9.3.1.23) Discharges to fresh surface water**

50

**(9.3.1.24) Discharges to brackish surface water/seawater**

0

#### (9.3.1.25) Discharges to groundwater

0

#### (9.3.1.26) Discharges to third party destinations

0

#### (9.3.1.27) Total water consumption at this facility (megaliters)

1487

#### (9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ Lower

#### (9.3.1.29) Please explain

*The Agnew mine is a single facility in a single location. Trends: Water withdrawals and water consumption were lower (26% and 27% respectively), whilst the discharge was about the same (6% increase). Gold Fields continues to make use of recycled water to reduce the amount of water withdrawn at Agnew. Future volumes are likely to remain similar or decrease as additional water management initiatives come online. Dependencies, impacts, risks and/or opportunities actions: the Agnew mine is vulnerable to acute physical risks such as droughts due to the low rainfall in the region. Various actions are in place such as implementing water management audits and plans. Gold Fields monitors its withdrawals and discharges at Agnew by source/destination. Volumes are sourced from direct measurements from meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines "about the same" to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Type of fresh surface water withdrawal source: None. Third party water withdrawal source: None.*

### Row 6

#### (9.3.1.1) Facility reference number

Select from:

☒ Facility 6



#### (9.3.1.2) Facility name (optional)

Cerro Corona

#### (9.3.1.3) Value chain stage

Select from:

☒ Direct operations

#### (9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Risks

☒ Opportunities

#### (9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

#### (9.3.1.7) Country/Area & River basin

Peru

☒ Other, please specify :Tingo

#### (9.3.1.8) Latitude

-6.776103

#### (9.3.1.9) Longitude

-78.660736

#### (9.3.1.10) Located in area with water stress

Select from:

☒ No

**(9.3.1.13) Total water withdrawals at this facility (megaliters)**

2921

**(9.3.1.14) Comparison of total withdrawals with previous reporting year**

Select from:

☒ About the same

**(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes**

2869

**(9.3.1.16) Withdrawals from brackish surface water/seawater**

0

**(9.3.1.17) Withdrawals from groundwater - renewable**

52

**(9.3.1.18) Withdrawals from groundwater - non-renewable**

0

**(9.3.1.19) Withdrawals from produced/entrained water**

0

**(9.3.1.20) Withdrawals from third party sources**

0

**(9.3.1.21) Total water discharges at this facility (megaliters)**

1630

**(9.3.1.22) Comparison of total discharges with previous reporting year**

Select from:

☒ Lower

**(9.3.1.23) Discharges to fresh surface water**

1630

**(9.3.1.24) Discharges to brackish surface water/seawater**

0

**(9.3.1.25) Discharges to groundwater**

0

**(9.3.1.26) Discharges to third party destinations**

0

**(9.3.1.27) Total water consumption at this facility (megaliters)**

1291

**(9.3.1.28) Comparison of total consumption with previous reporting year**

Select from:

☒ Much higher

**(9.3.1.29) Please explain**

*The Cerro Corona mine is a single facility in a single location. Trends: Water withdrawals were about the same (4% decrease) and water discharges were lower (32% decrease) than in the previous year. This resulted in a 99% increase in consumption. These decreases could be attributed to the approximately 8.4% decrease in gold equivalent production. Future volumes are likely to remain similar or decrease as additional water management initiatives come online. Dependencies, impacts, risks and/or opportunities actions: the Cerro Corona mine is vulnerable to acute physical risks such as high rainfall which could cause water management systems to overflow. Various actions are in place such as constructing additional TSF spillways. Gold Fields monitors its withdrawals and discharges at Cerro Corona by source/destination. Volumes are sourced from direct measurements from meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines “about the same” to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Type of fresh surface water withdrawal source is used: rainwater that collects in the pit and is pumped out. Third party water withdrawal source: None.*

## Row 7

### (9.3.1.1) Facility reference number

Select from:

☒ Facility 7

### (9.3.1.2) Facility name (optional)

Granny Smith

### (9.3.1.3) Value chain stage

Select from:

☒ Direct operations

### (9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Risks

☒ Opportunities

### (9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

#### (9.3.1.7) Country/Area & River basin

**Australia**

☒ Other, please specify :Western Plateau

#### (9.3.1.8) Latitude

-28.9833

#### (9.3.1.9) Longitude

122.6833

#### (9.3.1.10) Located in area with water stress

*Select from:*

☒ Yes

#### (9.3.1.13) Total water withdrawals at this facility (megaliters)

2121

#### (9.3.1.14) Comparison of total withdrawals with previous reporting year

*Select from:*

☒ About the same

#### (9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

#### (9.3.1.16) Withdrawals from brackish surface water/seawater

1396

**(9.3.1.17) Withdrawals from groundwater - renewable**

725

**(9.3.1.18) Withdrawals from groundwater - non-renewable**

0

**(9.3.1.19) Withdrawals from produced/entrained water**

0

**(9.3.1.20) Withdrawals from third party sources**

0

**(9.3.1.21) Total water discharges at this facility (megaliters)**

55

**(9.3.1.22) Comparison of total discharges with previous reporting year**

Select from:

☒ About the same

**(9.3.1.23) Discharges to fresh surface water**

55

**(9.3.1.24) Discharges to brackish surface water/seawater**

0

**(9.3.1.25) Discharges to groundwater**

0

### (9.3.1.26) Discharges to third party destinations

0

### (9.3.1.27) Total water consumption at this facility (megaliters)

2066

### (9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ About the same

### (9.3.1.29) Please explain

*The Granny Smith mine is a single facility in a single location. Trends: Water withdrawals and consumption remained about the same (5% decrease and 6% decrease, respectively). Gold Fields continues to make use of recycling to ensure efficient water use at Granny Smith. Discharges increased slightly by 7%. The decrease withdrawals could be attributed to the minor decrease in production of 1% in the reporting year. Future volumes are likely to remain similar or decrease as additional water management initiatives come online. Dependencies, impacts, risks and/or opportunities actions: the Granny Smith mine is vulnerable to acute physical risks such as droughts due to the low rainfall in the region. Various actions are in place such as implementing water management audits and plans. Gold Fields monitors its withdrawals and discharges at Granny Smith by source/destination. Volumes are sourced from direct measurements from meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines "about the same" to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Type of fresh surface water withdrawal source: None. Third party water withdrawal source: Purchased*

## Row 8

### (9.3.1.1) Facility reference number

Select from:

☒ Facility 8

### (9.3.1.2) Facility name (optional)

Gruyere

### (9.3.1.3) Value chain stage

Select from:

☒ Direct operations

### (9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Risks

☒ Opportunities

### (9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

### (9.3.1.7) Country/Area & River basin

**Australia**

☒ Other, please specify :Western Plateau

### (9.3.1.8) Latitude

-27.59

### (9.3.1.9) Longitude

120.42

### (9.3.1.10) Located in area with water stress

Select from:

☒ Yes



**(9.3.1.13) Total water withdrawals at this facility (megaliters)**

5146

**(9.3.1.14) Comparison of total withdrawals with previous reporting year**

Select from:

☒ About the same

**(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes**

0

**(9.3.1.16) Withdrawals from brackish surface water/seawater**

0

**(9.3.1.17) Withdrawals from groundwater - renewable**

5146

**(9.3.1.18) Withdrawals from groundwater - non-renewable**

0

**(9.3.1.19) Withdrawals from produced/entrained water**

0

**(9.3.1.20) Withdrawals from third party sources**

0

**(9.3.1.21) Total water discharges at this facility (megaliters)**

38

#### (9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☒ Higher

#### (9.3.1.23) Discharges to fresh surface water

38

#### (9.3.1.24) Discharges to brackish surface water/seawater

0

#### (9.3.1.25) Discharges to groundwater

0

#### (9.3.1.26) Discharges to third party destinations

0

#### (9.3.1.27) Total water consumption at this facility (megaliters)

5108

#### (9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ About the same

#### (9.3.1.29) Please explain

*The Gruyere mine is a single facility in a single location. Trends: Water withdrawals and consumption were about the same than in the previous year (both 4% increase), whilst discharges were higher (11% increase). Gold Fields has implemented water recycling measures to reduce withdrawals. Increased production of 2% at Gruyere also contributed to increased withdrawals. Future volumes are expected to remain similar or decrease as additional water management initiatives come online. Dependencies, impacts, risks and/or opportunities actions: the Gruyere mine is vulnerable to acute physical risks such as droughts due to the low rainfall in*

*the region. Various actions are in place such as implementing water management audits and plans. Gold Fields monitors its withdrawals and discharges at Gruyere by source/destination. Volumes are sourced from direct measurements from meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines “about the same” to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. Type of fresh surface water withdrawal source: None. Third party water withdrawal source: None.*  
[Add row]

### **(9.3.2) For the facilities in your direct operations referenced in 9.3.1, what proportion of water accounting data has been third party verified?**

#### **Water withdrawals – total volumes**

##### **(9.3.2.1) % verified**

Select from:

☒ 76-100

##### **(9.3.2.2) Verification standard used**

*Water withdrawals at all of the Gold Fields operations (mines) are assured by an independent third party. The standard used: International Standard on Assurance Engagements (ISAE) 3000 (Revised). The scope of methodology: Reviewing policies and procedures to ensure compliance with the ICMM sustainable development principles. Remote reviews to verify source data. Reasonable Assurance is provided for these volumes.*

#### **Water withdrawals – volume by source**

##### **(9.3.2.1) % verified**

Select from:

☒ Not relevant

##### **(9.3.2.3) Please explain**

*The assurance/verification of this water aspect is currently not relevant to Gold Fields because assurance/verification is not a requirement of any of our water use licences, or a requirement by any of our stakeholders.*

#### **Water withdrawals – quality by standard water quality parameters**

### (9.3.2.1) % verified

Select from:

☒ Not relevant

### (9.3.2.3) Please explain

*The assurance/verification of this water aspect is currently not relevant to Gold Fields because assurance/verification is not a requirement of any of our water use licences, or a requirement by any of our stakeholders.*

## Water discharges – total volumes

### (9.3.2.1) % verified

Select from:

☒ 76-100

### (9.3.2.2) Verification standard used

*Water discharges at all of the Gold Fields operations (mines) are assured by an independent third party. The standard used: International Standard on Assurance Engagements (ISAE) 3000 (Revised). The scope of methodology: Reviewing policies and procedures to ensure compliance with the ICMM sustainable development principles. Remote reviews to verify source data. Reasonable Assurance is provided for these volumes.*

## Water discharges – volume by destination

### (9.3.2.1) % verified

Select from:

☒ Not relevant

### (9.3.2.3) Please explain

*The assurance/verification of this water aspect is currently not relevant to Gold Fields because assurance/verification is not a requirement of any of our water use licences, or a requirement by any of our stakeholders.*

## Water discharges – volume by final treatment level

### (9.3.2.1) % verified

Select from:

☒ Not relevant

### (9.3.2.3) Please explain

*The assurance/verification of this water aspect is currently not relevant to Gold Fields because assurance/verification is not a requirement of any of our water use licences, or a requirement by any of our stakeholders.*

## Water discharges – quality by standard water quality parameters

### (9.3.2.1) % verified

Select from:

☒ 76-100

### (9.3.2.2) Verification standard used

*Water discharges at all of the Gold Fields operations (mines) are assured by an independent third party. The standard used: International Standard on Assurance Engagements (ISAE) 3000 (Revised). The scope of methodology: Reviewing policies and procedures to ensure compliance with the ICMM sustainable development principles. Remote reviews to verify source data. Reasonable Assurance is provided for these volumes.*

## Water consumption – total volume

### (9.3.2.1) % verified

Select from:

☒ 76-100

### (9.3.2.2) Verification standard used

*Water withdrawals and discharges, and hence consumption, at all of the Gold Fields operations (mines) are assured by an independent third party. The standard used: International Standard on Assurance Engagements (ISAE) 3000 (Revised). The scope of methodology: Reviewing policies and procedures to ensure compliance with the ICMM sustainable development principles. Remote reviews to verify source data. Reasonable Assurance is provided for these volumes.*  
[Fixed row]

## **(9.5) Provide a figure for your organization's total water withdrawal efficiency.**

### **(9.5.1) Revenue (currency)**

4500000000

### **(9.5.2) Total water withdrawal efficiency**

246103.36

### **(9.5.3) Anticipated forward trend**

*The total water withdrawal efficiency is expected to improve going forward, due to several programs to improve water use efficiency and reduce the total amount of water withdrawals. For example, South Deep installed a treatment plant to treat water to potable water standards allowing us to reduce our intake of freshwater from Rand Water.*  
[Fixed row]

## **(9.10) Do you calculate water intensity information for your metals and mining activities?**

Select from:

☒ Yes

### **(9.10.1) For your top 5 products by revenue, provide the following intensity information associated with your metals and mining activities.**

Row 1

### (9.10.1.1) Product name

Gold

### (9.10.1.2) Numerator: Water aspect

Select from:

☒ Total water withdrawals

### (9.10.1.3) Denominator

Select from:

☒ Ounce of final product

### (9.10.1.4) Comparison with previous reporting year

Select from:

☒ About the same

### (9.10.1.5) Please explain

*Change from previous year: 3% increase, due to increase in water intensity of produced gold. Trend and threshold: The intensity was 7.13 kL/oz in the previous reporting year, which increased to 7.35 kL/oz in the current reporting year. Thus, “about the same” comparison selected. Gold Fields defines “about the same” to be a change between 0 to 10%. 10% to 40% change is considered lower/higher. 40% change is considered much lower/much higher. The increase is due to the decrease in the amount of gold produced by 3%. How the metric is used internally: Gold Fields uses the water intensity metric to understand the relationship between how our operations production and how much water the production process requires. Changes in the metric give an indication of an increase or decrease in water withdrawals as well as changes in process efficiency. This information is used to make informed management decisions. The metric forms part of sustainability indicators reported in our annual internal and external reports. Ounces of final products is selected as the denominator to ensure that the metric reflects the actual operational performance. This is the most reflective metric of the output of our operations. The choice of total water withdrawals is to provide Gold Fields with a way to track the impact on water in regions they operate in the context of their operational efficiency. Future anticipated trends: The intensity metric is expected to decrease slightly, as the water withdrawal demand and dependency are expected to reduce, and production is expected to increase. Strategy in place to reduce water intensity: The strategy to reduce water intensity includes ongoing water efficiency projects. Some of the projects are the following: reverse osmosis capacity at South Deep-Water, reuse at South Deep and Tarkwa. Boundary: This metric is not restricted to a specific region or operation covering all Gold Fields’ direct operations in South Africa, Australia, Ghana and Peru*

[Add row]

**(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?**

	Products contain hazardous substances	Comment
	Select from: <input checked="" type="checkbox"/> No	Gold Fields produces gold and copper ore which do not contain any hazardous substances.

[Fixed row]

**(9.14) Do you classify any of your current products and/or services as low water impact?**

**(9.14.1) Products and/or services classified as low water impact**

Select from:

☒ No, and we do not plan to address this within the next two years

**(9.14.3) Primary reason for not classifying any of your current products and/or services as low water impact**

Select from:

☒ Important but not an immediate business priority

**(9.14.4) Please explain**

Gold Fields is committed to water and environmental stewardship. Accordingly, the group has implemented a wide range of low water impact measures across its operations. Gold Fields has not yet however developed the necessary criteria and thresholds which would be used to classify its products as low water impact. Work in this regard may be undertaken in future but is currently not an immediate business priority, given that gold mining is a water intensive process.

[Fixed row]

**(9.15) Do you have any water-related targets?**



Select from:

☒ Yes

**(9.15.1) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.**

	Target set in this category
Water pollution	Select from: <input checked="" type="checkbox"/> Yes
Water withdrawals	Select from: <input checked="" type="checkbox"/> Yes
Water, Sanitation, and Hygiene (WASH) services	Select from: <input checked="" type="checkbox"/> Yes
Other	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

**(9.15.2) Provide details of your water-related targets and the progress made.**

**Row 1**

**(9.15.2.1) Target reference number**

Select from:

☒ Target 1

**(9.15.2.2) Target coverage**

Select from:

☒ Organization-wide (direct operations only)

### (9.15.2.3) Category of target & Quantitative metric

#### Water withdrawals

☒ Reduction of water withdrawals from surface water

### (9.15.2.4) Date target was set

12/30/2021

### (9.15.2.5) End date of base year

12/30/2018

### (9.15.2.6) Base year figure

14.5

### (9.15.2.7) End date of target year

12/30/2030

### (9.15.2.8) Target year figure

7.98

### (9.15.2.9) Reporting year figure

8.8

### (9.15.2.10) Target status in reporting year

Select from:

☒ Underway

#### (9.15.2.11) % of target achieved relative to base year

87

#### (9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☒ Sustainable Development Goal 6

#### (9.15.2.13) Explain target coverage and identify any exclusions

*The target covers all of Gold Fields' operation and there are no exclusions. A main driver for setting this target is that Gold Fields recognises that water is a finite and shared resource. In particular, the group's mines in South Africa and Australia (as well as a project in Chile) are all located in water stressed regions. This target therefore contributes to water security in water stressed countries and regions and assists in addressing water security for host communities that share the common water resources.*

#### (9.15.2.14) Plan for achieving target, and progress made to the end of the reporting year

*In FY2023, Gold Fields reduced freshwater withdrawals to 8.8GL which is a 39% reduction from the baseline. We remain on track to achieve this target despite the acquisition of the Salares Norte mine and planned production to start in 2024. To full achieve this target further water recycling and water saving initiatives are planned. Progress was made in the reporting year due to lower production at South Deep and water saving initiatives at Tarkwa. Due to the capital nature of these initiatives and variations in production due to demand, the rate of progress towards this target is anticipated to vary year on year.*

#### (9.15.2.16) Further details of target

*The water withdrawals in this target are in Gigalitres and are only related to freshwater sources from both surface and groundwater sources in the catchment. The target amounts to a 45% reduction in freshwater withdrawals by 2030 from a 2018 base year. Gold Fields has achieved a 39% reduction which translates to 71% of the target achieved. This is in line with anticipated progress towards the target. This is a financial year target and is not part of a wider goal or target. This target will reduce our dependence on surrounding water resources minimising the impacts of any water related stresses and risks. The target also may result in opportunities for operational cost savings as a result of improved efficiencies. No specific standard was used in setting this target but Gold Fields considered what reductions were ambitious yet still achievable for our operations.*

Row 2

### (9.15.2.1) Target reference number

Select from:

☒ Target 2

### (9.15.2.2) Target coverage

Select from:

☒ Organization-wide (direct operations only)

### (9.15.2.3) Category of target & Quantitative metric

**Water recycling/reuse**

☒ Increase in water use met through recycling/reuse

### (9.15.2.4) Date target was set

12/30/2021

### (9.15.2.5) End date of base year

12/30/2018

### (9.15.2.6) Base year figure

66

### (9.15.2.7) End date of target year

12/30/2030

### (9.15.2.8) Target year figure

80

### (9.15.2.9) Reporting year figure

74

### (9.15.2.10) Target status in reporting year

Select from:

☒ Underway

### (9.15.2.11) % of target achieved relative to base year

57

### (9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☒ Sustainable Development Goal 6

### (9.15.2.13) Explain target coverage and identify any exclusions

*The target covers all of Gold Fields' operation and there are no exclusions. A main driver for setting this target is that Gold Fields recognises that water is a finite and shared resource. In particular, the group's mines in South Africa and Australia (as well as a project in Chile) are all located in water stressed regions. Climate change is likely to exacerbate the water stress in the regions. For example, in South Africa, it is predicted that climate change will be a driver that leads to increasing the dependency of host communities on Gold Fields for service provision, especially water provisioning. Thus, Gold Fields has increased its recycling targets beyond best-practice to ensure that there is sufficient water available to the host communities and other uses of the water resources.*

### (9.15.2.14) Plan for achieving target, and progress made to the end of the reporting year

*In FY23, the recycling rate was 74%, Gold Fields is still on track to achieving its 2030 target of 80% through additional planned water recycling projects. Due to the capital nature of these initiatives and variations in production due to demand, the rate of progress towards this target is anticipated to vary year on year.*

### (9.15.2.16) Further details of target

*The unit of measurement for this target is the % of water used that is recycled. The 2030 target is to reach 80% recycling. Gold Fields has achieved a recycling rate of 74% which translates to a 57% achievement of the target. This is aligned with the anticipated progress of this target. The target is a financial year target and does not form part of any wider goal or overarching target. The target will result in reduced dependence on surrounding water resources minimising the potential impacts of*

water related stresses and risks. Their may result in additional opportunities for cost savings related to reduced water operational expenditure. No specific standard was used in setting this target however Gold Fields considered what recycling rate was technically feasible at its operations while maintaining a sufficient level of ambition.

### Row 3

#### (9.15.2.1) Target reference number

Select from:

☒ Target 3

#### (9.15.2.2) Target coverage

Select from:

☒ Organization-wide (direct operations only)

#### (9.15.2.3) Category of target & Quantitative metric

##### Water pollution

☒ Increase in the proportion of wastewater that is safely treated

#### (9.15.2.4) Date target was set

12/30/2021

#### (9.15.2.5) End date of base year

12/30/2018

#### (9.15.2.6) Base year figure

100

#### (9.15.2.7) End date of target year

#### (9.15.2.8) Target year figure

100

#### (9.15.2.9) Reporting year figure

100

#### (9.15.2.10) Target status in reporting year

Select from:

☒ Achieved and maintained

#### (9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☒ Sustainable Development Goal 6

#### (9.15.2.13) Explain target coverage and identify any exclusions

*The target covers all of Gold Fields' operation and there are no exclusions. A main driver for setting this target is that Gold Fields recognises that water is a finite and shared resource. In particular, the group's mines in South Africa and Australia (as well as a project in Chile) are all located in water stressed regions. Climate change is likely to exacerbate the water stress in the regions. For example, in South Africa, it is predicted that climate change will be a driver that leads to increasing the dependency of host communities on Gold Fields for service provision, especially water provisioning. It is therefore critical that Gold Fields meets its recycling rate target by increasing the proportions of water that is treated.*

#### (9.15.2.15) Actions which contributed most to achieving or maintaining this target

*In FY23, the treatment rate remained at 100%, Gold Fields is still on track to achieving its 2030 target by maintaining this 100% treatment rate through additional water treatment projects to accommodate increased capacity requirements. The installation of several reverse osmosis plants such as the plant at the South Deep mine has ensured that the 100% treatment rate was maintained.*

#### (9.15.2.16) Further details of target

*The unit of measurement for this target is the % of water used that is treated. The 2030 target is to maintain 100% treatment. Gold Fields maintained the 100% treatment rate, thus the target has been 100% achieved and maintained. This is aligned with the anticipated progress of the target. The target is a financial year target and does not form part of any wider goal or overarching target. This target will result in ensuring that Gold Fields' operations do not negatively impact their surrounding communities access to water and ensure that there is no risk of exceeding the water discharge permit conditions. No specific standard was used in setting this target, Gold Fields' considered what target would ensure they remain within their water discharge permit conditions and thresholds.*

## Row 4

### (9.15.2.1) Target reference number

Select from:

☒ Target 4

### (9.15.2.2) Target coverage

Select from:

☒ Organization-wide (direct operations only)

### (9.15.2.3) Category of target & Quantitative metric

**Water, Sanitation, and Hygiene (WASH) services**

☒ Increase in the proportion of employees using safely managed drinking water services

### (9.15.2.4) Date target was set

12/30/2021

### (9.15.2.5) End date of base year

12/30/2018

### (9.15.2.6) Base year figure

100



#### (9.15.2.7) End date of target year

12/30/2030

#### (9.15.2.8) Target year figure

100

#### (9.15.2.9) Reporting year figure

100

#### (9.15.2.10) Target status in reporting year

Select from:

☒ Achieved and maintained

#### (9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☒ Sustainable Development Goal 6

#### (9.15.2.13) Explain target coverage and identify any exclusions

*The target covers all of Gold Fields' operation and there are no exclusions. This target ensures that all Gold Fields employees at 100% of our operations, have access to safe water which is critical for their health at the mine. Employee health is a critical issue relating to the continued operation of our mines and maintaining our social license to operate.*

#### (9.15.2.15) Actions which contributed most to achieving or maintaining this target

*In FY23, the access to WASH services remained at 100%, Gold Fields is still on track to achieving its 2030 target by maintaining this 100% access. Various water management initiatives such as water treatment plants ensure that Gold Fields can keep providing clean water to its employees.*

#### (9.15.2.16) Further details of target

*The unit of measurement for this target is the proportion of employees with access to adequate WASH services such as safe drinking water and sanitation. The 2030 target is to maintain 100% access to these services. Gold Fields ensured in the reporting year that 100% of their employees had access to WASH services which is aligned with the anticipated progress of this target. The target is a financial year target and does not form part of any wider goal or overarching target. The target ensures that Gold Fields maintains adherence to health and safety requirements at its operations and ensures their employees have access to clean water and other WASH services. No specific standard was used in setting this standard other than ensuring that Gold Fields maintains compliance with the relevant health and safety regulations applicable to our operations.*

*[Add row]*

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

	Targets in place
	Select from: <input checked="" type="checkbox"/> No, and we do not plan to within the next two years

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☒ Water

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Water security

☒ Water intensities of products and services

(13.1.1.3) Verification/assurance standard

## General standards

☒ ISAE 3000

### (13.1.1.4) Further details of the third-party verification/assurance process

*The water intensity of Gold Fields' operations are verified annually as part of our overall assurance processes. The scope covers all of our direct operations and reasonable assurance is provided. The water intensity is verified as it provides important operational information to Gold Fields to ensure accurate decision making.*

### (13.1.1.5) Attach verification/assurance evidence/report (optional)

*GFL Statement of Assurance.pdf*

## Row 2

### (13.1.1.1) Environmental issue for which data has been verified and/or assured

*Select all that apply*

☒ Water

### (13.1.1.2) Disclosure module and data verified and/or assured

#### Environmental performance – Water security

☒ Other data point in module 9, please specify :% water recycled

### (13.1.1.3) Verification/assurance standard

## General standards

☒ ISAE 3000

### (13.1.1.4) Further details of the third-party verification/assurance process

*The % of water recycled of Gold Fields' operations are verified annually as part of our overall assurance processes. The scope covers all of our direct operations and reasonable assurance is provided. The metric is verified as it provides important operational information to Gold Fields to ensure accurate decision making.*

#### (13.1.1.5) Attach verification/assurance evidence/report (optional)

*GFL Statement of Assurance.pdf*

### Row 3

#### (13.1.1.1) Environmental issue for which data has been verified and/or assured

*Select all that apply*

☒ Climate change

#### (13.1.1.2) Disclosure module and data verified and/or assured

##### **Environmental performance – Climate change**

☒ Electricity/Steam/Heat/Cooling consumption

#### (13.1.1.3) Verification/assurance standard

##### **General standards**

☒ ISAE 3000

#### (13.1.1.4) Further details of the third-party verification/assurance process

*The energy consumption of Gold Fields' operations are verified annually as part of our overall assurance processes. The scope covers all of our direct operations and reasonable assurance is provided. The energy consumption is verified as it provides important operational information to Gold Fields to ensure accurate decision making and highlights where significant reductions and operational cost savings can be achieved. Both fuel and electricity consumption is assured as part of this process.*

#### (13.1.1.5) Attach verification/assurance evidence/report (optional)

*GFL Statement of Assurance.pdf*

*[Add row]*

**(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.**

	Additional information
	Further information is in our annual reporting suite of documents

[Fixed row]

**(13.3) Provide the following information for the person that has signed off (approved) your CDP response.**

**(13.3.1) Job title**

*Exec. Vice President: Sustainability. Responsible for strategic leadership, with the board and executive management, strategy and policy. Equivalent to the Chief Sustainability Officer.*

**(13.3.2) Corresponding job category**

Select from:

☒ Chief Sustainability Officer (CSO)

[Fixed row]

**(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.**

Select from:

☒ No

