



GOLD FIELDS

2020

REPORT TO STAKEHOLDERS



ABOUT GOLD FIELDS




DELIVERING ENDURING VALUE IN PARTNERSHIP WITH OUR STAKEHOLDERS

ABOUT THIS REPORT


This is Gold Fields’ second Report to Stakeholders. Employees, shareholders and investors, our business partners, governments and communities have been identified as Gold Fields’ key stakeholders. This report seeks to outline, at a high level, the contributions we make to them and recent developments impacting the relationships. In a year dominated by the Covid-19 pandemic, we would be amiss if we did not highlight the contributions we have made to our stakeholders to support them in these difficult times.


Gold Fields is a globally diversified gold producer with nine operating mines in Australia, Peru, South Africa and Ghana (including the Asanko JV), as well as one project in Chile. The Company’s attributable annual gold-equivalent production is 2.24Moz and it has attributable gold-equivalent Mineral Resources of 116.0Moz and Mineral Reserves of 52.1Moz. Our shares are listed on the Johannesburg Stock Exchange and our American depositary shares trade on the New York Stock Exchange.



AUSTRALIA


Mines
St Ives, Granny Smith, Agnew and Gruyere (50%) in Western Australia – open pit and underground mines






GHANA


Mines
Tarkwa, Damang and Asanko (45%) – open pit mines






SOUTH AFRICA


Mine
South Deep – underground mine






PERU

Mine
Cerro Corona – gold, copper – open pit mine





CHILE

Project
Salares Norte




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CHIEF EXECUTIVE OFFICER'S STATEMENT



“Stakeholders have a substantial influence on mines’ ability to create value; it is through open, transparent and constructive relationships that we are able to grow the business and create opportunities for our stakeholders.”

“Delivering enduring value in partnership with our stakeholders.” This is a vision that underpins how we work. It seems self-evident. But for a long time the mining sector’s engagement with its key stakeholders was largely reactive, determined mainly by operational or regulatory requirements, and seeking to mitigate only our worst impacts.

That has changed. Gold Fields actively seeks the support of our stakeholders in ensuring that we receive and retain our regulatory approvals and social licence to operate. Stakeholders also have a substantial influence on mines’ ability to create value; it is through open, transparent and constructive relationships that we are able to grow the business and create opportunities for our stakeholders.

From my early perspective, having just joined the Company in April, it is clear that Gold Fields does create material benefits for its stakeholders. Since 2014, our total value creation has ranged between US\$2.4bn and US\$3bn a year in the form of payments to suppliers, salaries and wages to employees, taxes and royalties to governments, dividend and interest payments to capital providers, as well as investments in the socio-economic development (SED) of our host communities. The Group’s value distribution to national economies amounted to US\$2.85bn in 2020, compared with US\$2.58bn in 2019.

Gold Fields continues to focus on maximising host community economic impact. Of our total value creation during 2020, US\$676m – 28% – remained with our host communities. This is what we term “community value creation”, a term which seeks to capture our efforts to create enduring socio-economic value in the communities that host our mines.

We achieve community value creation by preferentially employing people from our host communities, prioritising procurement from community enterprises and channelling

our SED spend to these communities. Approximately 53% of our workforce – 8,752 people – is currently employed from our host communities. In addition, in 2020 we created 672 non-mining jobs through our community investment programmes. Of our total procurement – by far the biggest spending item at our mines – US\$536m, 29% of the total, was with suppliers or contractors from our host communities.

At the same time, we need to ensure that our mining activities do not adversely impact the environment around our operations that we and host communities depend on. Pleasingly, we recorded zero serious environmental incidents for the second year in a row – a good yardstick of our success in this area. Similarly, our high levels of water recycling and reuse limited our uptake of freshwater from our catchment areas, while our continued investment in renewable energy is one of the ways we limit our carbon emissions.

During 2020, we further strengthened our commitment to diversity and inclusivity within our workforce. We aim to have a workforce profile that reflects the demographics of the countries and communities in which we operate. While we have made progress in this regard – particularly at South Deep, where Historically Disadvantaged South Africans now comprise 73% of the workforce, and women 23% – we are falling short when it comes to broader gender diversity across the Company. Only 20% of our Group workforce and leadership teams are women.

The Covid-19 pandemic has, perhaps ironically, served as a catalyst to work more cooperatively with our stakeholders, especially trade unions, business partners, communities, industry peers and governments. With Covid-19 threatening the livelihoods of employees and the tax incomes of governments, we found greater common ground with these stakeholders. In most of the countries where we operate, governments declared mining an essential service, allowing us to continue operating when other sectors’ activities were curtailed. In return, we and other mining companies actively supported governments by sustaining mining revenue and providing facilities, health resources and much-needed funding.

We have consolidated our environmental, social and governance work into an ESG Charter to drive longer-term goals. Each of Gold Fields’ five strategic ESG priorities are directly related to stakeholders. These priorities are supported by a number of strategic intents, including:

- Increase women representation in the business and improve female representation in leadership and core mining roles
- Drive value to our host countries and communities through in-country and host community procurement and job creation

I am confident that later this year we will have matched these intents to detailed targets and timelines that will provide our stakeholders with a road map against which they can track our firm commitment to deliver enduring value.

You also have my commitment that Gold Fields will continue to report transparently on our progress, highlighting both our successes and the challenges that we will inevitably confront on this journey.

This, Gold Fields’ second Report to Stakeholders, is testament to this commitment.

Chris Griffith

CHAIRPERSON OF THE SOCIAL, ETHICS AND TRANSFORMATION (SET) COMMITTEE'S STATEMENT TO STAKEHOLDERS

Mining is an industry that has significant impacts on the countries and communities in which it operates. It is only right therefore that oversight of the relationships the business has with these stakeholders rests with the Board of Directors, and in particular its Social, Ethics and Transformation Committee.

Our most critical task is to ensure that Gold Fields “adopts a stakeholder-inclusive approach that balances the needs, interests and expectations of material stakeholders with the best interests of the Company”, as set out in the vision of the King IV Report on Corporate Governance. The Company’s Stakeholder Relationship and Engagement Policy, approved by the Board in 2020, seeks to translate this vision into specific commitments.

There are various facets to our stakeholder engagement strategies, depending on whether we are dealing with our employees, host communities, governments or business partners. Underpinning them is a common commitment to develop relations and trust, and to create enduring value for the Company and its stakeholders.

This commitment has come to the fore during the Covid-19 pandemic. Our people have not only ensured that our mines continue to run safely, profitably and sustainably, but that stakeholders, particularly our host communities, receive the support they need to deal with the pandemic. I would like to express my sincere condolences to the relatives, friends and colleagues of the 11 Gold Fields employees and contractors whom we have lost to Covid-19 to date.

We continue to focus on building a more diverse and inclusive workforce, with particular emphasis on employing more women, residents of our host communities and, in South Africa, historically disadvantaged people. A diversity and inclusion strategy was approved by the Board in 2019, which sets out our people goals for the next five years and which we will monitor closely.

This report outlines the significant benefits Gold Fields continues to create for its stakeholders. The Group’s value distribution to stakeholders has consistently totalled between US\$2.4bn



to US\$3bn per year since 2014, when we first started measuring. Within this metric a particular focus for the Company is creating enduring value in the host communities and partnering with them on a shared value basis. During 2020, US\$676m, or 28% of the US\$2.85bn in total value creation.

To put it into a longer-term context: over the past five years, Gold Fields has created over US\$3.54bn in community value, a significant investment in the economic wellbeing of our host communities and the estimated 435,000 people who reside there.

Carmen Letton

28 April 2021

GOVERNANCE AND MANAGEMENT

BOARD Responsibilities

The Board is ultimately responsible for oversight of the social, ethics and transformation (SET) strategy, performance, risks and opportunities. In this the Board is assisted predominantly by the Social, Ethics and Transformation (SET) committee. The Safety, Health and Sustainable Development (SHSD) and Risk committees also deal with SET matters.

Key focus areas during 2020

- The impact of Covid-19 on the Group, its employees and stakeholders
- Approved SHSD- and SET-recommended ESG policies and reporting

SET COMMITTEE

Responsibilities

Provides oversight on matters relating to social, ethics, security, labour, transformation, community, corruption, land (social context), human rights and stakeholder relationships to ensure the Company upholds the principles of good corporate citizenship and conducts its business in an ethical and sustainable manner.

Provides guidance to SET strategies and policies, and monitors SET performance within the relevant laws and regulations as well as voluntary standards and guidelines.

Focus areas during 2020

- Benchmarked Gold Fields’ ESG reporting and performance relative to its peers
- Approved and recommended stakeholder relationship and engagement, sustainable development, social media, harassment, employee wellness, and assessment policies for approval to the Board

SHSD COMMITTEE

Responsibilities

Provides guidance to SHSD strategies and policies, and monitors SHSD performance within the relevant laws and regulations as well as voluntary standards and guidelines.

Focus areas during 2020

- Benchmarked Gold Fields’ ESG reporting and performance relative to its peers
- Approved and recommended environmental, sustainable development, climate change and tailings management policies for approval to the Board
- Approved the updated health and safety strategy

RISK COMMITTEE

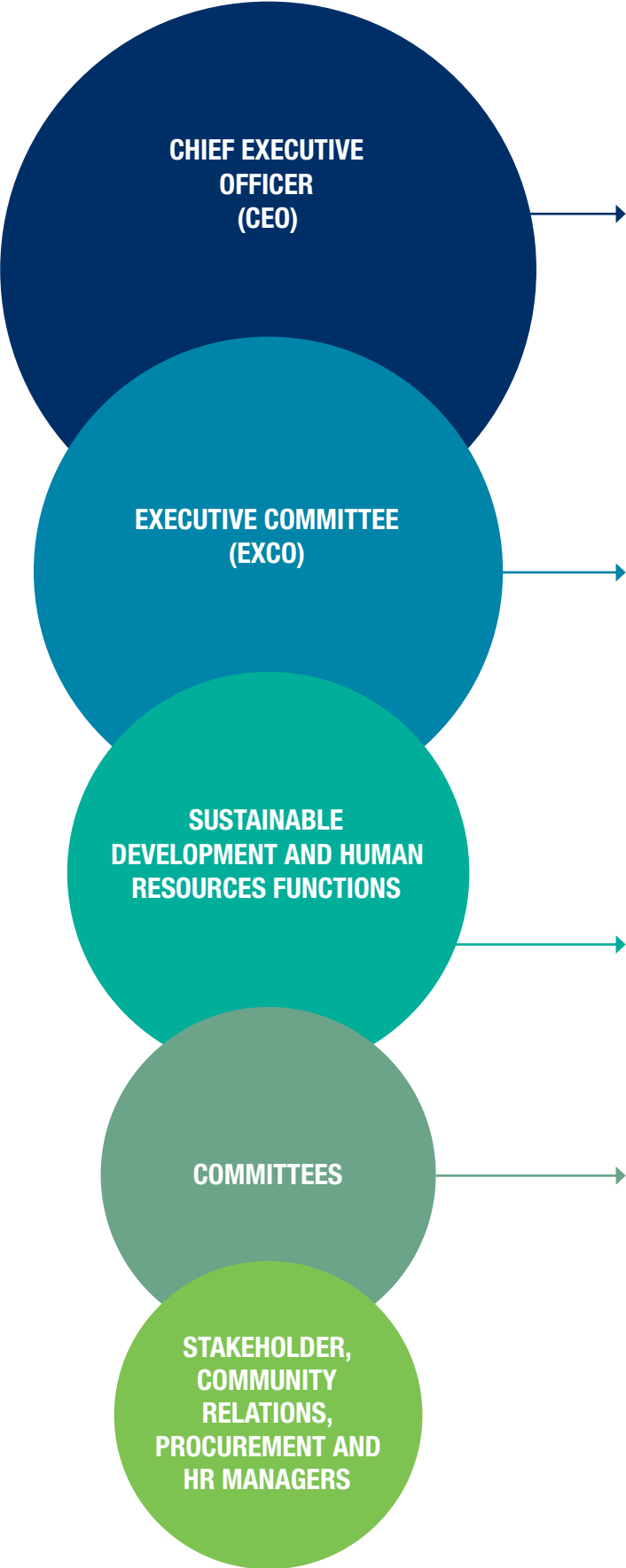
Responsibilities

Provides oversight on Group and operational risks, including ESG risks, through developing and identifying risks, vulnerabilities and opportunities facing the Company, and providing risk mitigation strategies.

Focus areas during 2020

- Consideration and approval of Group and regional risk registers, including SET-related risks
- Consideration and approval of combined assurance

GOVERNANCE AND MANAGEMENT CONTINUED



Gold Fields recognises the importance of governance as a business enabler, providing the framework in which we operate and how we operate as an ethical business. The tables below and on the previous page set out how we incorporate stakeholder relationships into our governance, strategy, business operations, enterprise risk management and reporting processes.

<div>Responsibilities The CEO is the conduit between the board and management and is responsible for the implementation of board-approved SET strategies and policies.</div> <div>SET-related incentives Stakeholder reputation-related deliverables, namely increased engagement with investors, employees, governments and communities, are included in the Group and Regional balanced scorecards. Engagement has increased over the 2018 to 2020 period for all stakeholders.</div>				
<div>Responsibilities Exco supports the Board by developing the SET-related policies for consideration and approval. It carries out the Board's mandate by ensuring the implementation of the Company's SET strategies, as well as related risk management plans. Exco also reviews the company's ESG performance against objectives and key performance indicators.</div> <div>Policies<ul style="list-style-type: none">• Stakeholder Relationship and Engagement Policy Statement was revised and updated during 2020.• Sustainable Development Policy Statement was revised and updated during 2020.• Social Media Policy Statement was revised and updated during 2020.• Harassment Policy was revised and updated during 2020.• Group Wellbeing Principles policy was developed and approved during 2020.• Community Policy Statement was approved in 2014. All regions have communication action plans for delivery of the Regional society and community charters and government action plans driving priority government engagements in 2020 and 2021.• Human Rights Policy Statement was revised and updated in 2018.• Group Diversity Policy was developed in 2017. Diversity and inclusion dashboard was developed and approved in 2020.</div> <div>Key focus areas during 2020<ul style="list-style-type: none">• Continued with the Sustainable Development positioning since 2016, from which the ESG Charter was developed.• Development of the ESG Charter, comprising 10 priorities, objectives and strategic intents, including shared value and diversity and inclusion. Detailed targets and timelines to be finalised, approved and publicised during 2021.</div> <div>Shared value and diversity and inclusion incentives All senior and middle management are incentivised with specific ESG targets since 2017, including host community value creation. From 2021 onwards a larger portion of incentives will be allocated to ESG goals, including diversity and inclusion. The same incentives as applied to the CEO are applied to Exco members.</div>				
The Sustainable Development and Human Resources functions contribute multi-disciplinary experts covering overarching SET strategies, sustainable development, shared value, stakeholder engagement, social licence to operate, diversity and inclusion, human rights performance and ESG reporting and assurance. These functions at Group level provide strategic guidance and support to the regions. The functions participate as members of various ICMM working groups, including community support, skills initiative, and security and human rights.				
<div>ESG steering committee The committee comprises EVPs for Sustainable Development, People and Organisational Effectiveness, Legal and Compliance, Investor Relations and Corporate Affairs, Business Development and Strategy and supporting senior managers. It aims to develop the ESG Charter, including objectives and strategic intents.</div>	<div>Stakeholder and Community Relations working group The working group comprises Group VPs for community relations and corporate affairs and regional and operational multi-disciplinary teams comprising sustainable development, community relations, and corporate affairs. It supports delivery of the community and government relations strategies and plans and provides a platform for the sharing of experience and knowledge within the group.</div>	<div>Host Community Procurement and Job Creation working group The working group comprises Group VPs for community relations and human resources and regional and operational multi-disciplinary teams including sustainable development, community relations, procurement, and human resources. It supports delivery of the host community value creation strategies and plans and provides a platform for the sharing of experience and knowledge within the group.</div>	<div>Human Resources steering committee This committee comprises the EVP People and Organisational Effectiveness, Group VPs for human resources, reward, performance, learning and talent and regional VPs. The committee supports the effective implementation of the People strategy and identifies annual priorities in line with the Group's strategic objectives.</div>	<div>Group SET committee The committee comprises CEO, Regional EVPs, EVPs for Sustainable Development, People and Organisational Effectiveness, Legal and Compliance, Investor Relations and Corporate Affairs, and supporting senior managers. It provides oversight on SET-related strategies, risks and performance.</div>

OUR COMMITMENT TO STAKEHOLDERS

To ensure that we meet current societal expectations and deliver enduring value in partnership with our stakeholders through our business activities, Gold Fields commits to these charters:



EMPLOYEES



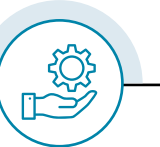
BUSINESS PARTNERS



COMMUNITIES



GOVERNMENT



CAPITAL PROVIDERS

To Gold Fields employees

A winning, safe and productive team



TO BE A COMPANY YOU CAN BE PROUD OF

- We live our Values and deliver on our promise
- We contribute to building our communities in a way that you can be proud of and we share the value we create with our communities in a way that sustains our business and the environment



TO CELEBRATE ACHIEVEMENT

- We celebrate the successes that you as an individual achieve as well as the successes of your team
- We recognise and reward your performance



TO TREAT YOU WITH RESPECT AND TO WORK WITH YOU TO ENSURE YOUR HEALTH AND SAFETY

- We treat you with respect and dignity
- We provide a safe and healthy work environment so that you can leave work each day to return to your loved ones, and live a well-balanced life



TO PROVIDE THE RIGHT DEVELOPMENT AND SUPPORT FOR YOU TO SUCCEED

- When you deliver, we provide you the opportunity to take on new challenges with the right development and support



WITH YOUR HELP, TO MAKE GOLD FIELDS "THE BEST PLACE TO WORK"

- Your contribution is critical for us to deliver on this promise
- We encourage and expect of you to live our values, to work collaboratively, and to do what is best for Gold Fields' enduring legacy

To our communities and governments

The most trusted and valued mining partner



TO BUILD STRONG RELATIONSHIPS AND TRUST

- We build strong relationships with our stakeholders, based on trust and open, honest and frequent engagement



TO CREATE AND SHARE VALUE

- To ensure that we leave an enduring, positive legacy for the communities in which we operate, we work with our stakeholders (shareholders, investors, employees, business partners, communities and governments) to create shared value



TO MEASURE OUR ACTIONS AND IMPACT

- We commit to put in place measures to gauge how we are performing against our commitments to create shared value, build communities and reduce our impact on the environment



TO DELIVER AGAINST OUR PROMISES

- We strive to reach a better understanding of all the relevant issues associated with our business, to co-create and deliver the right commitments to secure and maintain our Social Licence to Operate

To Gold Fields investors

A quality portfolio of producing and growth assets, providing superior returns on gold



TO BUILD A QUALITY PORTFOLIO OF PRODUCTIVE MINES AND ASSETS UNDER EXPLORATION AND DEVELOPMENT

- The quality of our asset portfolio is key to our success. What is most important, however, is our commitment to generate cash on a sustainable basis in order for us to meet our commitments to all our stakeholders



TO PROVIDE SUPERIOR RETURNS

- In order to be an appealing long-term investment we will deliver leverage to the gold price and attractive returns relative to our peers and the gold price



TO DELIVER ON OUR COMMITMENTS

- We seek to be judged on what we do rather than what we say. We will be clear and transparent on our strategy and the performance of our assets, and focus on achievements rather than on what we intend to do. To protect our credibility and integrity we will only make commitments that we can achieve

VALUE CREATION FOR OUR STAKEHOLDERS

The sustainability of our operations depends on mutually beneficial relationships with our key stakeholders. We therefore focus on constructive, transparent and open engagement which, we believe, will create enduring value for our stakeholders and the Company.

Sustainable gold mining is imperative for Gold Fields' longevity and key to being the company of choice for all our stakeholders – our workforce, government, businesses, capital providers and our communities. This means developing mines across the world, operating responsibly and profitably over life-of-mine and creating shared value for stakeholders.

The mining industry significantly impacts the countries and communities in which it operates. For Gold Fields, the stakeholders most material to our business are those who have a substantial influence on our ability to create value or secure our regulatory licenses, and those in our host communities who can influence our social licence to operate. We build relationships that are open, transparent and constructive, and actively engage with our key stakeholders on the issues they care about the most at the local level.

It is important that our local stakeholders receive material, real benefits from the mining activities taking place in their midst. Since 2013, our total value creation has ranked between US\$2.4bn – US\$3bn a year in the form of payments to suppliers, salaries and wages to employees, taxes and royalties to governments, dividend and interest payments to capital providers, as well as investments in socio-economic development (SED) in our host communities.

In addition, Gold Fields continues to focus on maximising in-country economic impact. Of our procurement spend, 96% is to in-country suppliers, while, on average, 86% of our employees are in-country nationals.

In recent years, our host communities have emerged as the most critical stakeholder for our mines, and their success is essential for our operational sustainability. In 2016 we commenced our

community value-creation programme, by creating jobs among our workforce for host community members, procuring goods and services from host community enterprises and investing in community projects, we deliver enduring value, while contributing to our communities' social and economic growth and development. Our cumulative host community value creation from 2016 – 2020 was US\$3.54bn.

The ability to fulfil our commitment to stakeholders requires that we operate sustainably and profitably. Above all, we require the highest levels of corporate governance and compliance. This is essential given the long-term, capital-intensive nature of our mining projects, as well as the, at times, challenging social and political contexts in which we operate.

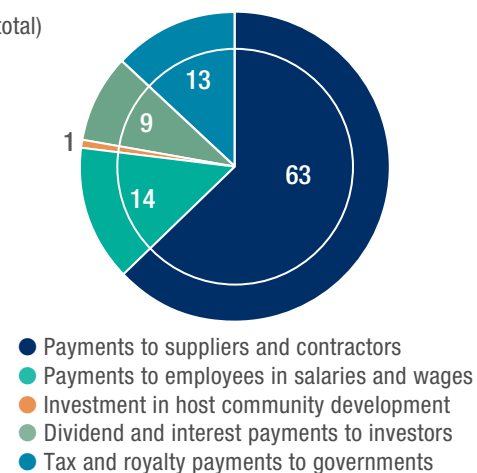
Regulatory licences are issued by all levels of governments of the countries we operate in, and requires, first and foremost, good corporate citizenship from Gold Fields in terms of adherence to all relevant legislation. This includes the payment of taxes and other levies, as well as a robust governance and compliance approach. By building strong relationships with our stakeholders, we ensure that we operate beyond pure compliance.

During 2020, Gold Fields' total value distribution to our stakeholders was US\$2.85bn (2019: US\$2.58bn), in the form of payments to governments, capital providers, communities, businesses and our workforce. Over 90% of the value created remains in the countries of operation and increasingly in the communities that host our mines and projects.

The graphs below show our value creation during 2020, broken down by stakeholders and regions:

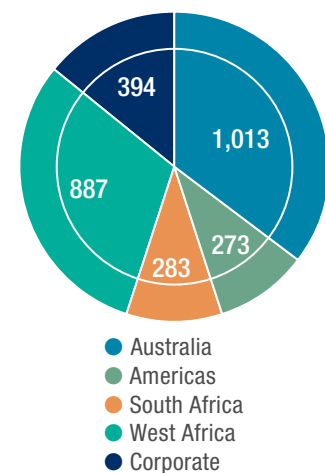
TOTAL VALUE CREATION BY STAKEHOLDERS – 2020

(% of total)



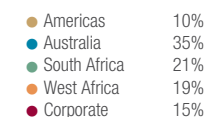
TOTAL VALUE CREATION BY REGION – 2020

(US\$m)



Employees

VALUE DISTRIBUTION PER REGION



PAYMENTS INCLUDE

salaries and wages, benefits and bonuses.

US\$412m

paid in salaries and benefits

53%

host community employment

KEY CONCERNS AND EXPECTATIONS

- Learning and development
- Performance management
- Competitive remuneration and benefits
- Job security amid Covid-19
- An inclusive and enabling culture with opportunities for innovation
- Safe and healthy working environments
- A company that is ethical and sustainable

VALUE CREATED FOR EMPLOYEES IN RESPONSE TO THEIR KEY CONCERNS AND EXPECTATIONS

- Paid competitive salaries with a strong performance-based component
- Optimised business processes and operational efficiencies
- Continued to implement modern working practices to facilitate greater work-life balance
- Cultivated a stringent safety and health culture

For more information, refer to p56 of the IAR.

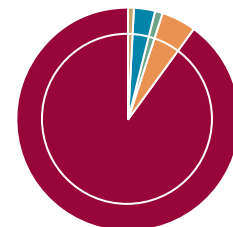
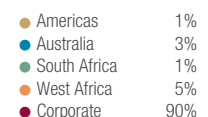
HOW WE SUPPORTED OUR EMPLOYEES DURING COVID-19

- Paid all our employees their base salaries
- Provided testing and quarantine facilities
- Enabled office and administrative staff to work from home
- Enabled older employees and those with comorbidities to work from home at all times
- Instituted flexi-time working arrangements
- Reduced international and regional travel
- Implemented standard operating procedures once employees started returning to offices
- Imposed mandatory social distancing, sanitation and mask-wearing practices at our sites and offices
- Established a dedicated Covid-19 information portal
- Offered mental health support programmes



Capital providers

VALUE DISTRIBUTION PER REGION



Number of engagements in 2020: 508 (2019: 481)

PAYMENTS INCLUDE

interest and dividend payments.

US\$253m

paid to the providers of debt and equity capital

Reduced net debt by

US\$595m

KEY CONCERNS AND EXPECTATIONS

- Sustainable returns on investment
- A strong balance sheet
- Execution of Gold Fields' strategy
- Sound and ethical leadership
- Succession planning for executive management
- Strong ESG performance

VALUE CREATED FOR CAPITAL PROVIDERS IN RESPONSE TO THEIR KEY CONCERNS AND EXPECTATIONS

- Developed and maintained a strong portfolio of mines
- Damang Reinvestment project and Gruyere provide solid returns
- Identified and appointed new CEO
- Continued to fund the development, maintenance and growth of our operations
- Improved share price and increased dividends
- Reduced net debt and maintained strong balance sheet

For more information, refer to p74 of the IAR.

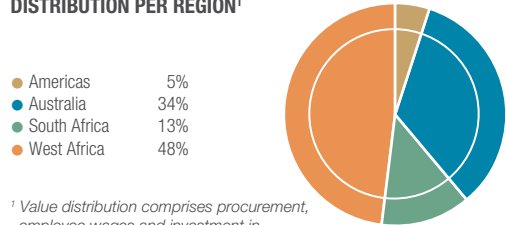
HOW WE SUPPORTED OUR CAPITAL PROVIDERS DURING COVID-19

- Limited the impact of the pandemic on our operational performance

VALUE CREATION FOR OUR STAKEHOLDERS CONTINUED

Host Communities

TOTAL COMMUNITY VALUE DISTRIBUTION PER REGION¹



¹ Value distribution comprises procurement, employee wages and investment in socio-economic development (SED)

Number of engagements in 2020: 658 (2019: 364)

PAYMENTS INCLUDE
procurement, employee wages and investment in SED.

US\$17m
invested in SED

US\$536m
spent on host community procurement

US\$123m
spent on host community employee wages

Total: US\$676m

KEY CONCERNS AND EXPECTATIONS

- Employment and procurement opportunities
- Skills and enterprise development
- Environmental rehabilitation
- Community investment
- Protection of heritage sites
- Respect for human rights

VALUE CREATED FOR COMMUNITIES IN RESPONSE TO THEIR KEY CONCERNS AND EXPECTATIONS

- Roll-out of Shared Value projects and host community initiatives have increased the percentage of value distributed to host communities to 28% of total value created by Gold Fields
- Created jobs and business opportunities through host community procurement
- Unlocked opportunities for host community employment in the mines, their contractors and suppliers, their suppliers, and non-mining sectors
- Invested in integrated community development, including health and wellbeing, environment and infrastructure
- Expanded skills base in host community by unlocking education and training opportunities

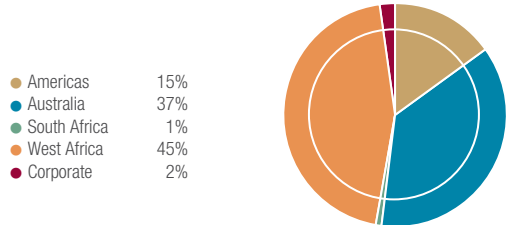
For more information, refer to p81 of the IAR.

HOW WE SUPPORTED OUR COMMUNITIES DURING COVID-19

- Donated to government and industry response funds
- Donated medical equipment to local hospitals and clinics
- Distributed personal protective equipment to host communities
- Distributed food to vulnerable people
- Donated sanitising materials and equipment to local government to curb the spread of Covid-19
- Launched radio and television campaigns to raise awareness and dispel myths around the virus

Governments

VALUE DISTRIBUTION PER REGION



Number of engagements in 2020: 1,011 (2019: 899)

PAYMENTS INCLUDE
mining royalties and land-use payments, taxes, duties and levies.

US\$381m
paid in taxes and royalties

US\$22m
paid to the Ghana government in dividends relating to its 10% stake in each of Damang and Tarkwa

KEY CONCERNS AND EXPECTATIONS

- Adherence to relevant legislation
- Compliance with safety, health and environmental regulations
- Protection of and respect for human rights
- Payment of taxes and other levies
- In-country employment and procurement
- Investments in SED projects in host communities

VALUE CREATED FOR GOVERNMENTS IN RESPONSE TO THEIR KEY CONCERNS AND EXPECTATIONS

- Over 96% of procurement is sourced from companies within the countries of operation
- Over 86% of employees are nationals of the countries of operation
- Paid royalties and taxes to host governments that, if utilised appropriately, can enable them to develop critical infrastructure
- Invested in SED projects that also grow and sustain non-mining jobs

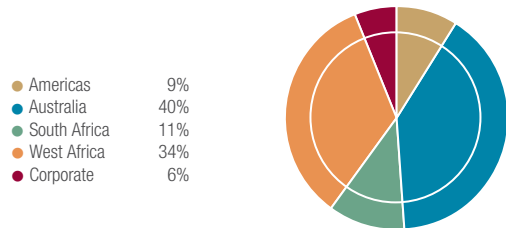
For more information, refer to p92 of the IAR.

HOW WE SUPPORTED GOVERNMENTS DURING COVID-19

- Adhered to all government regulations and protocols
- Donated to government or industry response funds
- Donated medical equipment to government run hospitals and clinics
- Engaged directly with host governments to raise awareness within host communities
- Assisted local government efforts such as street sanitation

Business partners (contractors and suppliers)

VALUE DISTRIBUTION PER REGION



PAYMENTS INCLUDE
operations and capital procurement.

US\$1,786m
paid to suppliers and contractors

29%
of mine operational and capital spend (excluding utilities) is with host community firms

KEY CONCERNS AND EXPECTATIONS

- In-country and host community procurement of goods and services
- Investment in enterprise and supplier development
- Sustainable materials and supply chain stewardship
- Sustainable and value-driven relationships

VALUE CREATED FOR BUSINESS PARTNERS IN RESPONSE TO THEIR KEY CONCERNS AND EXPECTATIONS

- 96% of total procurement spend is from in-country businesses
- US\$536m of total procurement spend by our mines – 29% of total – was spent on suppliers and contractors from our host communities
- Included all business partners in our health and safety management systems
- Provided suppliers in Australia with a toolkit on the Modern Slavery Act 2018

For more information, refer to p84 of the IAR.

HOW WE SUPPORTED OUR BUSINESS PARTNERS DURING COVID-19

- Provided contractor employees with access to our testing and quarantine facilities
- Imposed mandatory social distancing, sanitation and mask-wearing practices at our sites and offices
- Included them in our communication campaigns around Covid-19 programmes
- Paid small, medium and micro-enterprise (SMMs) providers and contractors during South Deep's closure and salaries to mineworkers during the national lockdown (in South Africa)
- Committed to paying SMMs within 30 days of delivery of goods and/or services (in South Africa)



Providing IT equipment to high school students, Tarkwa, Ghana

STAKEHOLDER RISKS

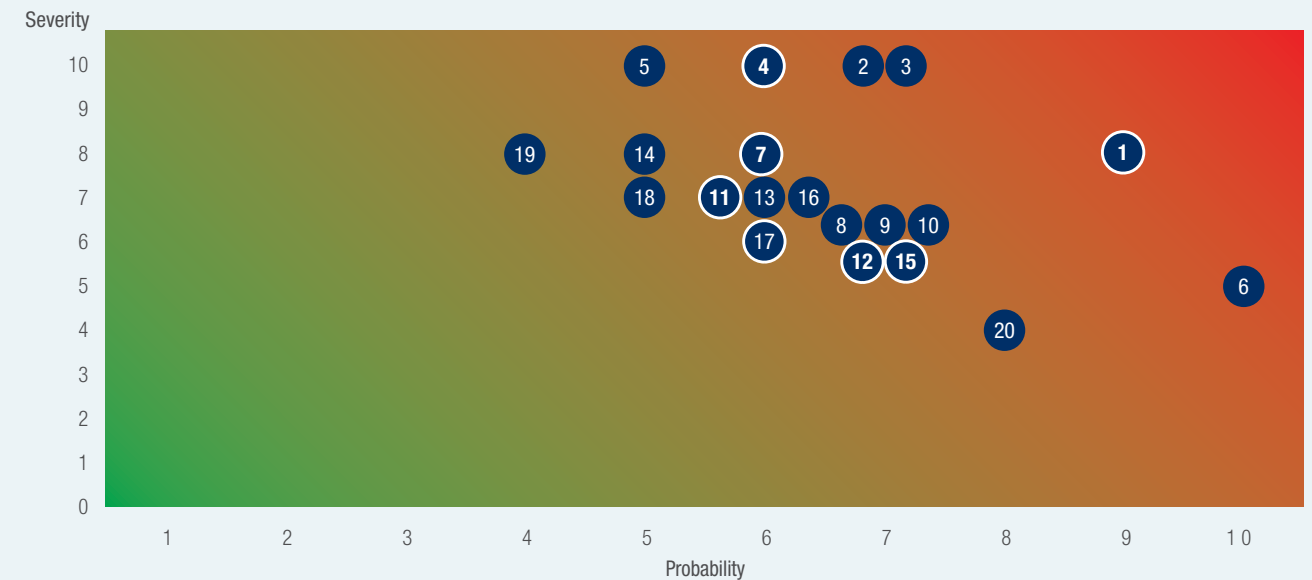
Assessing the risks to Gold Fields' sustainability is a collective effort by management at Group, regional and operational levels. This, along with identifying the appropriate mitigating actions, is a critical internal management tool to reduce the potential impacts of identified risks significantly.

Risk mitigations are included in the annual Group performance scorecard and cascaded down to the performance scorecards of management employees at regional and operational levels. The formal risk review process starts during management's annual strategic planning sessions, where strategic and

emerging risks, as well as macro-trends, are analysed as part of developing the Company's risk register and mitigating actions. These are reviewed and updated quarterly and presented to the Board's Risk Committee twice a year for verification. As a global company, we continue to be shaped by the external dynamics in the regions where we operate. We closely observe longer-term strategic and emerging risks, prioritising them as needed and adjusting our mitigation actions accordingly to protect the sustainability of our business. For more information, refer to page 42 of the IAR.

RISKS	MITIGATING ACTIONS
1 (2019: new risk) COVID-19 The impact of Covid-19 on our employees, communities and business plan	Our mines adhere strictly to the recommendations of the World Health Organization (WHO) as well as country-specific regulations, government decrees and protocols. Furthermore, we circulate hygiene awareness campaigns, implement social distancing programmes, and screen, test and monitor our employees across the Group. More recently, we started collaborating with governments to secure vaccines for our workforce while also providing infrastructure and know-how for the roll-out of their vaccination plans. We are also looking at ways of entrenching "new normal" such as remote working and restricted travel in our ways of working.
4 (2019: 3) RESOURCE NATIONALISM Resource nationalism, regulatory uncertainty and government imposts	Gold Fields, on its own and in conjunction with its peers, seeks to address the trust gap that often exists between government and miners. Our government action plants rely on strengthened engagement with governments at all levels, continued roll-out of Shared Value projects that benefit host communities and improved communication on the socio-economic benefits of mining for host countries and host communities. Legal actions are only considered as a last resort and then mostly with our peers in a country of operation. The Board is appraised of social and political risks annually through external reports.
7 (2019: 6) SAFETY Safety and health of our employees, including occupational illnesses	The safety, health and wellbeing of our employees is paramount. With safety as our number one priority, we continuously review and upgrade our safety systems, cultures and programmes. In 2019, we implemented our Courageous Safety Leadership programme throughout the Group, which is complemented by critical controls, behaviour-based safety and Visible Felt Leadership programmes in all our regions. All operations are certified to the leading ISO 45001 health and safety standard.
11 (2019: 12) SOCIAL LICENCE Impact on social licence and relationships with host community	We continue to strengthen the relationships with our host communities through enhanced stakeholder engagement and community relations programmes. Furthermore, we continue to invest in Shared Value projects that benefit our operations and host communities in Ghana, Peru, Chile and South Africa. This focuses on host community employment, procurement and SED investments. In Australia, we developed an Indigenous Peoples framework and strategy for approval and implementation, as well as a Reconciliation Action Plan (RAP) to guide relations with and create opportunities for Indigenous Peoples at our mines.
12 (2019: 7) SKILLS Attraction and retention of skills	Gold Fields' business depends on fit-for-purpose human resource structures to meet operational requirements. We focus on developing a high-performance culture through our performance management system and by having the appropriate succession plans and talent reviews in place. Above all, we seek to provide competitive and incentive-focused remuneration packages that attract and retain sought after skills. We have also developed and implemented a diversity and inclusion dashboard, to track our progress in building a more diverse workforce.
15 (2019: 15) GHANA CONTRACTORS Challenges with local mining contractors in Ghana	We are working closely with the two Ghanaian mining contractors at our Tarkwa and Damang operations to ensure that they meet their contractual obligations to the mines while at the same time remaining financially sound. This has required renegotiations of their contracts and bringing in OEMs to provide technical assistance for fleet maintenance, as well as financial support to provide debt relief and to procure additional fleet.
17 (2019: not ranked) POLITICAL RISKS Political uncertainty in the areas where we operate	Our strategy of geographic de-risking towards mining-friendly jurisdictions ensures that we operate in countries in which political risks are limited in the first place. Continuous engagement with our host communities and governments, either directly or through industry associations, is a primary tool in seeking to address emerging political risks. We conduct political risk assessments on a regular basis in all the countries in which we operate.

Top 20 Group risks and opportunities in 2020



EMERGING GLOBAL TRENDS ¹	CONTEXT	STRATEGIC RESPONSES TO STRENGTHEN OUR FUTURE MARKET POSITION
1 UBIQUITY OF TECHNOLOGY	Tech-led mining will continue to disrupt business as we know it today, and while the expectation is that these disruptive technologies could make our lives easier, it also leads to new and emerging risks to our business.	<ul style="list-style-type: none"> Investing in data innovation to enable real-time decision control and decision making Integrating data across our value chain using real-time data platforms Retraining and reskilling our workforce across the Group – including those employees from our host communities Implementing Gold Fields' innovation and technology (I&T) strategy to improve safety, productivity and lower cost Leveraging the opportunity to transition to a virtual working environment to attract employees in the technology field without the need for relocation
2 EXTREME CLIMATE CHANGE EVENTS	The concern for global environmental degradation continues to increase significantly. Our impact on the planet are becoming more evident – heat records across the world are broken regularly, the effects of which are detrimental to native fauna and flora. The pressure to accelerate to a low-carbon economy is becoming increasingly important. Globally, 26 banks are no longer providing direct financing for new coal plant projects. Similarly, mining companies are recognising the importance of reducing their carbon emissions to slow down climate change.	<ul style="list-style-type: none"> Setting time-bound (2030) targets with an accompanying roadmap for biodiversity Aligning conservation efforts with climate resilience Quantifying the financial value of natural resources, as well as our impact on them
3 NEW BAROMETER OF ETHICS	The Covid-19 pandemic, which led to high levels of joblessness, has substantially accelerated the erosion of trust around the world and raised increased attention on how companies treat their employees. Furthermore, stakeholders increasingly link being a good employer to being a good business overall, with a company's treatment of its employees as a barometer of trust.	<ul style="list-style-type: none"> Collaborating with key stakeholders to improve the general social perception of mining, and effectively applying the principles of a green and circular economy Integrating our social licence to operate and social performance into business decision making, ensuring it becomes as important as protecting the health and safety of our employees
4 CAPITALISM REFORMS	There is an increased urgency for businesses to be more responsible than ever before. This requires a renewed focus on purpose and a move away from maximising shareholder value to solving the problems of people and planet profitably. Corporate action is required to transform our current landscape into one that is more inclusive and cohesive by focusing on fairer market outcomes, investments that advance shared goals, and harnessing the innovations of the Fourth Industrial Revolution.	<ul style="list-style-type: none"> Continue linking remuneration to environmental, social and governance (ESG) performance metrics to incentivise change More continuous stakeholder interactions, including non-governmental organisations (NGOs) Open and transparent communication with our key stakeholders and the general public to further strengthen our reputation Enhancing the compelling narrative on the importance of ESG to attract the next purpose-driven generation
5 RADICAL TRANSPARENCY	The importance of risks relating to the regulatory landscape, including compliance, are expected to significantly increase over the next few years. Trust in all information sources is at a record low, and pressure from stakeholders is driving an enhanced focus on transparency and ethical supply chains. It is essential that companies embrace digital technologies to keep up with increasingly stringent regulations, as well as customers' expectations for transparency and disclosure.	<ul style="list-style-type: none"> Developing data platforms that provide real-time data accessible to outside stakeholders Reinforcing confidence in Gold Fields as a mining company by complying with all regulatory requirements Subscribing to transparency-focused initiatives, including EITI, Publish What you Pay (for taxation) and Transparency International Complying with best practice disclosure practices, including the Global Industry Standard on Tailings Management (GISTM)

¹ ICMM in partnership with Brodie Consulting

PROFILE OF OUR WORKFORCE



In a year dominated by the Covid-19 pandemic, keeping our people safe, healthy and productive was our driving focus. We also advanced our diversity and inclusion strategy, implemented new ways of working as part of our drive to attract, develop and retain top skills, and continued to maximise the number of employees from our host communities.

Gold Fields’ workforce of 18,412 people comprises over two-thirds (69%) contractors – significantly higher than 2019 as a result of the construction of our Salares Norte mine in Chile, which is almost exclusively carried out by contracted firms. Beyond this, the composition of the key demographic groups among our workforce remained stable during 2020 when compared with previous years. Women make up 20% of our total Group workforce and 21% of our leadership positions. In total, 73% of employees in South Africa are Historically Disadvantaged Persons (HDPs) and just 2.8% of employees at our Ghanaian mines are expatriates.

One of the most significant restructuring exercises in Gold Fields over the past two years was the reduction of South Deep’s workforce in 2018 and 2019 following Section 189 retrenchments. This significantly changed the workforce profile, and South Deep now has a leaner team in line with the requirements of a mechanised mine. Furthermore, as we continue to build the required skills set for a mechanised mine, there has been a marked improvement in productivity per employee to 303 tonnes/employee from 286 tonnes/employee in 2019.

The Group’s focus on host community employment also changed our workforce profile, and host community members comprise 53% of our workforce (2019: 55%). Importantly, this aligns with our strategy of creating value for the communities in the regions where we operate. More information on host community employment is in the regional sections of this report and p84-85 of the IAR.

WORKFORCE BY GROUP AND REGION (END-DECEMBER)

	Total workforce	Employees		Contractors		Proportion of Nationals ¹
	2020	2020	2019	2020	2019	2020
Americas	4,268	568	545	3,700	2,862	98%
Australia	2,998	1,668	1,657	1,330	1,266	78%
South Africa	4,027	2,226	2,310	1,801	1,674	84%
West Africa	7,003	1,063	1,046	5,940	6,198	99%
Corporate	116	116	97	—	1	75%
Total	18,412	5,641	5,655	12,771	12,001	86%

¹ Employees only

KEY WORKFORCE STATISTICS



86% or 4,869
people of our employees are nationals of the countries in which we operate

53% or 8,752

people of our employees and contractors live in our host communities



20% of our workforce – both overall and 21% in leadership positions – are female, one of the higher levels in the industry



73% HDPs² employees (in South Africa)
51% HDPs² employees in senior management (in South Africa)



² Historically Disadvantaged Persons (HDPs)

PROFILE OF OUR COMMUNITIES



Our host communities are one of Gold Fields’ most important stakeholder groups – their support underpins our social licence to operate which, in turn, impacts our ability to generate and distribute enduring value. Our Group Community Policy Statement sets out our commitment to develop mutually beneficial relationships with our host communities through transparent and constructive engagements, which are based on shared respect and trust.

Host communities are defined as those people living within the vicinity of our operations who have been or could be directly affected by our exploration, construction or operational activities, and who have a reasonable expectation of our duties and obligations as the mining operator. Each operation within the Group identifies their host communities to secure both their legal mining and social licence to operate. In total, some 460,000 people live in 60 communities surrounding our eight mines.

At Gold Fields, a strong social licence to operate is a prerequisite for generating enduring value for stakeholders. This approach is underpinned by building strong relationships and trust, creating and sharing value, measuring our actions and input, and delivering against our commitments.

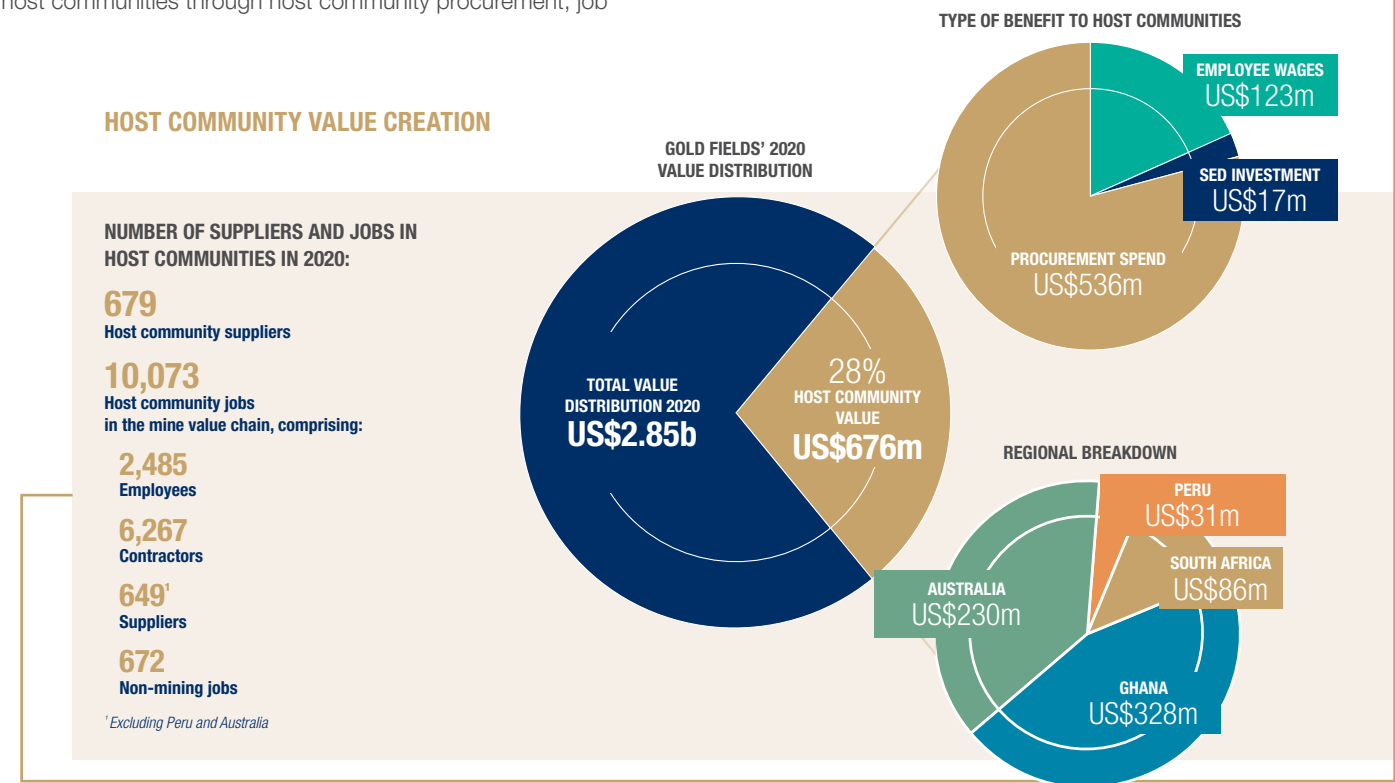
In 2016, in addition to creating in-country economic impact, we also started an initiative aimed at creating benefits for our host communities through host community procurement, job

creation, socio-economic development (SED) and environmental management strategies.

Through these programmes we deliver enduring value, while contributing to our communities’ social and economic growth and development. Our cumulative host community value creation from 2016 – 2020 was US\$3.54bn. Based on our analysis, of the US\$2.85bn in value created during 2020, US\$676m, 28% of the total, remained with our host communities as shown in the infographic below.

The outbreak of the Covid-19 pandemic has exacerbated economic hardships in our host communities, who now increasingly expect that our mines will help alleviate their burdens by providing economic or other assistance. The circumstances of this past year have reinforced our awareness of our communities’ priority needs. We believe that the greatest socio-economic benefit we can have on our host communities is to create value by addressing the following priority needs:

- Employment, particularly for youth
- Skills and enterprise development
- Infrastructure, such as education, healthcare, water facilities and roads
- Environmental rehabilitation



PROFILE OF OUR COMMUNITIES CONTINUED

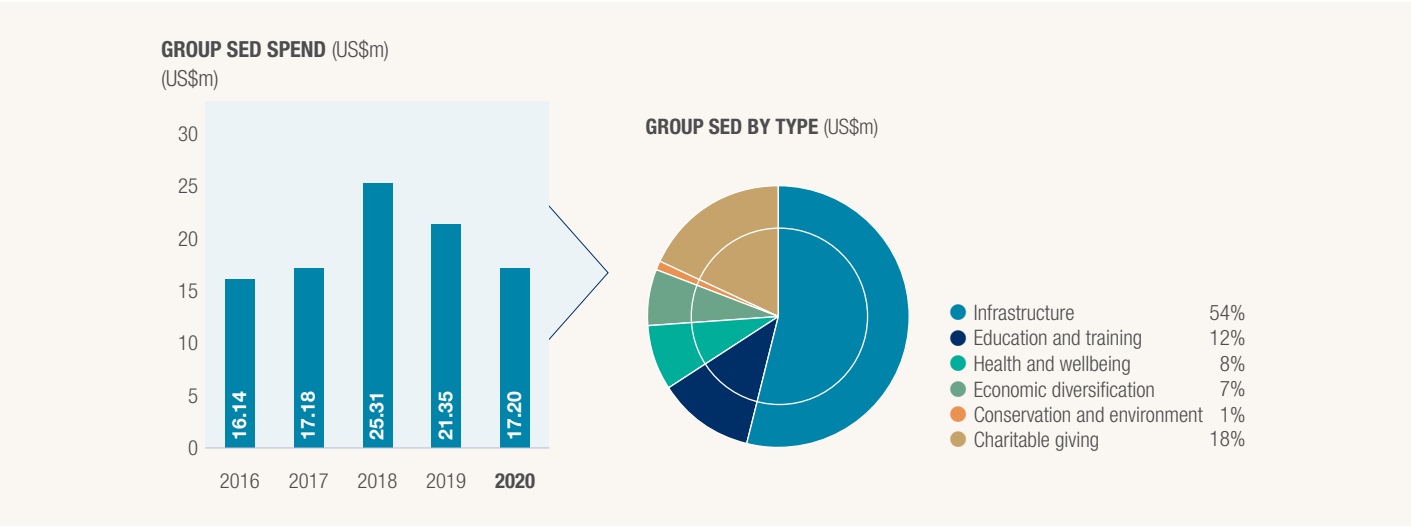
By creating socio-economic benefits through our shared value programmes – particularly host community employment and procurement – we build the foundation for long-term community value creation that should continue beyond mine closure. The trends in both in-country and host community employment and procurement are depicted in the adjacent graphs.

We invested US\$17m in SED projects in our host communities during 2020 (2019: US\$22m), with the decline attributable to the impact of the pandemic. Our mines have dedicated SED investment funds delivered directly or through our Trusts and foundations. Our mines also partner with host governments, donors and NGOs.

We also believe that our tax and royalty payments – if used properly – allow governments to develop critical infrastructure for the country and host communities.

Our regions regularly conduct independent assessments to measure the strength of our relationships with host communities. Over the years, we have seen a positive upward trend in company - community relationship at our operations, as reflected by the headline findings below.

GROUP SOCIAL AND ECONOMIC DEVELOPMENT (SED) TRENDS



MEASURING OUR RELATIONSHIPS

PERU

Community acceptance improved from 5% in 2012 to: 7% in 2014; 32% in 2016; and 48% in 2019.

SOUTH AFRICA

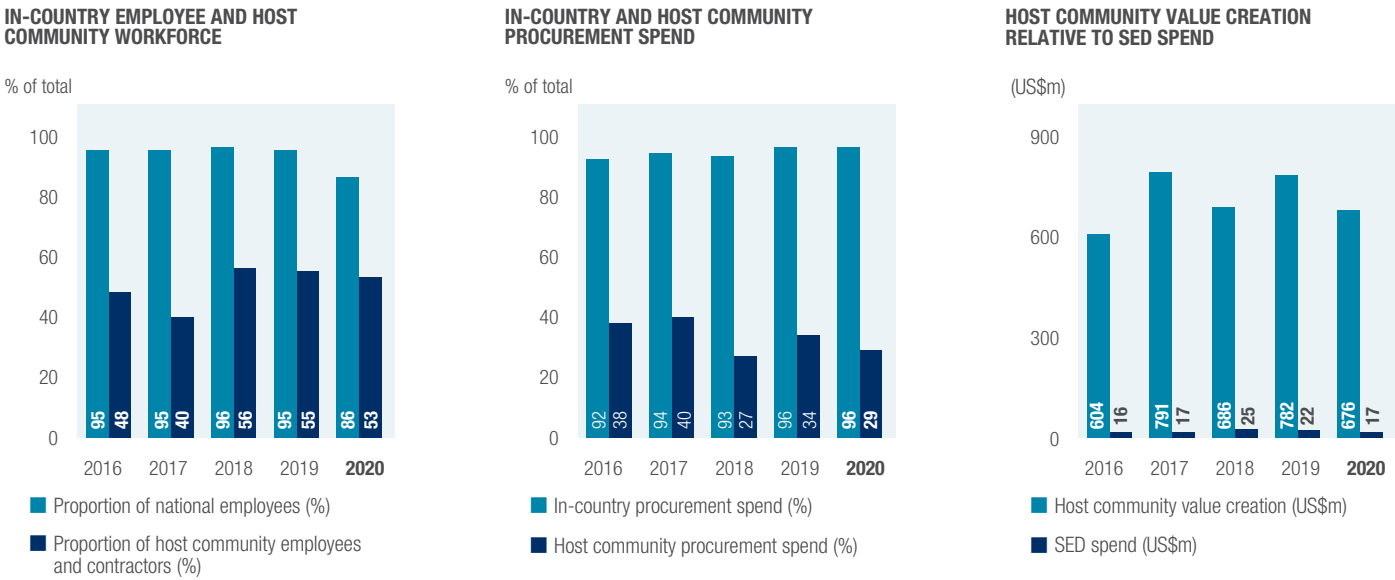
Community support increased from 33% in 2015 to: 52% in 2017; 62% in 2019 (three communities measured); and 61% in 2020 (five communities measured).

GHANA

Strong community support with a 2015 relationship index of:

- 73% at Damang
- 78% at Tarkwa

UNLOCKING VALUE IN OUR HOST COMMUNITIES



BENEFITS TO OUR HOST COMMUNITIES (2020)

US\$676m
in value creation through procurement, wages and SED spend,
28% of total

US\$536m
of our procurement,
29% of total, was spent in our host communities with
679 suppliers

10,073
in host community jobs, comprising
2,485 employees
6,267 contractors
649 suppliers¹
672 non-mining jobs









53% or 8,752
people of our workforce are employed from our host communities - up from 40% in 2017

¹ Excluding Peru and Australia, who have not started to measure this



A local library kitted out and funded by the Gold Fields Ghana Foundation

OUR COVID-19 INTERVENTIONS

IMPACT ON OUR PEOPLE (Cumulative up to 26/04/2021)	Americas	Australia	South Africa	West Africa	Group
 Tested	70,622	17	16,883	6,065	93,587
 Positive	1,701	–	1,080	641	3,422
 Negative	68,908	17	15,802	5,424	90,151
 Awaiting results	13	–	1	–	14
 Active cases	66	–	16	17	99
 In hospital	6	–	2	1	9
 Recovered	1,632	–	1,056	624	3,312
 Died	3	–	8	–	11

OUR INTERNAL PROGRAMMES

Since the start of the pandemic in March 2020, a Group Exco Covid-19 crisis management team has met regularly to coordinate actions and strategies to mitigate the impact of the pandemic on operations. Regular meetings of the Risk Committee of the Board have also been held to provide governance oversight.

Support to employees and contractors, with particular attention to their health, wellness and mental wellbeing, has been a focus. Regional and site committees have performed similar roles.

Key activities to ensure safe operations include:

- Strict adherence to all government regulations/protocols
- Closure of offices and imposition of travel restrictions
- Standard operating procedures on return to work
- Social distancing, sanitisation and mask-wearing mandatory
- Regular communication to employees about Covid-19, assisting them to work remotely and how to deal with the fall-out of the pandemic
- Dedicated Covid-19 information portal
- Social media awareness and return-to-work communication campaigns for employees, contractors and others
- Mental health support programmes

OUR RESPONSE TO COMMUNITIES AND GOVERNMENTS






Our operations continue to actively support host communities and governments in their efforts to control the Covid-19 pandemic and assist those that have been impacted by it. We tailored the support we provided to each country's unique circumstances, while also collaborating with our business partners and peers.

During 2020, our mines donated well over US\$3m in medical and sanitary equipment, health resources and other services, and much need funding to host communities and governments.

Our support to communities included:

- Donations to government/industry response funds.
- Donations of medical equipment
- Distribution of food/meals to vulnerable people
- Supporting local government efforts such as street sanitisation
- Distribution of masks, sanitisers, education leaflets and videos
- Radio and TV campaigns to educate, raise awareness, dispel myths and prevent stigmatisation and gender-based violence
- Working with our peers in host communities

RESPOND AND RECOVER – SHORT-TERM ACTIONS

-  AngloGold Ashanti, Gold Fields, Harmony and Sibanye-Stillwater This is Gold community radio Covid-19 awareness campaign
-  **Gold Fields** developed a public Covid-19 portal, South Deep produced a Covid-19 video for children, and Ghana and Peru ran video and TV campaigns
-  The South Deep mine paid small, medium and micro-enterprises (SMMEs) providers and contractors during the mine's closure and salaries to mineworkers during lockdown
-  **Gold Fields'** Exco donated a third of their salaries for three months to South Africa's Solidarity Fund. Employees donated a salary percentage to the same fund or similar charitable initiatives
-  **Gold Fields** is supporting host governments in their programmes and initiatives to mitigate the impact and contain the spread of Covid-19
-  **Gold Fields** is also supporting host communities by providing direct support to non-governmental organisations and other organisations that seek to assist the most vulnerable

LONG-TERM TRANSFORMATIONAL ACTIONS AND WAYS OF WORKING

-  **Gold Fields'** human rights and modern slavery document educates suppliers about the risks pertaining to slavery and the Company's expectations of suppliers regarding alignment with its values and its human rights policy statement
-  **Gold Fields** in Ghana undertook the rehabilitation of the 33km public road that links Tarkwa and Damang mines
-  The South Deep mine in South Africa has initiated food security projects involving planting vegetable gardens at high schools in its host communities where household food security is a challenge
-  The South Deep mine in South Africa is collaborating with the Lima Rural Development Foundation to implement a mine-community farming enterprise development programme
-  The Cerro Corona mine in Peru is supporting approximately 5,000 small-scale farmers by building around 2,000 reservoirs in the Hualgayoc district

Source: Building Forward Better Framework: Covid-19 Action Toolkit

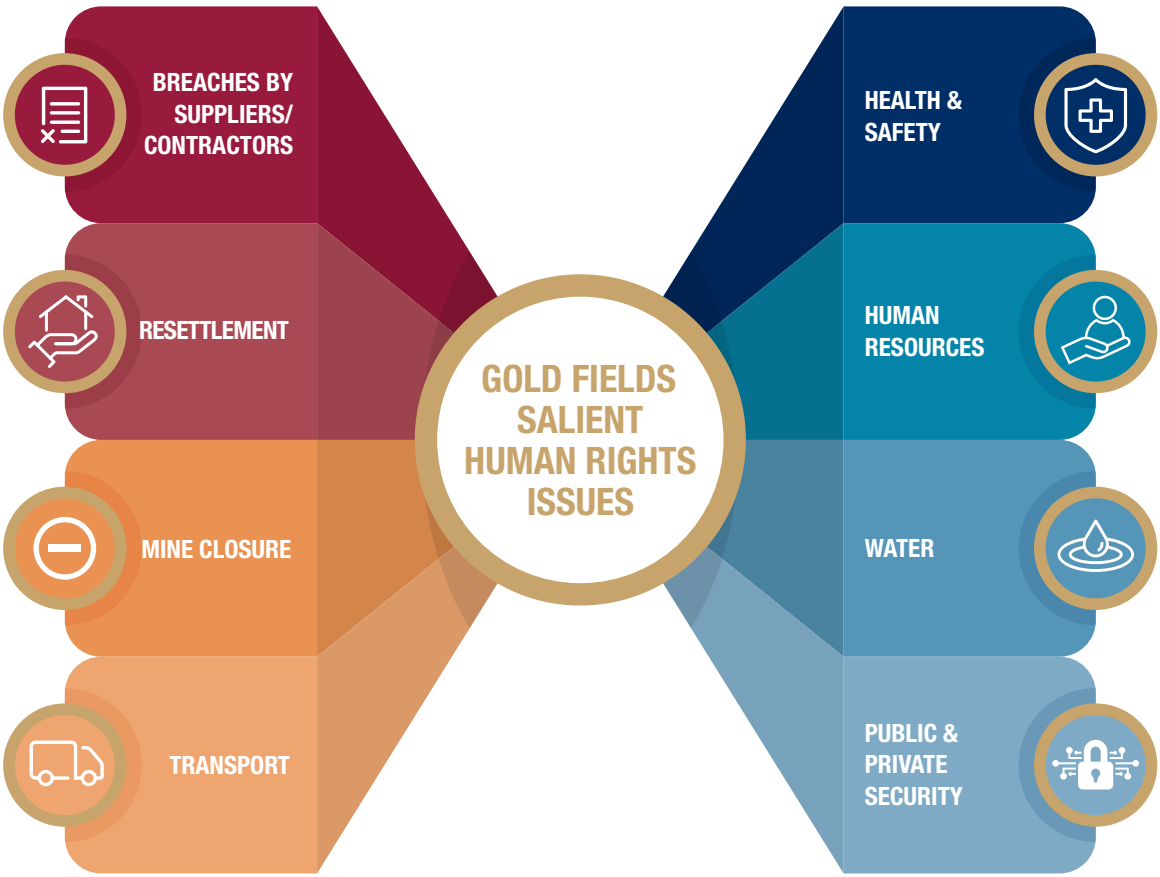
COVID-19 SUPPORT TO HOST COMMUNITIES AND GOVERNMENTS – 2020

Country	Government donation US\$'000	Community spend US\$'000	Total US\$'000
Chile	—	244	244
Peru	155	688	839
Australia	—	195	195
Ghana	434	361	795
South Africa ¹	962	58	1,020
Corporate	130	—	130
Group	1,677	1,546	3,223

¹ Includes US\$128,000 spent on communities by our business partners and US\$43,500 by the South Deep Community Trust and the South Deep Education Trust

HUMAN RIGHTS

GOLD FIELDS SALIENT HUMAN RIGHTS ISSUES



HUMAN RIGHTS

WORKFORCE

Our Human Rights Policy Statement commits Gold Fields to protect the rights of our workforce and uphold freedom from child labour, freedom from forced or compulsory labour, freedom from discrimination while recognising the need to affirm previously disadvantaged groups, and freedom of association and collective bargaining.

Performance in 2020

- Our Diversity Policy, approved by the Board in 2017, outlines our commitment to equality and the zero tolerance approach we take to discrimination. In 2020, we developed a diversity and inclusion dashboard that allows tracking of our diversity progress
- Approved an updated Harassment Policy
- Code of Conduct training, first rolled out to all employees in 2017, was updated and employees received refresher training, including on human rights, during 2020

SUPPLIERS

Our suppliers are required to comply with the Group Code of Conduct, the Gold Fields Supplier Code of Conduct and our Human Rights Policy Statement as a standard provision in all third-party contractual agreements.

Performance in 2020

- In response to the 2018 implementation of the Modern Slavery Act in Australia, Gold Fields and a number of its peers formed the West Australian Modern Slavery Collaborative, focused on the promotion of human rights best practices and elimination of potential modern slavery practices in the energy and extractives sectors
- Key suppliers to our Australian mines have been provided with a toolkit to identify possible human rights contraventions
- Gold Fields commenced the drafting of its Modern Slavery Compliance Statement, which is due to be published and registered with the Australia Federal Government by the end of Q2 2021

COMMUNITY

Our host communities are one of Gold Fields' most important stakeholder groups and we seek to develop mutually beneficial relationships with them, based on shared respect and trust.

Performance in 2020

- We continued the roll out of our revised artisanal small-scale mining (ASM) strategy at our Ghanaian operations to sensitise community members on the negative consequences of ASM and the regulatory penalties incurred when actively supporting illegal mining
- No resettlement was undertaken at our operations in 2020
- We reviewed our Indigenous Peoples and cultural heritage safeguards and risks. This is most critical in the Australia region
- We developed a human rights due diligence tool for rollout in 2021

SECURITY

Gold Fields' protection services teams work with both private and public security providers for the effective and responsible protection of our workers and assets.

Performance in 2020

- There were 33 illegal mining incidents at our Ghana operations, mostly minor in nature, which were resolved peacefully and without human rights violations in accordance with our ASM strategy
- Presentations on the VPSHR were given to the police detachment and community consultative committees at our mines in Ghana
- Implementation of the VPSHR continued in Ghana, South Africa and Peru and is in preparation at our Salares Norte project

Community grievances related to jobs and procurement, social and environmental issues:

2020 – 139
(77: 2019)

80% of these grievances were resolved within the agreed timeframes.

Employee grievances related to harassment, incl. sexual harassment:

2020 – 2
(3: 2019)

Each operation has formal mechanisms to receive and address community, employee and contractor concerns

Shift – the leading center of expertise on the UN Guiding Principles on Business and Human Rights, as part of its Valuing Respect Project, a collaborative initiative to redefine evaluation of business respect for human rights – has published a case study on Using Relationship Data to Improve Business Practices: Measuring company-community relationships Gold Fields South Deep mine in recognition of steps the company has taken to improve its practices based on the insight from community shared in the assessments.

<https://shiftproject.org/resource/case-study-goldfields/>

For more information, refer to p90 of the IAR.



Physical distancing in the cage at South Deep mine



AUSTRALIA

AUSTRALIA STAKEHOLDER REPORT



PROFILE OF OUR EMPLOYEES

AGNEW	
No of employees	316
No of contractors	330
Estimated size of impacted community (2018)	Leinster, Leonora – 5,003*
Distance to host communities	Between 21km and 126km
Gold production	233koz
Life of mine	4 years
GRUYERE	
No of employees	163
No of contractors	339
Estimated size of impacted community (2018)	Laverton – 1,206*
Distance to host communities	Between 90km and 346km
Gold production	258koz (100%)
Life of mine	7 years
GRANNY SMITH	
No of employees	557
No of contractors	268
Estimated size of impacted community (2018)	Laverton – 1,206*
Distance to host communities	Between 20km and 166km
Gold production	270koz
Life of mine	8 years
ST IVES	
No of employees	441
No of contractors	393
Estimated size of impacted community (2018)	Kalgoorlie/ Boulder – 29,998; Coolgardie – 3,506*
Distance to host communities	Between 15km and 97km
Gold production	385koz
Life of mine	7 years

* Australian Bureau of Statistics



OUR STAKEHOLDER CONTRIBUTIONS IN 2020

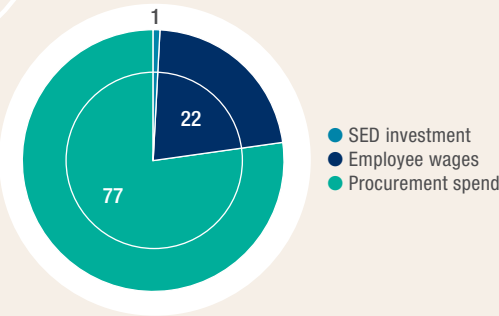
COMMUNITY		GOVERNMENT		BUSINESS	
1,668 Number of employees ¹	22% Women in leadership	US\$230m Value creation	National value distribution US\$1,013m	Payments to supplier and contractors US\$716m	
1,319 Live in country	55% Women in mining	US\$179m Host community procurement (23% of total)	Tax and royalty payments US\$143m		
US\$50m Host community salary and wage payments	20% Women in workforce	296 Number of host community suppliers supported	Investment in the country A\$525m spent on exploration since 2015		
US\$145m Employee wages and benefits		19% Workforce living in host community			
US\$1.5m Training spend		US\$1m socio-economic investment			
		536 host community employees, contractors, supplier and non-mining jobs			

¹ Includes Perth Office

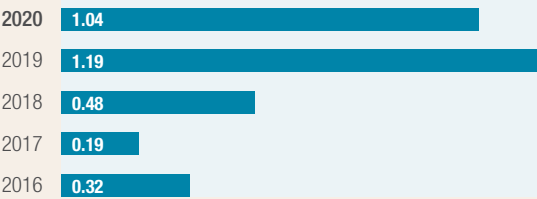


KEY SPENDING TRENDS

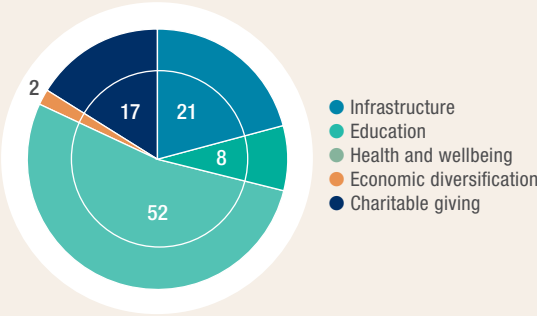
AUSTRALIA HOST COMMUNITY VALUE (%)



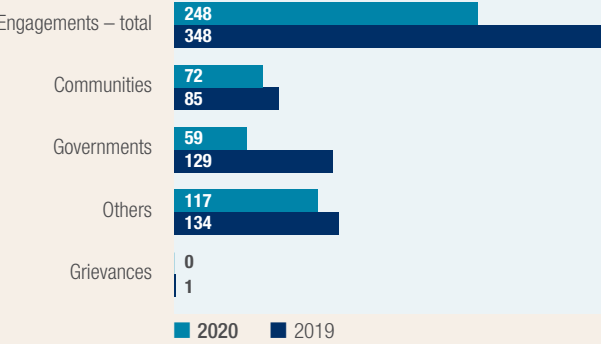
AUSTRALIA SED SPEND (US\$m)



AUSTRALIA SED SPEND BY TYPE 2020 (%)



ENGAGEMENT TRENDS



AUSTRALIA STAKEHOLDER REPORT CONTINUED

STAKEHOLDER ENGAGEMENT FOCUS



Host
community

Engagement themes	Our Responses
Improve Aboriginal cultural heritage management practices	<ul style="list-style-type: none"> Ongoing negotiation of cultural heritage management agreements and protocols with Aboriginal and Torres Strait Islander (ATSI) stakeholders Engagement with ATSI stakeholders with respect to the ongoing management of identified cultural heritage sites and cultural awareness training Reviewed our heritage management practices
Improve host community procurement spend	<ul style="list-style-type: none"> Contribute to the development of a government-sponsored local capability register for the Goldfields-Esperance region Continue to identify 'ready now' host community and Indigenous businesses Identify and address small business barriers to entry
Implement our Reconciliation Action Plan (RAP)	<ul style="list-style-type: none"> Ongoing discussions regarding our commitments to reconciliation and ATSI stakeholder involvement in the implementation of our RAP Develop site-based RAP working groups involving ATSI stakeholders Collaboration with our ATSI communities in NAIDOC week
Covid-19 management and recovery	<ul style="list-style-type: none"> Align our Covid-19 response to government requirements Utilise existing engagement networks – directly and through the Chamber of Minerals and Energy – with state and local governments to emphasise Gold Fields' position on Covid-19 recovery Gold Industry Group (GIG) engagement on the gold sector contribution during Covid-19 and economic recovery
Maintenance of current taxation and royalty arrangements	<ul style="list-style-type: none"> Participate, through the CME, in engagement with state officials and politicians Maintain current networks of gold industry participants
Influence government policy in relation to the protection of Aboriginal cultural heritage	<ul style="list-style-type: none"> Actively participate in the Native Title and Aboriginal Heritage working group of the CME, which is coordinating the response to the proposed new Aboriginal Cultural Heritage Bill Provide direct submissions on key issues to Parliamentary process Monitoring of Federal inquiry into the destruction of Juukan Gorge



Host
government

COVID-19 PROGRAMMES



Workforce

Measures introduced	<ul style="list-style-type: none"> Infectious Diseases management plans; remote work; new rosters; identification and management of at-risk personnel; physical distancing; enhanced hygiene protocols; living and facilities management
Support	<ul style="list-style-type: none"> Health screening and declarations; mental health training and support; flexible work arrangements; maintenance of full entitlements regardless of work restrictions imposed
Awareness and education	<ul style="list-style-type: none"> Regular communications; Poster campaigns
Donations to government and/or industry response funds	<ul style="list-style-type: none"> Contribution of A\$150,000 to the Western Australian (WA) resources sector community support initiative, providing benefits to the most vulnerable in the community St Ives committed A\$25,000 in partnership with the Shire of Coolgardie and Kambalda ESS to provide meals to vulnerable senior citizens
Direct support to NGOs, government and other organisations	<ul style="list-style-type: none"> Continued support to Netball WA (through the GIG) and Football West, with A\$504,000 committed to these partnerships during 2020 Hand sanitiser donations Donated A\$100,650 to Food Bank WA
Awareness-raising in host communities	<ul style="list-style-type: none"> Direct engagement with community organisations and local government



Host
communities
and government

KEY COMMUNITY PROJECT

REFLECT RECONCILIATION ACTION PLAN

Gold Fields Australia recognises Aboriginal and Torres Strait Islander (ATSI) peoples as the traditional owners of the lands on which we operate, and acknowledges and respects their continuing culture and the contribution they make to the life of our cities and regions.

In considering our strategy for engagement with ATSI peoples, we saw an opportunity to move beyond a social licence-centric approach, to contributing to the bigger national effort around promoting reconciliation between the wider Australian community and ATSI peoples.

For this reason, in 2018 we chose to partner with Reconciliation Australia (an independent, non-profit organisation) to formally embark on its Reconciliation Action Plan (RAP) program, a structured framework for organisations to support the national reconciliation movement by advancing the five dimensions of reconciliation – race relations, equality and equity, institutional integrity, unity and historical acceptance.

Not only does the RAP provide a recognised platform to confirm Gold Fields' commitment to supporting ATSI peoples, but the staged approach allows all of our Australian operations to keep pace throughout the journey.

During 2019, Gold Fields Australia developed its Reflect RAP, providing the region with a roadmap to begin its reconciliation journey. The focus of this RAP was on looking inwardly to assess the extent and status of our relationships with our ATSI stakeholders; our vision for reconciliation; and what we need to do to move forward.

The Reflect RAP consists of four pillars (relationships, respect, opportunities and governance) with supplementary actions and deliverables. A total of 49 deliverables were endorsed by Reconciliation Australia before Gold Fields was able to launch the Reflect RAP.

Building and strengthening relationships lies at the heart of this process. We are committed to taking the time to listen to ATSI peoples, to hear their stories and aspirations, and work together to develop actions that will deliver real and positive outcomes.

An important part of building relationships, and a focus of our efforts under the Reflect RAP for 2020 has been on raising awareness of the RAP process and the broader effort around reconciliation. RAP launch events were held at our Perth office and each of our sites.

Similarly, celebrating and participating in events such as NAIDOC (an annual week of celebrations focused on the history, culture and achievements of ATSI peoples) has been an important way to foster respect, understanding and support for ATSI communities.

Business cases for the development of greater employment and procurement opportunities for ATSI peoples have been developed by Gold Fields, which have undertaken a critical review of the current status; identified both the internal and external barriers to progress; and outlined the opportunities and options in moving forward.

Gold Fields' Reflect RAP was developed by employees from across Gold Fields' Perth office and Australian operations, with delivery overseen by a Steering Committee, chaired by the regional Executive Vice President, Stuart Mathews. Site-based working groups have supplemented this group, and are responsible for the implementation of site-based actions and programmes.

At the beginning of 2021, the Reflect RAP was 96% complete with 47 actions closed and the remaining two actions in progress, setting the foundation to build capacity in our people and provide them with greater understanding and cultural awareness, to ensure that our future RAP commitments are meaningful, mutually beneficial, and sustainable.

Gold Fields Australia is now developing its Innovate RAP, which is expected to be launched in early 2022.

Reflect RAP artwork – Lurrtjurringku (meaning joined up – reconciliation)



Artist Sue Murray is a traditional owner from the Yilka People in the Great Victoria Desert. She explains the painting used for the cover of Gold Fields Australia's RAP Report: "The black footprints represent my people past, present and future, who have and continue to walk, live and hunt on our Ngurra (homeland). The circles represent different places on our Ngurra, the bright colours are plants, trees, water and bush food. The black and white people in the centre represents the white people learning our culture where we are working together."

OTHER KEY SHARED VALUE PROJECTS

- ABORIGINAL SCHOLARSHIP PROGRAM
- FOOTBALL WEST PARTNERSHIP
- BREAKFAST AND LUNCH CLUB – MT MARGARET AND LAVERTON SCHOOLS

FOR MORE INFORMATION CLICK ON THE LINK BELOW

<https://www.goldfields.com/internal-news.php>



GHANA

GHANA STAKEHOLDER REPORT



PROFILE OF OUR EMPLOYEES

DAMANG	
No of employees	402
No of contractors	2,025
Estimated size of impacted community (2011)	36,000
Distance to host communities	Between 0.6km and 7.4km
Gold production	223koz
Life of mine	4 years

TARKWA	
No of employees	661
No of contractors	3,915
Estimated size of impacted community (2011)	48,000
Distance to host communities	Between 0.57km and 35km
Gold production	526koz (100%)
Life of mine	11 years

1,063 Number of employees	11% Women in leadership
1,015 Live in country	40% Women in mining
US\$20m Host community salary and wage payments	10% Women in workforce
US\$80m Employee wages and benefits	
US\$1.6m Training spend	

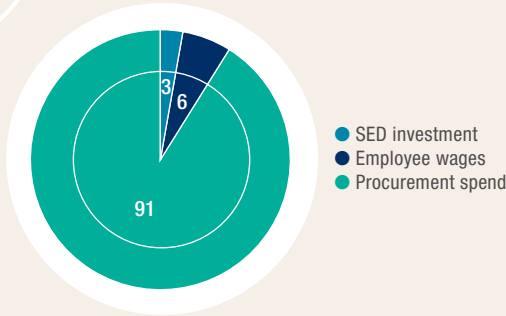
OUR STAKEHOLDER CONTRIBUTIONS IN 2020

COMMUNITY	GOVERNMENT	BUSINESS
US\$328m Value creation	National value distribution US\$887m	Payments to supplier and contractors US\$615m
US\$298m Host community procurement (42% of total)	Tax and royalty payments US\$171m	
100 Number of host community suppliers supported	Investment in the country US\$340m spent on Damang Reinvestment Project	
69% Workforce living in host community		
US\$10m socio-economic investment		
5,384 host community employees, contractors, supplier and non-mining jobs		

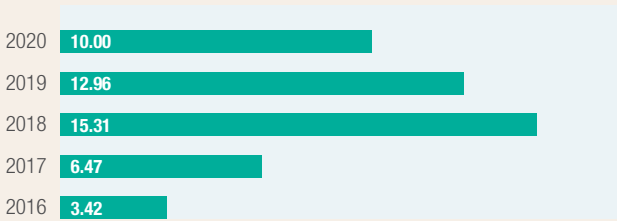


KEY SPENDING TRENDS

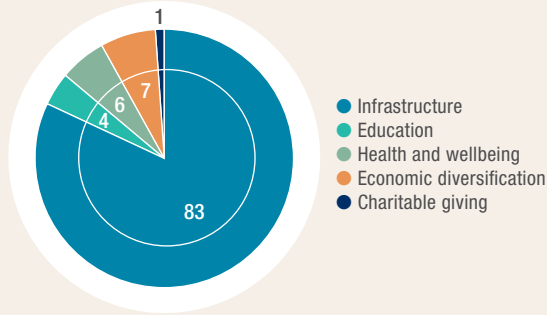
GHANA HOST COMMUNITY VALUE (%)



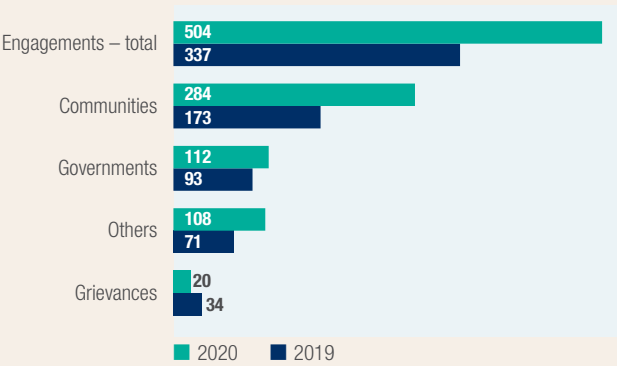
GHANA SED SPEND (US\$m)



GHANA SED SPEND BY TYPE 2020 (%)







ENGAGEMENT TRENDS



GHANA STAKEHOLDER REPORT CONTINUED

STAKEHOLDER ENGAGEMENT FOCUS

 Host community	Engagement themes	Our Responses
	Improve community perceptions	<ul style="list-style-type: none">• Ongoing education and engagement• Educating community members about benefits of mining• Commission independent relationship assessment study
	2016 Brahobom resettlement petition regarding noise pollution and blasting	<ul style="list-style-type: none">• Implemented electronic blasting, reduced number of blast holes and used waste rock bund to reduce blast impact• Joint Blasting Monitoring Committee established, which has monitored 48 blasts in compliance with regulatory standards• Mining has since ceased in the area, but we continue to monitor community issues
	2017 resettlement programme for 91 farmers at Damang	<ul style="list-style-type: none">• 81 farmers received cash compensation• 10 farmers opted for replacement structures. Three dependents of the resettled farmers who expressed interest in the rubber plantation project were engaged in 2020• Monitoring of the resettled farmers will end in 2021
	Compensation for 2018 Damang environmental incident	<ul style="list-style-type: none">• The construction of the school block and the community centre was completed in 2020 and these handed over to the community
 Host government	Ongoing dispute with certain farmers regarding Kottraverchy Waste Dump compensation	<ul style="list-style-type: none">• Agreement reached with the assistance of independent organisations and 77% of farmers have been paid compensation• 74 farmers rejected the agreement and are pursuing legal action – mine is pursuing legal strategy
	Delayed renewal of Development Agreement (DA)	<ul style="list-style-type: none">• Seek advance approval to extend validity of DA until end Q1 during election years• Ensure early submission of requests for approval and continue to engage with Ministry of Finance and Ghana Revenue Authority to ensure prompt renewal of the DA exemption letters
	Government ratification including Lima South (Damang) lease	<ul style="list-style-type: none">• Ratification of existing mining leases successfully completed through the Ministry of Lands & Natural Resources
	Government's drive for domestic refining	<ul style="list-style-type: none">• Government is seeking refining of 30% of domestic gold production• Chamber has submitted a position paper to Government and engagement is ongoing• Consultant engaged to conduct due diligence on refinery
 Workforce	Measures introduced	<ul style="list-style-type: none">• Crisis Management Committee developed Covid-19 Code of Practice to guide effective implementation of response measures• US\$1.5m invested in workplace programmes to deal with Covid-19, including remote work for office-based roles, revised mine roster system, pre-work Covid-19 screening and travel restrictions• Isolation facility increased from 25 to 86 beds• Employee education and awareness programmes ongoing
	Support	<ul style="list-style-type: none">• Testing; mental health support; isolation facilities and assisting in vaccine rollout
	Awareness and education	<ul style="list-style-type: none">• Poster campaigns; anti-stigmatisation campaigns; radio awareness programmes
	Donations to government and/or industry response funds	<ul style="list-style-type: none">• US\$444,000 contributed to Government Covid-19 campaigns
	Direct support to NGOs, government and other organisations	<ul style="list-style-type: none">• Two ambulances donated to Tarkwa hospitals and other medical equipment delivered to host communities
 Host community and government	Awareness-raising in host communities	<ul style="list-style-type: none">• Extensive community education and stigmatisation awareness radio campaigns rolled out and host community Covid-19 ambassadors appointed

KEY COMMUNITY PROJECT



Beneficiaries of the YOUHoP Programme

YOUTH IN ORGANIC HORTICULTURAL PRODUCTION (YOUHOP)

The YOUHoP project provides young people in host communities with income opportunities through vegetable farming. Unlike other agricultural activities, vegetable farming provides a sustainable income stream – it has a fast growing cycle and does not require much land to generate a good income. Vegetables include cabbage, carrots, green pepper, beetroot and mushrooms – high-value crops for which there is a strong demand and ready market.

The YOUHoP programme is aligned to several of the Sustainable Development Goals, including:

- Goal 1: end poverty in all its forms everywhere
- Goal 2: end hunger, achieve food security, promote sustainable agriculture
- Goal 8: promote sustained, inclusive and sustainable economic growth

The project provides beneficiaries with technical training in improved agricultural practices; education on the value chain; and health and safety practices. Farmers are also provided with seeds; organic soil fertiliser; insect, pest and fungi control support; and personal protective equipment. In addition to learning how to farm, they receive training in financial literacy and skills that will help them to run sustainable small businesses. This includes training on savings, cashbook management, reconciliation, debt management and investment.

The YouHoP project has been run in 17 host communities in the areas surrounding our Tarkwa and Damang mines.

The expected outputs and outcomes are:

- 1,000 youth introduced to and trained in vegetable production, of which 75% should be members of newly established Farmer Based Organisations (FBOs)
- Local vegetable value chain developed, including marketing of certified products

- At least 75% of youth engaged in vegetable production should produce wholesome vegetables, of which 50% receive the Ghana Green Label Certification
- At least 75% of youth farmers are members of the credit union and have access to financial capital for agricultural activities
- At least 70% of youth apply appropriate occupational health and safety measures and subscribe to the National Health Insurance Scheme
- At least 900 young people would have increased their income by 10% through engagement in vegetable production or its supply chain
- At least 750 young people are additionally employed in vegetable production or its supply chain
- At least one credit union formed with two offices located within the district

To date, 596 young people have gained employment and income, with a further 55 involved in value chain and credit union activities.

Between 2017 and 2020, Gold Fields invested almost US\$440,000 in the project. It is implemented in four phases, with a clear two-year exit phase. This ensures beneficiaries are skilled and capacitated to the point that they no longer require external assistance for their businesses to be sustainable. The project was implemented in partnership with the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), funded by the German Federal Ministry for Economic Cooperation and Development.

OTHER KEY SHARED VALUE PROJECTS

- RECONSTRUCTION OF THE T&A PARK
- HUNI VALLEY HEALTH CENTRE FACELIFT
- GRADUATE TRAINING PROGRAMME

FOR MORE INFORMATION CLICK ON THE LINK BELOW

<https://www.goldfields.com/internal-news.php>



SOUTH AFRICA

SOUTH AFRICA STAKEHOLDER REPORT



PROFILE OF OUR EMPLOYEES

SOUTH DEEP	
No of employees	2,342
No of contractors	1,801
Estimated size of impacted community (2011)	Westonaria – 112,000 Rand West – 160,000
Distance to host communities	Between 1km and 40km
Gold production	289koz
Life of mine	>70 years

SOUTH DEEP TRUSTS

SOUTH DEEP EDUCATION TRUST
Spend 2020
R14,28m
(2019: R18,68m)

SOUTH DEEP COMMUNITY TRUST
Spend 2020
R2,96m
(2019: R2,85m)

KEY PROJECTS DURING 2020

- Hand sanitiser distribution to South African Police Service, clinics and vulnerable households
- Food parcel distribution to vulnerable households
- Equipment and teacher training for primary schools

For more information, see www.sdtrusts.co.za



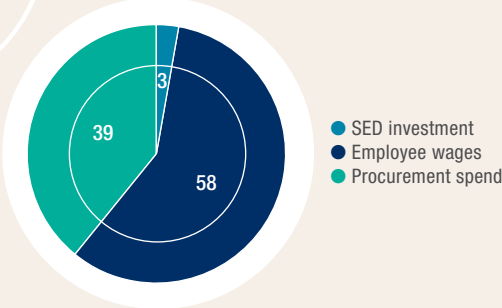
OUR STAKEHOLDER CONTRIBUTIONS IN 2020

		COMMUNITY	GOVERNMENT	BUSINESS
2,342 Number of employees	18% Women in leadership	US\$86m Value creation	National value distribution US\$283m	Payments to supplier and contractors US\$190m
1,873 Live in country	65% Women in mining	US\$33m Host community procurement (24% of total)	Tax and royalty payments US\$2m	
US\$50m Host community salary and wage payments	23% Women in workforce	80 Number of host community suppliers supported	Investment in the country ≈R33bn	
US\$86m Employee wages and benefits	73% HDP in workforce	67% Workforce living in host community	investment in South Deep since 2008 (including acquisition)	
US\$3.4m Training spend		US\$2.5m socio-economic investment		
		3,346 host community employees, contractors, supplier and non-mining jobs		

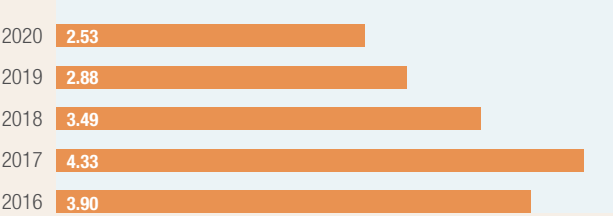


KEY SPENDING TRENDS

SOUTH DEEP HOST COMMUNITY VALUE (%)

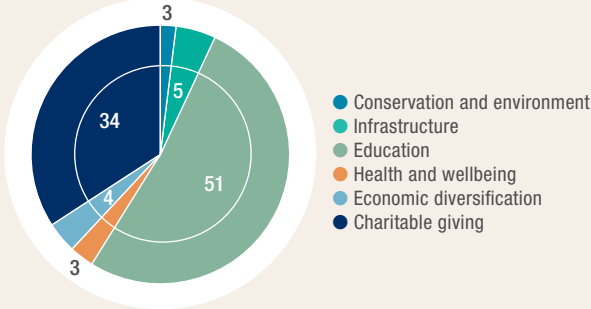


SOUTH AFRICA SED SPEND (US\$m)¹

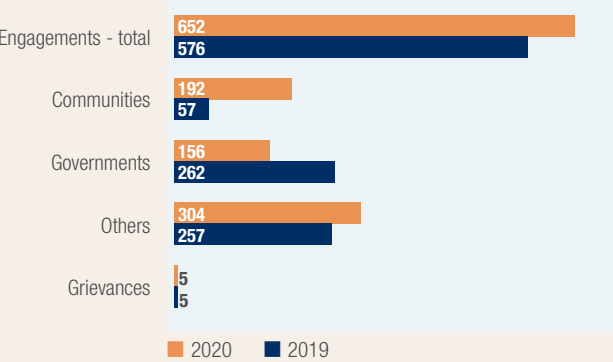


¹ Includes spend by South Deep Trusts

SOUTH AFRICA SED SPEND BY TYPE 2020 (%)



ENGAGEMENT TRENDS



SOUTH AFRICA STAKEHOLDER REPORT CONTINUED

STAKEHOLDER ENGAGEMENT FOCUS

Host community

Engagement themes	Our Responses
Mine-community relations	<ul style="list-style-type: none"> Company-community relational assessment conducted in three host communities. Issues raised in 2019 assessment addressed and action plan implemented
Social and labour plan projects	<ul style="list-style-type: none"> Project steering and technical committees to oversee community sports complex refurbishment Finalised beneficiary selection criteria for agricultural support programme Project managers appointed for construction of Westonaria Technical, Vocational Education and Training College
Energy-load curtailment and rising costs	<ul style="list-style-type: none"> Approval for the 40MW solar plant received – construction to commence in Q2 2021 Energy efficiency initiatives continue on site
Local government capacity	<ul style="list-style-type: none"> Educating communities on different responsibilities of mine versus local government, particularly on municipal infrastructure provision
Local government elections	<ul style="list-style-type: none"> Support local government authorities to ensure safety of communities in run-up to elections

Host government

COVID-19 PROGRAMMES

Workforce

Engagement themes	Our Responses
Measures introduced	<ul style="list-style-type: none"> Covid-19 steering committee to ensure continuous implementation of management's response plans Remote work, revised rosters and new team arrangements introduced
Support	<ul style="list-style-type: none"> Testing, mental health support and engagement with authorities on vaccine rollout
Awareness and education	<ul style="list-style-type: none"> Workforce education and anti-stigmatisation programmes introduced
Donations to industry response funds	<ul style="list-style-type: none"> R17.6m donated by management and employees to South Africa's Solidarity Fund to assist with government Covid-19 mitigation programmes R350,000 contribution to mining industry's R4.7m donation of oxygen equipment to labour-sending Eastern Cape clinics and hospitals
Direct support to NGOs and other organisations that seek to assist host communities	<ul style="list-style-type: none"> Food and blankets delivered to needy host community households and 10,000 hot meals served daily to two host communities Paying SMME service providers and small-scale contractors approximately R22m during the mine's shutdown Partnered with local businesses to produce and deliver sanitisation and Covid-19 PPE to local communities and schools
Awareness-raising in host communities	<ul style="list-style-type: none"> Over 40,000 educational booklets and videos in four local languages distributed to schools and community organisations Partnered with "This is Gold" peer mining companies to deliver community radio awareness and education campaign Strong educational drive on social media

Host community and government

KEY COMMUNITY PROJECT

THUSANANG INFORMAL SETTLEMENT DEVELOPMENT PROJECTS



Solar lighting pole in Thusanang

The Thusanang informal settlement is South Deep's closest host community, about 1km from the mine and adjacent to its lease area, and home to around 208 members of our South Deep workforce – 42 employees and 166 contractors. The settlement has grown from approximately 166 households in 1998 to around 1,182 households in 2017, situated on around 32ha of private land.

No bulk sewer services exist and the residents are using septic tanks that are emptied by the municipality. Water is provided via communal taps from an existing water pipeline. Electricity is not available, nor is there waste removal.

As a result of the settlement's proximity to South Deep, Gold Fields has been working in collaboration with business

partners and local government to provide some services and infrastructure to Thusanang. The settlement now has a clinic offering primary health care services, a basic library, community food gardens, and, most recently, solar powered street lighting in parts of the settlement.

The lights were handed over to the Rand West City Local Municipality (RWCLM) and the Thusanang community in June 2020 by South Deep and Sandvik, an equipment manufacturer and contractor to the mine. The benefits of the project to the community are manifold, including improved security and easier access by police and community policing forum members to the streets of the settlement.

The investments over the year have seen improved sentiment among residents towards South Deep. Mine-community relationship assessment scores for Thusanang have improved from 22% in 2015 to 64% in 2017. In 2019 the score was 60%, with the slightly lower score mostly due to the retrenchments that South Deep had to undertake in late 2018.

Altogether the mine has undertaken 10 socio-economic development projects in Thusanang from 2015 to 2020 to the value of R3,2m. This does not include projects undertaken for broader host communities that have benefited Thusanang.

The key projects are set out in the table below:

Community project	Stakeholders partners	Community	Participants (estimate)	Cost
Thusanang Solar Lights (2020)	Rand West City Local Municipality (RWCLM), Community members, Sandvik	Thusanang	10	R1.40m
Food security relief programme (2020)	Various NGOs	Thusanang, Poortjie	1,200	R154,845
16 Days of Activism for No Violence Against Women & Children (2020)	Department of Social Development, SAPS, CPF, Local NGOs	Poortjie, Simunye, Thusanang, Hillshaven, Bekkersdal, Westonaria, employees	2,000	R145,250
Siqobile Community Base Project (2019)	Epiroc	Thusanang	200	R315,000
Mine environmental visits (2019)	RWCLM, Community members,	Thusanang, Bekkersdal, Westonaria, Simunye	235	R300,000
Thusanang Clinic (2016)	Gauteng Department of Health, Thusanang landowners, RWCLM	Thusanang	300	R1.39m



PERU

PERU STAKEHOLDER REPORT



PROFILE OF OUR EMPLOYEES

CERRO CORONA	
No of employees	388
No of contractors	2,239
Estimated size of impacted community (2018)	15,100
Distance to host communities	Between 0.8km and 2.1km
Gold production	207koz (gold-eq)
Life of mine	9 years

388 Number of employees	17% Women in leadership
386 Live in country	33% Women in mining
US\$3m Host community salary and wage payments	22% Women in workforce
US\$42m Employee wages and benefits	
US\$0.16m Training spend	



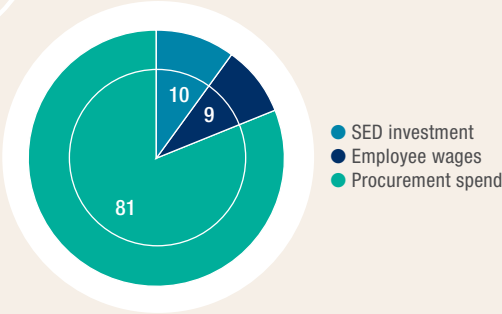
OUR STAKEHOLDER CONTRIBUTIONS IN 2020

COMMUNITY	GOVERNMENT	BUSINESS
US\$31m Value creation	National value distribution US\$273m	Payments to supplier and contractors US\$167m
US\$25m Host community procurement (14% of total)	Tax and royalty payments US\$58m	
203 Number of host community suppliers supported	US\$6m investment in community water infrastructure since 2010	
27% Workforce living in host community		
US\$3m socio-economic investment		
807 host community employees, contractors, supplier and non-mining jobs		

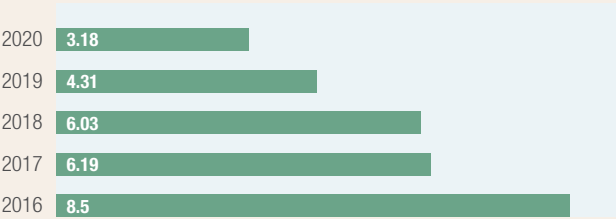


KEY SPENDING TRENDS

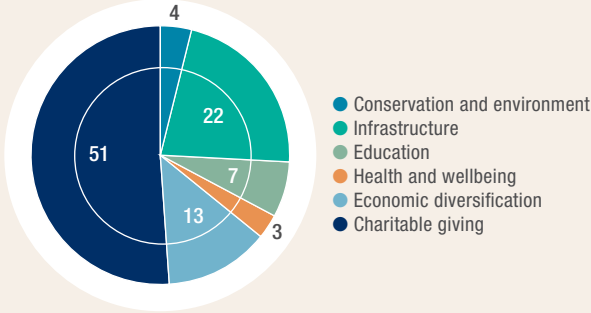
PERU HOST COMMUNITY VALUE (%)



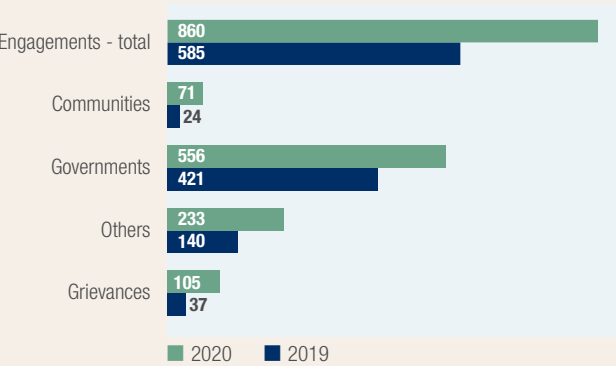
PERU SED SPEND (US\$m)



PERU SED SPEND BY TYPE 2020 (%)







ENGAGEMENT TRENDS



PERU STAKEHOLDER REPORT CONTINUED

STAKEHOLDER ENGAGEMENT FOCUS

 Host community	Engagement themes	Our Responses
	Strengthening community relationships	<ul style="list-style-type: none">• Continuous engagement with local communities• 100% closure of pending complaints (2018 - 2019) and 95% resolution of complaints and grievances in 2020• 100% delivery on priority commitments identified during 2020
	Shared Value	<ul style="list-style-type: none">• Host Community Employment: 25%, Host Community Procurement: 13%• Soil conservation investment
 Host government	Demonstrate our commitment to meeting our promises	<ul style="list-style-type: none">• 100% compliance of commitments prioritised in 2020• Measure the social value of Gold Fields projects – SROI• Strengthen the monitoring of our social investments
	Regulatory approvals for Cerro Corona expansion	<ul style="list-style-type: none">• Completed feasibility study for LOM 2030 study with regulatory engagements ongoing. Approvals obtained for MEIA 8 and waste dump; MEIA 9 still scheduled• Engagement with local and regional authorities to communicate mine expansion plans and demonstrate regulatory compliance
	Anti-mining sentiment and community pressure	<ul style="list-style-type: none">• Engagement with government and communities through Chamber of Mines and Mining Institute to highlight positive socio-economic impact of mining• Engagement and participation with government and other local organisations in Hualgayoc• Ongoing shared value projects, including increased host community employment and procurement
 COVID-19 PROGRAMMES	Measures introduced	<ul style="list-style-type: none">• Remote work and new rosters on site• Expanded living arrangements• Group of employees work together in cells, which do not interact with other groups
	Support	<ul style="list-style-type: none">• Testing and eventual vaccine rollout• Mental health support• Family medical and counselling support
	Awareness and education	<ul style="list-style-type: none">• Information and training for communities on Covid-19 causes, prevention and control measures• Funded 55 radio programmes on local and regional radio stations• Strong public education drive on social media
 Host community and government	Donations to government and/or industry response funds	<p>Funding of US\$151,000 spent on:</p> <ul style="list-style-type: none">• Donations to central and regional governments and to medical institutions• Purchase of rapid tests and donation of PPEs• 500,000 Covid-19 testing kits donated as part of the mining industry's commitment to the government
	Direct support to NGOs, government and other organisations that seek to assist host communities	<p>Funding of US\$682,000 spent on:</p> <ul style="list-style-type: none">• Supplying medical equipment to provide care for patients hospitalised• Donated kit to families in need• Street sanitisation campaigns• 15 oxygen concentrators and five mobile concentrators to local health centres• Oxygen plant to the town of Bambamarca, which will provide about 504 oxygen cylinders per week• 4,760 rapid tests donated to local governments and local institutions
	Fiscal and legal challenges as a result of Covid-19 pandemic	<ul style="list-style-type: none">• Engagement, directly and via the Mining Chamber, with the mining authorities to provide information on amendments to the mining law and regulations.• Provide transparent information to the tax authority• Provide support to local and regional community and infrastructure projects• Frequent and intensive engagement with local authorities• Engage labour authorities on increasing worker absenteeism

KEY COMMUNITY PROJECT

AGRICULTURAL WATER PROJECT



Provision of potable water to residents in nearby communities is one of Cerro Corona's key priorities

Gold Fields in Peru has a long history of working with local farmers from our host communities to help improve the quality and yield of their crops and livestock. For these community members farming high up near our Cerro Corona mine, ready access to water is key. Our newly-launched flagship Sowing and Harvesting Water Project in Cerro Corona will improve the availability of water for host community farmers through rain water harvesting, the construction of micro-reservoirs and the development of irrigation systems. This US\$6m multi-partner project will benefit the approximately 16,000 people living in the Hualgayoc municipality and 39 adjacent rural hamlets and villages.

Now in its first phase, work is currently underway to build 2,000 rural micro-reservoirs to feed local farmlands. These micro-reservoirs, lined with geomembranes, will vary in size from 450m³ to 4,800m³ and will provide farmers with a more reliable water source throughout the year. They are fed by springs or, where these do not exist, by rainwater that is harvested from specially designed catchments. These catchments are being constructed in areas where rainwater runoff is high, so that it can be channelled into the micro-reservoirs.

In the second phase of the project, sprinkler irrigation systems will be constructed, allowing farmers to use the water from the micro-reservoirs on their farmlands. Reforestation of the areas surrounding the reservoirs will also take place during phase 2 – this will help to raise the groundwater table in local aquifers, a vital water source.

Partnerships are integral to the success of this project. We are working together with the Hualgayoc District

Municipality and the Ministry of Agriculture's Sierra Azul Fund. Beneficiaries will also receive training in water management from the Local Water Authority.

Other current projects benefiting rural areas near our Cerro Corona mine include:

- **Pasture installation and veterinary services:** Around 180 families living in the Pílancones, Coymolache Bajo and Coymolache Alto villages continue to benefit from our pasture installation project, which helps farmers from host communities to improve the pastures of their livestock. Coupled with this project is the provision of veterinary services to over 400 local farming families. This US\$200,000 investment ensures livestock are better fed and protected against disease, which increases the yield of these farms.
- **The Venteros rural electrification project:** In the Venteros-Alto Coymolache area we have invested US\$170,000 to upgrade the rural electrical infrastructure to provide host community members with access to electricity. We have identified those areas that are not yet electrified, and between 2020 and 2021 the project will ensure that 100% of the area has access to electricity.

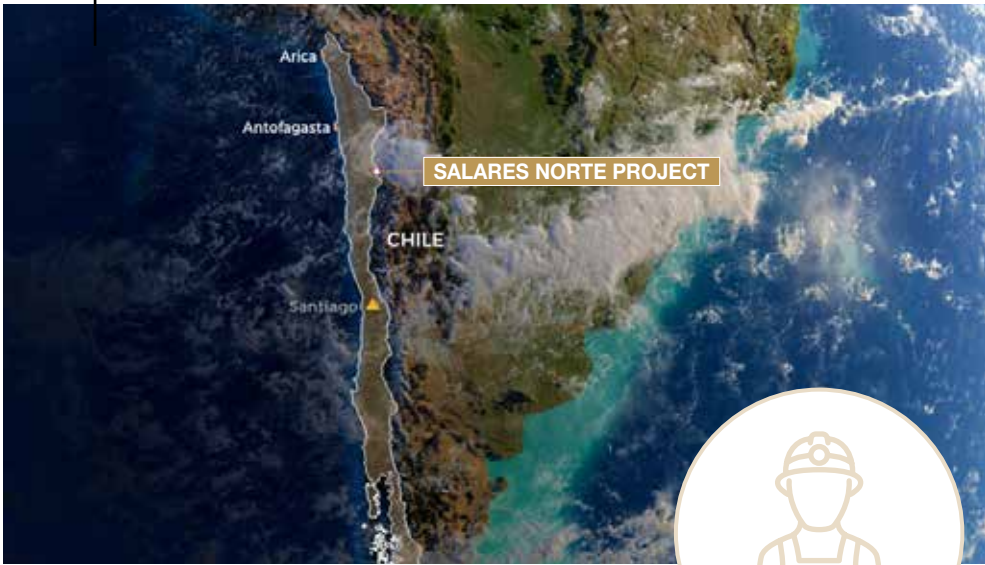
OTHER KEY SHARED VALUE PROJECTS

- **HUALGAYOC EDUCATION PROJECTS AND UNIVERSITY SCHOLARSHIPS**

FOR MORE INFORMATION CLICK ON THE LINK BELOW
<https://www.goldfields.com/internal-news.php>



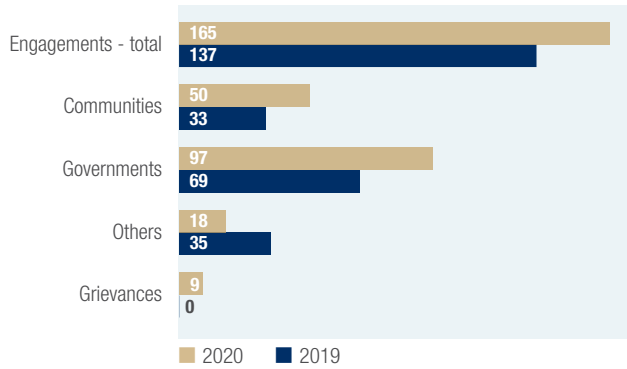
CHILE STAKEHOLDER REPORT



PROFILE OF OUR EMPLOYEES

SALARES NORTE PROJECT	
No of employees	180
No of contractors	1,461
Estimated size of host community	Diego del Almagro 18,664
Distance to host communities	Between 76km and 180km
Status of project	Construction commenced Q4 2020
Life of mine	13 years (estimated start of production Q1 2023)

ENGAGEMENT TRENDS



OUR STAKEHOLDER CONTRIBUTIONS IN 2020

180 Number of employees	24% Women in leadership	US\$860m Cost to build the Salares Norte mine
178 Live in country	41% Women in mining	2,700 Jobs at peak construction (mid-2021)
50 Workforce living in host community	27% Women in workforce	US\$0.4m socio-economic investment
US\$9.2m Employee wages and benefits		3 Number of Indigenous Peoples' agreements
US\$43,000 Training spend		

KEY COMMUNITY PROJECT

TRAFFIC CONTROL ALONG SALARES NORTE ACCESS ROAD

The Diego de Almagro Colla Indigenous community lives along the El Jardín and Cachiyuyo roads, which are used by employees and contractors to access our Salares Norte mine. To ensure their safety, the preservation of natural wildlife and livestock, and to guard against negative impacts on cultural and heritage sites, we have committed to a programme that will manage the traffic along this route. We have worked closely with the Colla Indigenous community to define, develop and agree the scope of the programme. This is particularly critical now that the project is well into its construction phase and large trucks are transporting equipment to the site on a daily basis.

Measures introduced so far include:

- A 40 km/h speed limit
- Election of two community members, who patrol the stretch of road on alternate days and who have a direct line of communication to the Salares Norte Corporate Affairs Department should they detect any incidents of non-compliance
- The establishment of two booths in Agua Dulce and Cachiyuyo to facilitate patrols and serve as rest stops. These booths will also showcase the host community culture and will be constructed in close collaboration with community members

As part of Salares Norte's environmental permit, several signs have to be installed along the road in relation to speed limits and the presence of animals and Indigenous communities. These approvals have been delayed by the authorities due to the pandemic and bureaucracy. Several meetings have been held to speed up the authorisation of the signs and to inform the authorities of the importance of this matter to communities, in addition to answering all technical queries.

Salares Norte will spend over US\$16,000 a year on these programmes, which will run for the full duration of the construction and operation of the mine.

OTHER KEY SHARED VALUE PROJECTS

- SUPPORTING ORGANISATIONS AND INITIATIVES NEAR OUR SALARES NORTE PROJECT

FOR MORE INFORMATION CLICK ON THE LINK BELOW

<https://www.goldfields.com/internal-news.php>



A member of the community begins inspections on Route C-13, the main access road to the project

CHILE STAKEHOLDER REPORT CONTINUED

STAKEHOLDER ENGAGEMENT FOCUS

Host community

Engagement themes	Our Responses
Salares Norte vehicle flow	<ul style="list-style-type: none"> Regular meetings have been held with communities to inform them of the project's milestones, with a special emphasis on traffic flows Online oversight of vehicles using the system installed in drivers' mobile phones Induction in community relations and the 40 km/h speed limit in the sectors of Agua Dulce, El Jardín and Cachiyuyo Information campaigns for the indigenous population, identifying the monthly vehicle flow for the Horizonte and Salares Norte projects Request to road authorities for permission to instal signs in the sectors used by indigenous communities Regular meetings held to identify possible concerns, risks, or opportunities for improvement, enhancing communication Grievance and claims mechanism
Sites of cultural significance identified by indigenous communities	<ul style="list-style-type: none"> Gold Fields Chile has a best practice manual for community relations, both for staff as well as contractors Gold Fields Chile has an induction programme and manual for staff and contractors to deal with sites of cultural significance. This induction is a best practice guide on how to interact with the indigenous communities or work near the cultural heritage sites identified by the indigenous communities
Chinchilla relocation process	<ul style="list-style-type: none"> Public participation regarding the results of the relocation process Regular meetings with indigenous communities Ancestral indigenous community members and scientists have exchanged knowledge adding expertise to the handling of the Chinchillas
Chinchilla capture and relocation plan	<ul style="list-style-type: none"> After the environmental regulator issued the interdict that, among others, halted the capture of the Chinchillas, several meetings were held with a number of local and regional governmental leaders, four Colla indigenous communities, local environmentalists and tourism entrepreneurs. The objective was to provide information directly from us, rather than being misinformed. Several meetings were also held with the regulator to fully understand their concerns and information requirements

Host government

COVID-19 PROGRAMMES

Workforce

Measures introduced	<ul style="list-style-type: none"> Remote work when applicable and new rosters introduced on site Team structure to avoid contact between contractors and different disciplines Covid-19 Health & Safety protocol launched, which requires that all employees and contractors have to have a negative PCR tests before being permitted to travel to the project Additional medical personnel for monitoring Covid status at site
Support	<ul style="list-style-type: none"> Mental health support Alliances with external advisors and medical institutions
Awareness and education	<ul style="list-style-type: none"> Self-care campaigns at site and through mailing Regular information on protocols and measures for controlling Covid-19
Direct support to NGOs, government and other organisations	<ul style="list-style-type: none"> Salares Norte spent US\$244,000 during 2020 to assist communities and local authorities in fighting the pandemic, including donations of: <ul style="list-style-type: none"> Medical supplies and basic food baskets Sanitisation of Diego de Almagro streets Laptops, PCs for local students to enable working from home Bio-safety equipment to Atacama University PPE supplies for Diego de Almagro Hospital
Awareness-raising campaigns in host communities	<ul style="list-style-type: none"> Engagement with communities External releases and sponsorship of radio programmes

Host community and government



A community member on a field patrol inspecting Route C-13, the main access road to the project

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Opening ceremony for the Tarkwa – Damang road, July 2019.

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