



GOLD FIELDS

GOLD FIELDS 2030 ESG TARGETS

Chris Griffith, CEO

1 December 2021



FORWARD LOOKING STATEMENTS



Certain statements in this document constitute “forward looking statements” within the meaning of Section 27A of the US Securities Act of 1933 and Section 21E of the US Securities Exchange Act of 1934.

In particular, the forward-looking statements in this document include among others those relating to environmental, social and governance (ESG)-related initiatives and metrics including Scope 1-2 emissions, water recycled/reused and host community value. Such forward looking statements involve known and unknown risks, uncertainties and other important factors that could cause the actual results, performance or achievements of the company to be materially different from the future results, performance or achievements expressed or implied by such forward looking statements. Such risks, uncertainties and other important factors include among others: economic, business and political conditions in the countries where Gold Fields operates; decreases in the market price of gold and, to a lesser extent, copper and silver; hazards associated with underground and surface gold mining; labour disruptions; changes in government regulations, particularly taxation and environmental regulations; and new legislation affecting mining and mineral rights; changes in exchange rates; currency devaluations; the availability and cost of raw and finished materials; the cost of energy and water; the impacts of climate change, water scarcity or natural disasters; inflation and other macro-economic factors; and the impact of occupational health risks experienced by Gold Fields employees.

Further details of potential risks and uncertainties affecting Gold Fields are described in Gold Fields' filings with the Johannesburg Stock Exchange and the United States Securities and Exchange Commission, including the Integrated Annual Report 2020 and the annual report on Form 20-F for the fiscal year ended 31 December 2020. Gold Fields undertakes no obligation to update publicly or release any revisions to these forward-looking statements to reflect events or circumstances after the date of this report or to reflect the occurrence of unanticipated events.



WHAT WE PLAN TO DISCUSS TODAY

- Where we operate
- Our Purpose, Vision, Values and Strategy on a page
- Our ESG Journey to date
- The six key priorities in our ESG Charter and 2030 targets



Environment

- *Priority 1 – Decarbonisation*
- *Priority 2 – Tailings Management*
- *Priority 3 – Water Stewardship*



Social

- *Priority 4 – Safety, Health, Wellbeing and Environment*
- *Priority 5 – Gender Diversity*
- *Priority 6 – Stakeholder Value Creation*



Governance

- In conclusion
- Questions



A GLOBALLY DIVERSIFIED GOLD MINER

Gold Fields Group

Mines: 9
Projects: 1
Countries: 5
2020 att. production: 2.24Moz
Listings: JSE, NYSE

Americas region

Mine: Cerro Corona (Peru)
Project: Salares Norte (Chile)
% Group production: 10%

West Africa region

Mines: Tarkwa, Damang, Asanko JV
% Group production: 35%

Australia region

Mines: St Ives, Agnew,
Granny Smith, Gruyere JV
% Group production: 45%

South Africa region

Mine: South Deep
% Group production: 10%



Our Vision

Where we want to go | To be the preferred gold mining company delivering sustainable, superior value

Enablers

- Zero harm (Safety, Health, Environment) and Wellbeing
- High performance, values-driven culture that is welcoming to all
- Fit-for-purpose modernisation and innovation driving value across the business
- Effective project management from concept to completion



Differentiators

- Develop and enhance capability of our people
- Rigorous and disciplined capital allocation
- Focus on and deliver value creation for all stakeholders

Our Values

How we behave while we execute our strategy



safety



integrity



respect



responsibility



innovation



collaborative delivery



OUR ESG JOURNEY TO DATE



← What We Have Done →

← What We Will Do →

1 COMPLIANCE *Ensure investor ESG confidence & reputation protection*

2009 - 2013

- *New vision: “To be the global leader in sustainable gold mining”*
- *Membership of the ICMM*
- *Adherence to regulatory and voluntary sustainability framework requirements*
- *1st Integrated Annual Report published*

2 SUSTAINABILITY *Protect licence to operate and strengthen ESG reputation*

2013 - 2020

- *Focus on risk mitigation by addressing and mitigating the top ESG risks:*
 - *Social licence to operate*
 - *Energy security*
 - *Water security*
 - *Safety & health*
- *ESG risks mitigated*
- *Compliance with ICMM Mining Principles*

3 VALUE DELIVERY *Creating enduring value beyond mining*

2021 - 2030

- *Sustainable value delivery to stakeholders*
- *New vision: To be the preferred gold mining company delivering sustainable, superior value*
- *Six key priorities in our ESG Charter:*

Decarbonisation

Tailings management

Water stewardship

Safety, health, wellbeing & environment

Gender diversity

Stakeholder value creation

Underpinned by strong, ethical GOVERNANCE



ENVIRONMENT

PRIORITY

1

DECARBONISATION



2030 TARGET

50% absolute emission
and 30% net emission
reductions from 2016
baseline (Scope 1 and 2)

2050 TARGET

Net Zero

**Total capital expenditure number includes estimates of PPA spending by IPPs*



INITIATIVES

- *Integration into strategy, business planning processes and capital programmes*
- *Capital investments*
- *Increase investment in renewables/ decrease reliance on fuels*
- *Operational efficiencies*



BUDGET TO 2030

*US\$1.2bn, of which US\$320m is GFL funding (remainder PPA)**
Projects will be NPV positive over 10 years

7 AFFORDABLE AND CLEAN ENERGY



13 CLIMATE ACTION



OUR EMISSION REDUCTION JOURNEY STARTED IN 2016



US\$400m investment in completed energy projects by 2020 (GFL US\$93m; PPA US\$307m)
 = 10% absolute and 5% net Group emission reductions to date;
 5% renewables in the Group energy mix in 2021 (2016: <1%)

Completed		<p>GRANNY SMITH aggreko</p> <ul style="list-style-type: none"> 8MW solar, 2MW/1MWh battery storage, 35MW gas, 5MW diesel 7% net emissions reduction US\$28m (PPA: \$12m) 		<p>AGNEW ARENA </p> <ul style="list-style-type: none"> 18MW wind, 4MW solar, 13MW/4MWh battery storage, 18MW gas, 3MW diesel 42% net emissions reduction US\$80m (PPA: \$50m) 		<p>DAMANG & TARKWA </p> <ul style="list-style-type: none"> Installed 95MW of electricity generation capacity to increase supply reliability 39% net emissions reduction US\$292m (PPA: \$245m)
Under construction		<p>GRUYERE apa</p> <ul style="list-style-type: none"> 12MW solar, 3MW diesel, 4.4MW/4.4MWh battery storage Completion H1 2022 7% net emissions reduction US\$20m (PPA: \$17m) 		<p>SOUTH DEEP</p> <ul style="list-style-type: none"> 50MW solar plant under construction* Will provide 24% of mine's electricity Savings: R123m/year Completion end-2022 109 kt net emissions reductions a year R715m (US\$45m) 		<p>SALARES NORTE aggreko</p> <ul style="list-style-type: none"> 27MW diesel, solar microgrid Solar to provide 10MW Q1 2024 commissioning US\$13m (PPA)

* Previously announced as a 40MW, R660m solar PV project

THE CHALLENGE:



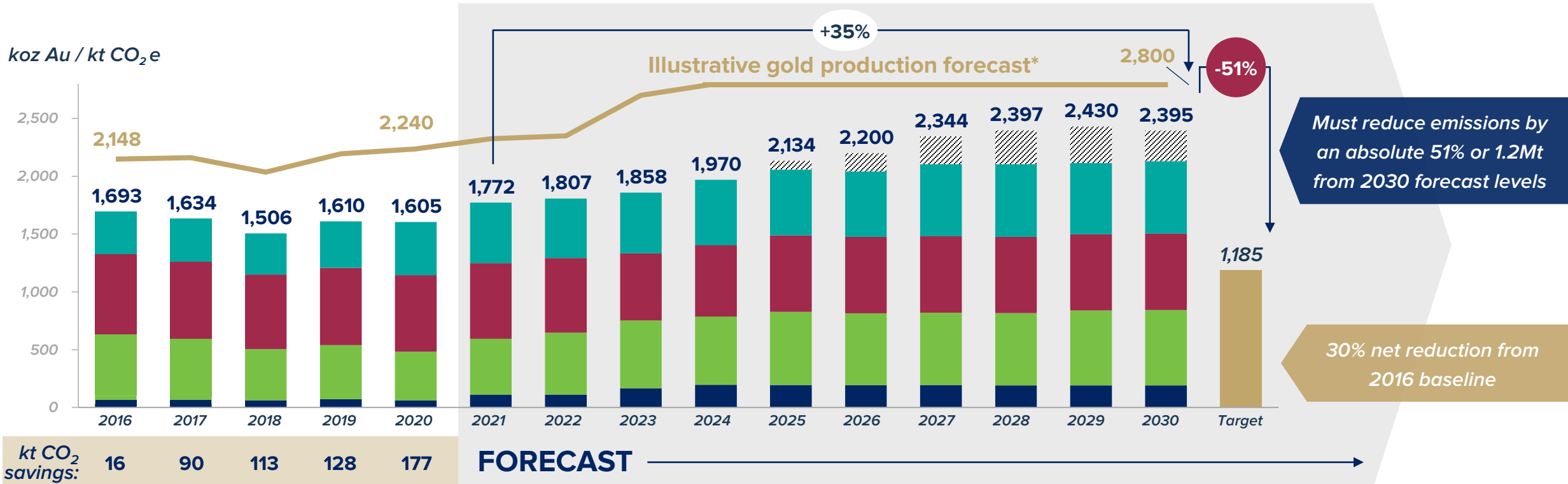
With a 2.8Moz annual production profile, emissions will increase by 35% by 2030 (to 2.4Mt CO₂e)

Gold Fields Group emissions

kt CO₂e (extrapolated scenario) and koz gold (attributable)

— Forecast production (koz Au/year)
 ▨ 2,800 koz/year

■ Australia ■ South Africa
 ■ West Africa ■ Americas



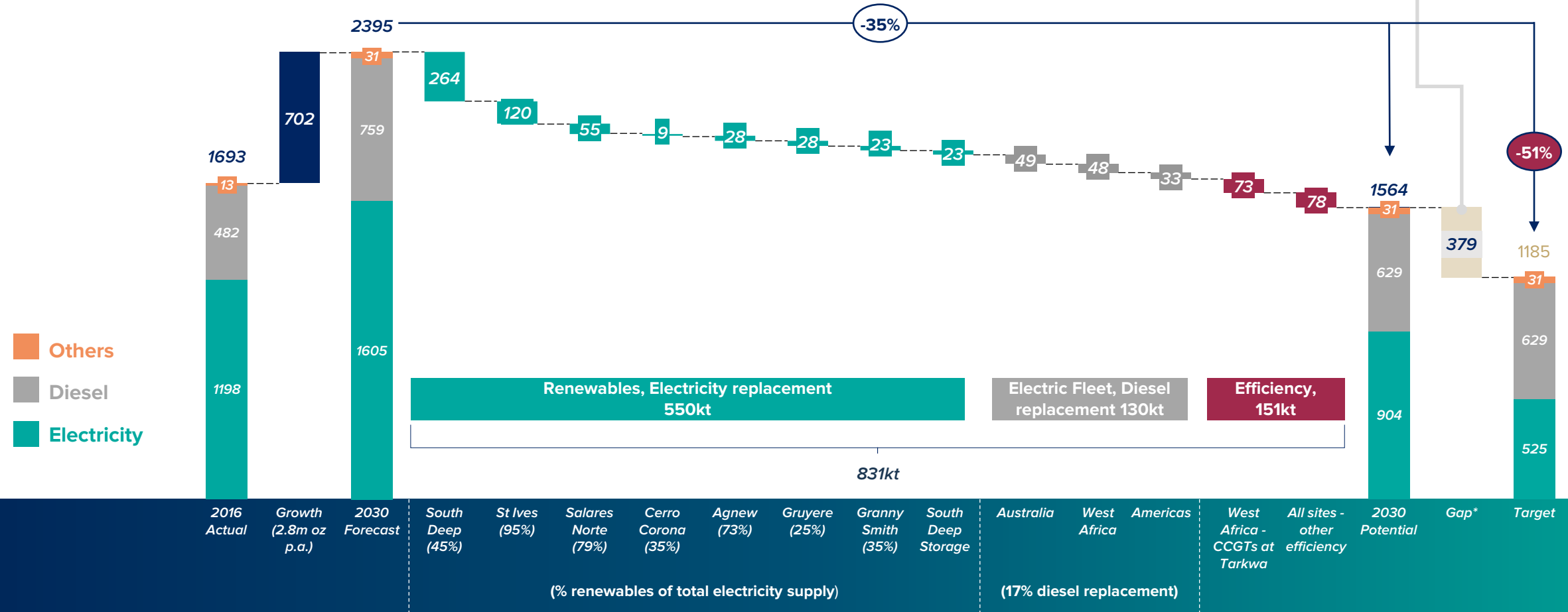
'Note: 2021 Market guidance; 2022 – 2030: Production forecast for purposes of illustration

A NET REDUCTION OF 30% BY 2030

is only possible with a series of stretch initiatives to offset the anticipated growth in emissions



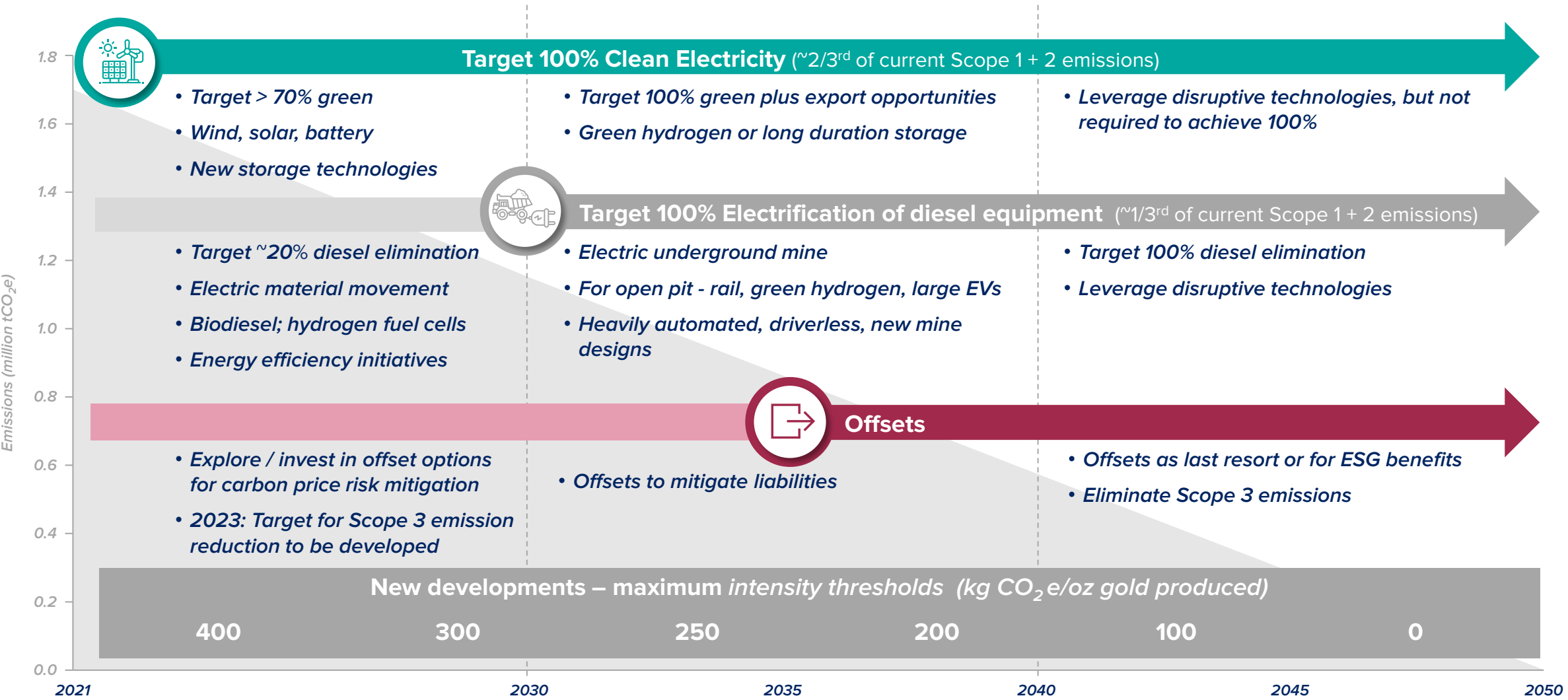
Gold Fields' GHG emissions profile, 2030 – impact of “core” initiatives kt CO₂e



Stretch opportunities to fill gap

• South Deep, 100% green electricity:	306 kt
• Gruyere, 78% green electricity:	88 kt
• Source clean power for Damang:	112 kt
• Source clean power for Tarkwa through grid:	42 kt
Total	548 kt

CONCEPTUAL PATHWAY TO NET ZERO BY 2050



PRIORITY

2

TAILINGS MANAGEMENT



2030 TARGET

- *Compliance with Global Industry Standard on Tailings Management (GISTM)*
- *Reduce number of active upstream raised TSFs from 5 to 3*



INITIATIVES

- *GISTM compliance programme*
- *Enhance critical controls and monitoring in support of GISTM compliance*
- *Collaboration with peers on technology development and tailings minimisation*
- *Shift to thickened (paste), dry stack (filtered tailings) and co-disposal tailings*



BUDGET TO 2030

US\$325m - capital
US\$25m - GISTM compliance

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



OUR 2030 ASPIRATIONS – EVEN SAFER TSFs

Key TSF projects 2016 - 2030

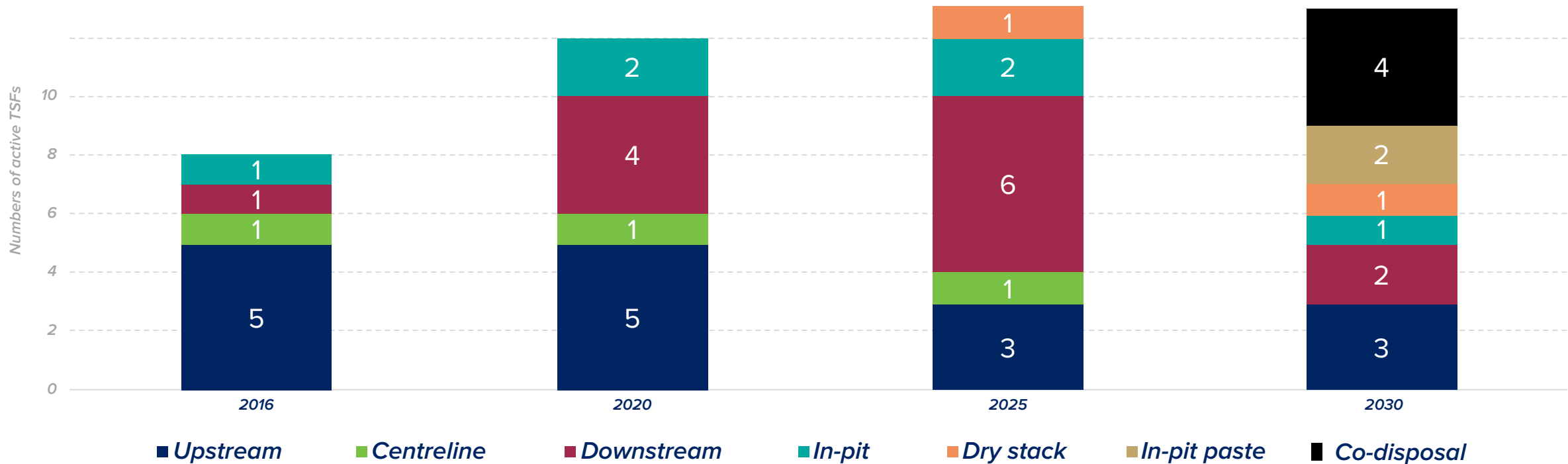
4 tailings facilities added:

- St Ives (in-pit)
- Gruyere, Tarkwa, Damang (downstream)

- Tarkwa upstream to centreline (2022) to downstream (2024)
- Salares Norte dry stack (2023)

- Cerro Corona (2026) + St Ives (2028) in-pit paste
- Tarkwa + Gruyere co-disposal (2025-2030)
- South Deep thickened tailings (2028)

Active TSFs*



Move to centreline/downstream TSFs, in-pit, co-disposal and filtered tailings = Safer tailings facilities

*There are 12 decommissioned TSFs at our mines, all monitored but not reported in the graphic above

PRIORITY

3

WATER STEWARDSHIP



2030 TARGET

- 80% water recycled/ reused
- 45% reduction in freshwater use from 2018 baseline



INITIATIVES

- Group and regional water stewardship strategies
- Regional water management plans
- Pathways and opportunities to minimise group freshwater consumption levels
- Technical solutions, such as tailings filters, new infrastructure, micro-filtration units, etc.



BUDGET TO 2030

US\$20m

6 CLEAN WATER AND SANITATION





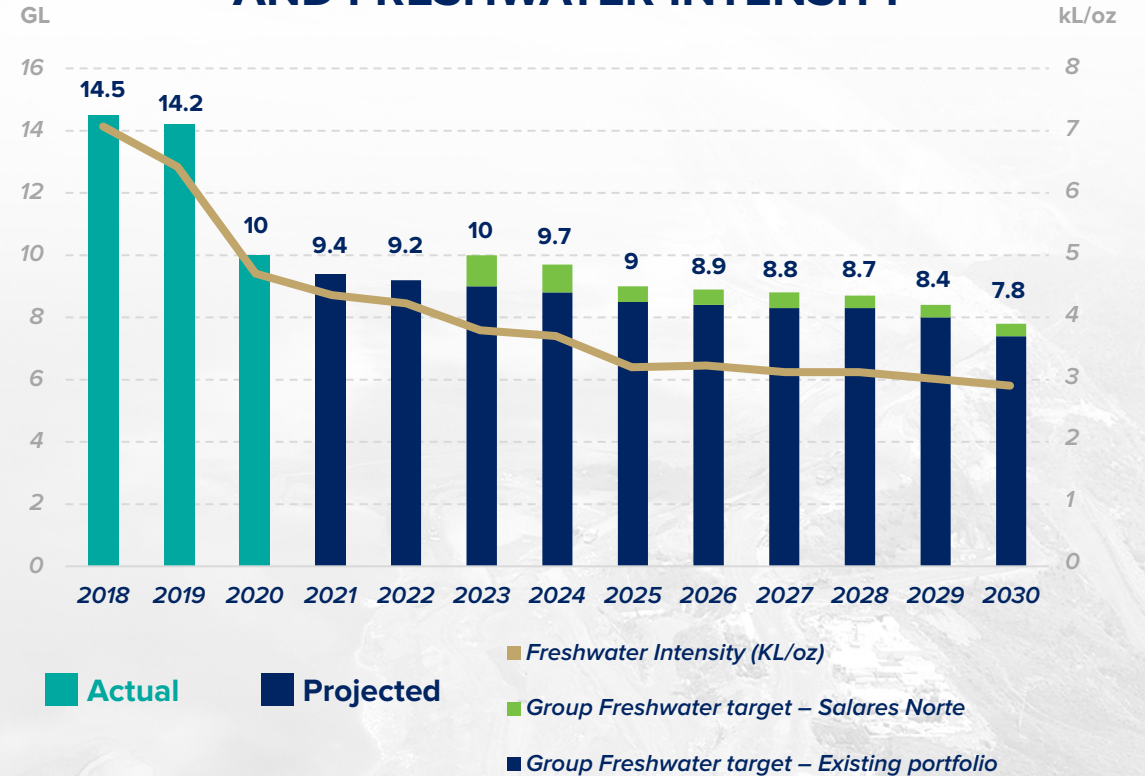
HISTORY AND TARGETS

The 2030 targets include the water requirements of new mines in the portfolio as part of our 2.8Moz illustrative gold production outlook to 2030

WATER - % RECYCLED/REUSED



FRESHWATER WITHDRAWAL (2018 BASE) AND FRESHWATER INTENSITY





SOCIAL

PRIORITY

4

SAFETY, HEALTH, WELLBEING & ENVIRONMENT



2030 TARGET

- Zero fatalities
- Zero serious injuries
- Zero serious environmental incidents



INITIATIVES

- *Courageous Safety Leadership programme*
- *Vital Behaviours programme*
- *Critical control management*
- *Innovation for Cleaner, Safer Vehicles*
- *Trialling of Zero Emission Vehicles*
- *Collision avoidance technologies*
- *Wellbeing focus*

3 GOOD HEALTH
AND WELL-BEING



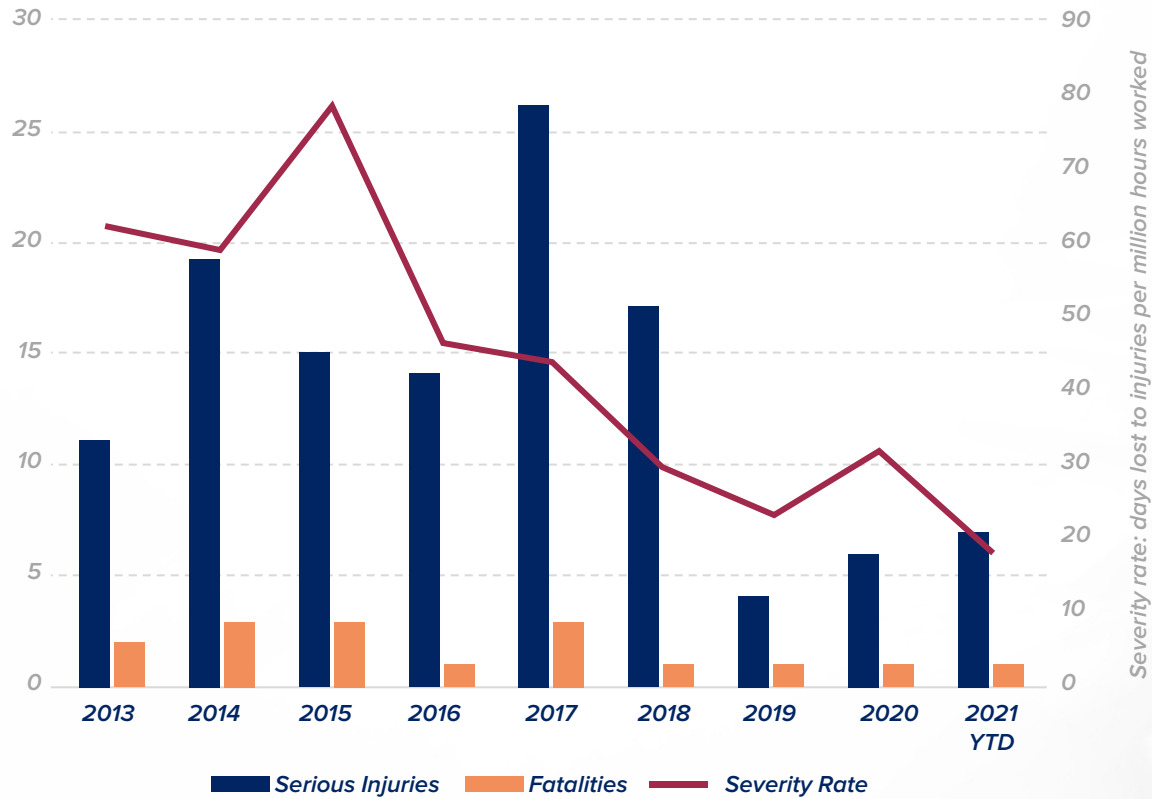
15 LIFE
ON LAND



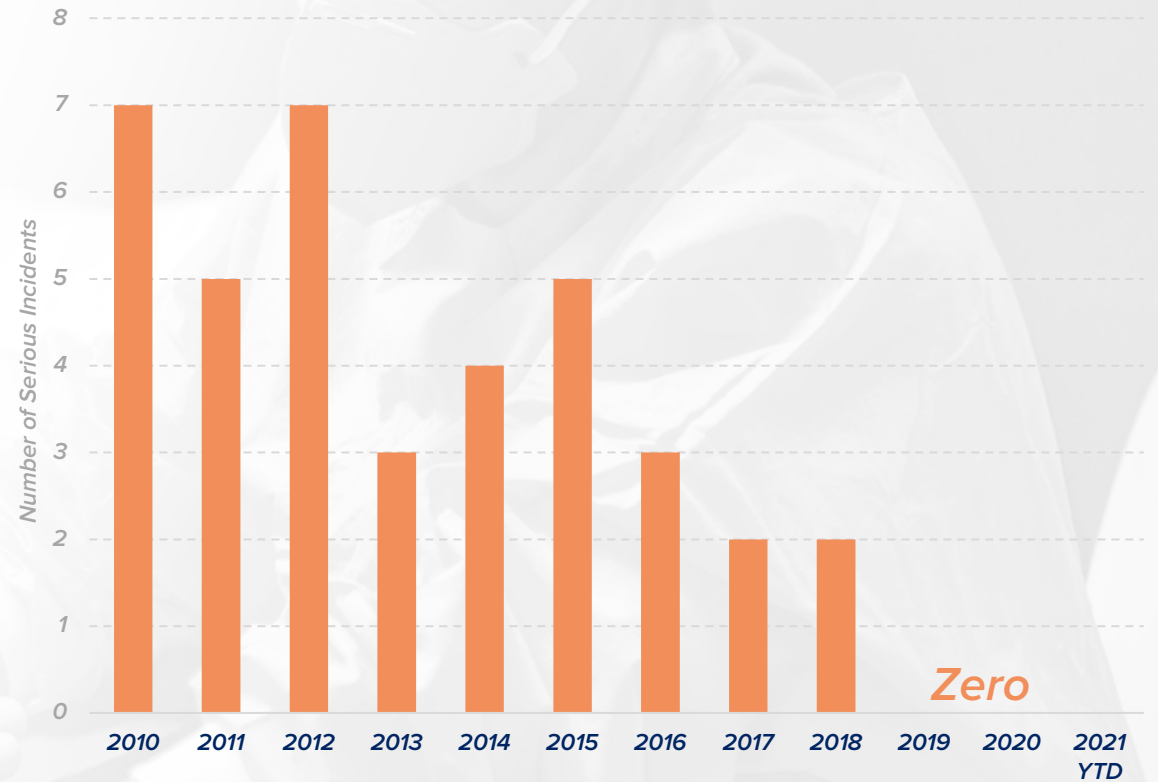


HISTORICAL PERFORMANCE AND TRENDS

KEY SAFETY TRENDS*



SERIOUS ENVIRONMENTAL INCIDENTS (Level 3-5 incidents)



*Gold Fields revised its "Serious Injuries" definition in 2019 and has since encouraged vigorous disclosure of serious injuries

PRIORITY

5

GENDER DIVERSITY



2030
TARGET

30% of women
representation



INITIATIVES

- *Programmes to foster diversity in addition to gender*
- *Gender recruitment bias*
- *Unconscious bias training*
- *Ethnicity and gender pay gap analysis*
- *Improve representation across all elements of the 'people pipeline'*

5 GENDER
EQUALITY

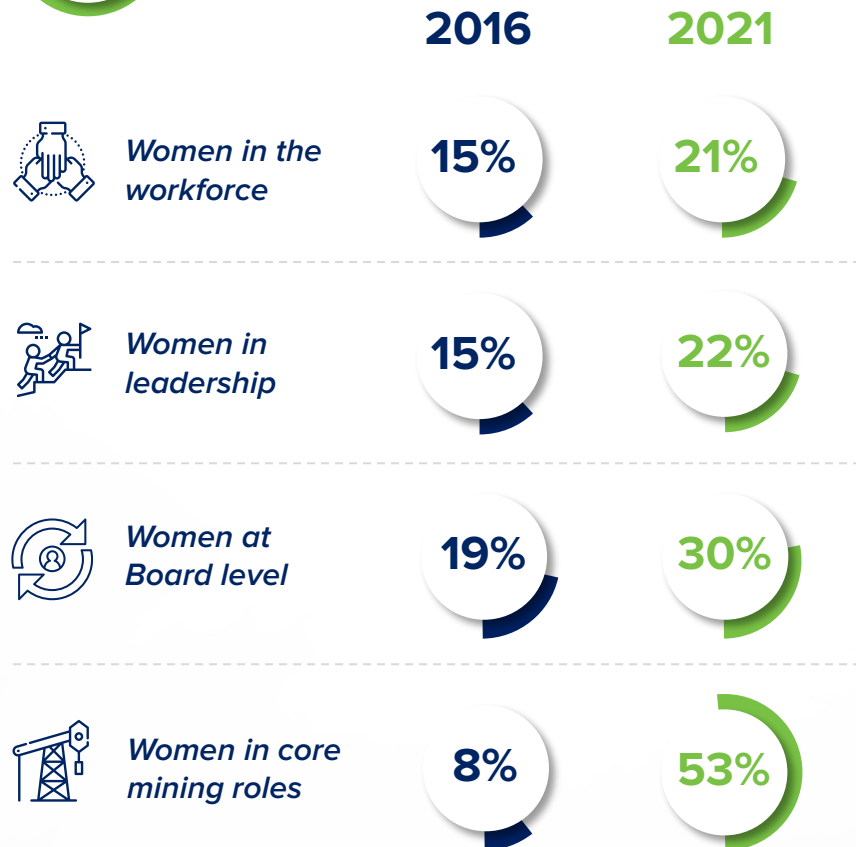




DIVERSITY PERFORMANCE AND INITIATIVES



GENDER STATUS




ACHIEVEMENTS TO DATE

- Development of a Diversity & Inclusion scorecard and dashboard
- Inclusion of Diversity & Inclusion competencies at all organisational levels
- Tailoring of current talent management policies to increase inclusivity
- Unconscious bias training provided to all regions
- Inclusion of a gender representation metric in the long-term incentive programme
- Membership of the Bloomberg Gender Equality Index



PRIORITIES

- Focus on all aspects of inclusion and diversity: Indigenous People, Disability, HDSA, Localisation, Youth
- Gender recruitment bias
- Continue revision of talent management practices
- Continue with the roll out of unconscious bias training
- Create employee groups/forums for underrepresented talent
- Targeted development programmes for women and other underrepresented groups in each region

PRIORITY

6

STAKEHOLDER VALUE CREATION



**2030
TARGET**

*30% of total value
created benefits host
communities*

*6 flagship projects
benefiting host
communities*



INITIATIVES

- *Host community procurement and job creation focus*
- *Non-mining job creation*
- *Flagship projects*
- *Socio-economic development (SED) in education & training, healthcare, infrastructure and economic diversification*

11 SUSTAINABLE CITIES AND COMMUNITIES



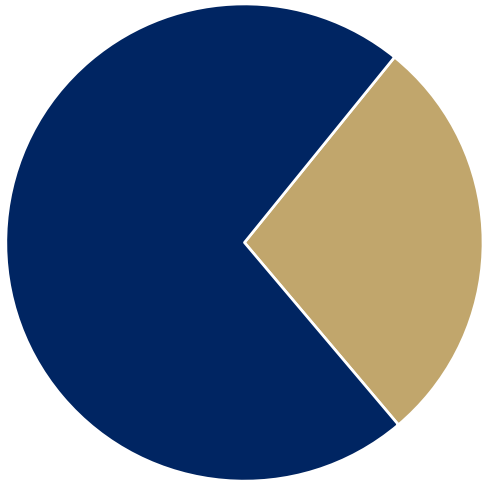


DELIVER VALUE FOR ALL STAKEHOLDERS



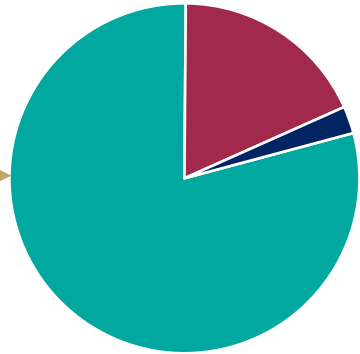
VALUE BREAKDOWN HOST COMMUNITY BENEFITS 2020

GOLD FIELDS' 2020
VALUE DISTRIBUTION



Total Value Distribution*
US\$2.85bn

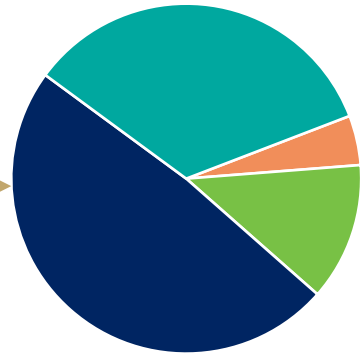
28% Host community value
US\$676m



Host community
employee wages
US\$123m

SED Investment
US\$17m

Host community
procurement spend
US\$536m



Australia
US\$230m

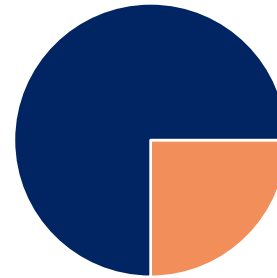
Peru
US\$31m

South Africa
US\$86m

Ghana
US\$328m

HOST COMMUNITY VALUE CREATION

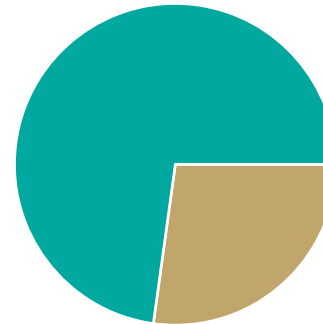
2018



Total Value
Distribution
US\$2.71bn

25% Host
community value

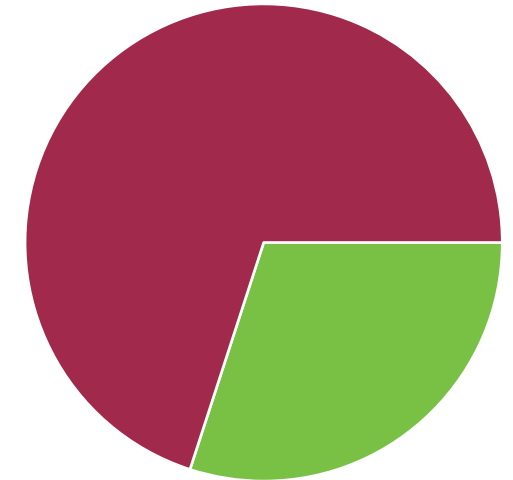
2020



Total Value
Distribution
US\$2.85bn

28% Host
community value

Target 2030



Total Value Distribution
US\$4bn*

30% Host community value

*For illustrative purposes

TO ENSURE 30% OF THE VALUE WE CREATE STAYS WITH OUR HOST COMMUNITIES WE NEED TO ACHIEVE 55% HOST COMMUNITY EMPLOYMENT (2020: 53%), 30% HOST COMMUNITY PROCUREMENT (2020: 29%) AND CONTINUED SED INVESTMENT IN COMMUNITIES
= IMPROVING COMMUNITY SUPPORT FOR OUR OPERATIONS

*Group value distribution excludes corporate and regional offices as well as projects



GOVERNANCE



GROUP GOVERNANCE PRIORITIES



**Board
Composition
& Diversity**



**Ethical
Business
Practices**



**Stakeholder
Rights**



**Anti-Bribery
and Corruption**



**Data
Protection**



**Executive
Pay**



**Human
Rights**



**Tax
Transparency**



*Sets governance
tone and strategy
and ensures
alignment with the
strategy*

ETHICAL BUSINESS

Code of Conduct dictates ethical decisions made across the business

EXECUTIVE COMMITTEE

*Runs day-to day business in line with tone of good governance
set by Board, guided by the ESG ethos of the Vision*

LEGAL & COMPLIANCE PROGRAMMES

*Assess and mitigate legal
risks through regulatory
insights as well as robust and
effective policies, procedures
& controls*

AUDIT & RISK

*Assesses efficacy of controls and
ensures regulatory compliance,
integrity of accounting records and
appropriate disclosure*



INDICES, REPORTING AND STANDARDS

INDICES

 <p>MSCI</p> <p>A-rating (2021)</p>	 <p>Dow Jones Sustainability Indexes</p> <p>3rd miner (2021)</p>	 <p>SUSTAINALYTICS</p> <p>3rd gold miner (2021)</p>	 <p>Corporate ESG Performance</p> <p>RATED BY ISS ESG</p> <p>Prime</p> <p>E1 S1 G1 (2021)</p>	 <p>FTSE Russell</p> <p>FTSE4Good Index Series</p> <p>6th gold miner (2021)</p>
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REPORTING FRAMEWORKS






TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES



INTEGRATED REPORTING



DISCLOSURE INSIGHT ACTION



SUSTAINABILITY ACCOUNTING STANDARDS BOARD

STANDARDS



International Council on Mining & Metals










GOLD FIELDS' 2030 ESG TARGETS



GOLD FIELDS

1 DECARBONISATION



- 50% absolute emission and 30% net emission reductions from 2016 baseline (Scope 1 and 2)
- Net zero emissions by 2050

2 TAILINGS MANAGEMENT



- Compliance with the Global Industry Standard on Tailings Management
- Reduce number of active upstream raised TSFs from 5 to 3

3 WATER STEWARDSHIP



- 80% water recycled/reused
- 45% reduction in freshwater use from 2018 baseline

4 SAFETY, HEALTH, WELLBEING & ENVIRONMENT



- Zero fatalities
- Zero serious injuries
- Zero serious environmental incidents

5 GENDER DIVERSITY



- 30% women representation

6 STAKEHOLDER VALUE CREATION



- 30% of total value created benefits host communities
- 6 flagship projects benefiting host communities

Other key ESG priorities for Gold Fields: HUMAN RIGHTS, MINE CLOSURE, SUPPLY CHAIN, BIODIVERSITY
This is underpinned by strong, ethical GOVERNANCE



QUESTIONS



GOLD FIELDS