



GOLD FIELDS

Creating **enduring value** beyond mining

Gold Fields Peru
Executive Summary of the 2022 Integrated Report



TO OUR STAKEHOLDERS

I am pleased to present to you a synthesis of our 12th integrated report. During 2022, our operating performance exceeded our production goals and we managed to implement 209 innovative initiatives.

As for the economic impact, we contributed more than S./128 million in mining canon and mining royalties, destined for social and economic development projects, we generated more than S./1,670 million in revenue, and we increased our hiring of local personnel, raising our average to 30.27%.

Regarding talent management, we were recognized by the Association of Good Employees and the Ministry of Labor as a company with outstanding people management practices and obtained the Safe Company Brand Certification. We also made significant progress in diversity and inclusion, workplace well-being, and sexual harassment prevention.

In social management, we carried out health, education, infrastructure and development projects with an investment of more than S./23 million, whilst in environmental matters we achieved a high percentage of reused water and worked on a afforestation project to be a Zero Emissions company. We also partnered with the company Kallpa and obtained the IREC certificate for the use of electricity from renewable sources.

We will continue to work with our stakeholders, driving forward our continuous improvement in order to keep creating enduring value beyond mining.

Kind regards,

Luis Rivera

President of the Board of Directors
Executive Vice President Gold Fields
Americas Region

OUR CORPORATE GOVERNMENT

Our board of directors is composed of a president, Luis Rivera Ruiz, and three directors. Both the president and directors hold executive positions in the organization.

President

Luis Rivera Ruiz
Executive Vice President

Director

Domingo Drago
Vice President of Corporate Affairs and Sustainable Development

Directora

Verónica Valderrama Garibaldi
Vice President of Human Resources

Director

Paul Gómez Gamero
Vice President of Technical Services

Key Sustainability Numbers



+ S/. 128 millions

in contribution for mining canon and mining royalties



S/. 23 millions

direct social investment in infrastructure, culture, development and education projects



25,7 % of female

representation on our payroll

209 initiatives

de of business optimization and innovation implemented

0 serious injuries

of workers identified



181 local companies

integrate our supply chain

83 % of water

used in our process is recirculated

OUR PURPOSE, VISION AND VALUES

Our Purpose

Create enduring value beyond mining

Nuestra visión

To be the preferred gold mining company delivering sustainable, superior value

Nuestros Valores



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative Delivery

We are Gold Fields La Cima S.A. (Gold Fields in Peru) and in 2022, the Merco Companies ranking recognized us as the third best mining company in terms of reputation in Peru.

Our Cerro Corona operation is in the Cajamarca region, province and district of Hualgayoc, and we also have administrative offices in Lima and Cajamarca.

We use conventional open pit mining methods and treat sulphide ores using flotation to extract the concentrate. We export the concentrate by sea to smelters in Asia and Europe. We have been operating in Peru for fifteen years and our first mineral processed dates from July 27, 2008.

GOLD FIELDS LTD.

We belong to the Gold Fields Limited (Ltd.) South African group, recognised as one of the most important gold producers in the world. Our team has more than 130 years of experience, and we own mining operations in South Africa, Ghana, Australia and Peru, as well as a project in Chile (Salares Norte).

Currently, Gold Fields Ltd. lists its shares on the Johannesburg Stock Exchange (JSE) and the New York Stock Exchange (NYSE).



Gold Fields maintains its vision to become the gold mining company of choice by offering superior and sustainable value. This vision is observed around the five countries in which it operates.

9 minas operativas

- Agnew
- Asanko JV
- Damang
- Gruyere
- Granny Smith
- South Deep
- St. Ives
- Tarkwa
- Cerro Corona

Tons treated/milled
(thousands of tons)
42.199

Ounces of gold produced
(thousands of ounces)
2.399

Number of employees
23.084

ESG PRIORITIES TO 2030 AND GOLD FIELDS PERU'S PROGRESS

Gold Fields Ltd. published a set of targets to 2030 in relation to the most important environmental, social and governance (ESG) priorities that we hold to as a group.



DECARBONIZATION

- Achieve a 30% reduction in net scope 1 and 2 emissions (from our 2016 baseline). However, due to the expected growth in terms of production by 2030, the absolute target will be a 50% reduction in these emissions.
 - Achieve net-zero emissions by 2050, in line with our commitment to the Paris Agreement.
-
- In 2021, we recorded 81,069.66 tCO2 emissions of scopes 1 and 2.
 - Both greenhouse gas (GHG) measurements were recorded in the "Declaration of Verification of Greenhouse Gas Emissions" submitted to the Ministry of the Environment



TAILINGS MANAGEMENT

- Fully comply with the Global Industry Standard for Tailings Management.
 - Reduce the number of active tailings dams erected upstream from five to three.
-
- We conducted an internal audit with the company Stantec of the database containing the GISTM (Global Industry Standard for Tailings Management) information.



WATER CARE

- Recycle or reuse 80% of the water used in our operations.
 - Reduce freshwater use in our operations by 45% (compared to 2018).
-
- Our percentage of recycled or reused water is 83%.
 - The water catchment of our operation comes mainly from groundwater (about 66%). The remaining 34% comes from rainwater.



SAFETY, HEALTH, WELL-BEING AND ENVIRONMENT

- Achieve zero fatal accidents.
 - Achieve zero serious injuries.
 - Achieve zero serious environmental incidents.
-
- 0 fatal incidents.
 - 0 serious injuries.
 - 0 serious environmental incidents.



GENDER DIVERSITY

- Achieve 30% female representation.
-
- We achieved more than 25% female representation on our payroll.



CREATING VALUE FOR STAKEHOLDERS

- Attain that 30% of the total value created is for the benefit of host communities.
 - Implement six flagship projects in our regions for the benefit of host communities.
-
- We contributed more than S/ 102 million in mining canon, more than S/ 26 million in mining royalties and more than S/ 23 million in special mining tax.
 - We continue with development projects in various fields (infrastructure, education, production, health and employment) in the host regions.

Operational performance and innovation



6.721 kt of ore production of the 6,715 Kt budgeted

129.267 oz of gold production of the budgeted 120,212 oz.

26.955 oz of copper production of the budgeted 27,013 oz.

260.455 of the budgeted **255,276** oz gold equivalents.

Operational optimization actions

- Optimization of our machinery maintenance management that allowed us to reduce the hours of unscheduled stops and increase fleet availability in our operation.
- Improvement of mine drainage infrastructure through the installation of new vertical pumping shafts and horizontal drains.
- Improvement of the tracks to reach more optimal speeds in transport.
- Maximization of semi-autogenous mill (SAG) performance.



INNOVATION AND TECHNOLOGY

Through our "Ingenio" program, each collaborator or team can share ideas and propose improvements in any area of the business.



428 innovative initiatives were presented by employees

209 of initiatives presented were successfully implemented

achieving **savings of S/. 17,954 million** during that year.

MILESTONES 2022

- We achieved the reduction of hours of unscheduled stops thanks to the optimization of machinery maintenance management.
- We improved the mechanical availability of the plant, which has been operating at 96.77% of its capacity.
- We had an increase of 2.6% of tonnage treated per hour using the SAG Advanced Milling Control System (APC).

SDG
9 and 12



ESG PRIORITY



MATERIAL TOPICS
Operational performance and innovation



AWARDS IN 2022

- 

Achieving third position in the Merco Companies ranking for mining company with the best reputation in Peru.
- 

Top 100 (#73) within the Merco ESG ranking, rising 14 positions compared to 2021.
- 

Bicentennial Seal of Peru for our sustainable integral management.
- 

Socially Responsible Company recognition from the organization Sustainable Peru for the tenth consecutive year.
- 


Recognition by the Ministry of Labor and Employment Promotion with the "Good Labor Practices" award.
- 


Certification of the Level 2 Carbon Footprint Program of the Ministry of the Environment

Local and national value creation

FINANCIAL PERFORMANCE


S/. 1.660,40 millions
in sales


S/. 76,02 millions
of net income


S/. 913,51 millions
of EBITDA

ECONOMIC CONTRIBUTION

- We contributed more than S/ 204 million in income tax, representing an increase of 20% compared to 2021.
- We contributed more than S/ 102 million in mining canon, more than S/ 26 million in mining royalties, and more than S/ 23 million in special mining tax.

Income tax	S/. 204.050.149,00 millions
Mining canon	S/. 102.025.074,50 millions
Mining royalties	S/. 26.190.215,00 millions
Special Mining Tax	S/. 23.930.710,00 millions

RESPONSIBLE SUPPLY CHAIN

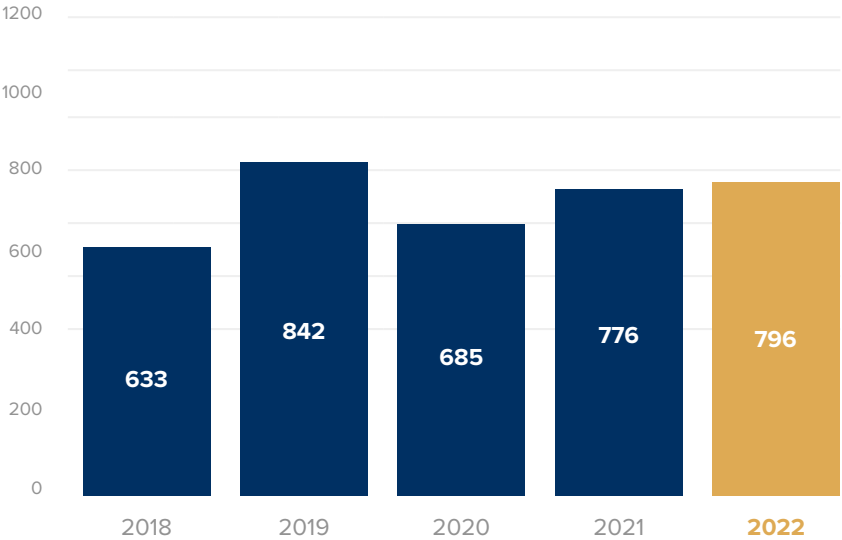
**1.571** total suppliers and contractors

693 are local and national companies

The total amount of local purchases was **S/ 118.36 million**, equivalent to 13.7% of total national and local purchases

LOCAL EMPLOYMENT

We achieved our highest level in local employment, with an average of local hiring of **30.27%**.



MILESTONES 2022

- We increased our contribution in mining canon by 20% compared to 2021.
- We increased our contribution in mining royalties by 38.7% compared to 2021.
- We implement the Semi-Skilled Labor Certification Program through the Ministry of Labor and Employment Promotion.
- We executed the First Professional Internship Program called "Young Hualgayoquinos" through our strategic partners.
- We generated jobs for an average of 184 people through the modality of non-mining job opportunities.

SDG
8 and 12



ESG PRIORITY



MATERIAL TOPICS
National, regional and local economic contribution
Responsible supply chain

Employee experience, diversity, and inclusion

Our people strategy focuses on:



Leadership, connection & closeness



Values



Suitable atmosphere



Growth & development



Diversity & inclusion



412 employees make up our workforce, from which 378 integrate our direct payroll

25,7% of female representation on our direct payroll

This percentage means an increase of **3% compared to 2021.**



HIGH PERFORMANCE CENTER (CAR)

Development programs by position

- In 2022, we benefited 307 people through the Development Program by position, including vice presidents and CEOs (Americas Region), managers, superintendents, assistant managers, as well as chiefs-supervisors, professionals, interns, operators, and technicians.

Recognition Programs

- In 2022, 2,597 hours were invested in English classes and 347 hours in training for diplomas and specializations.

MILESTONES 2022

- For the first time, we obtained the Safe Company Brand Certification in the gold category of the Ministry of Women and Vulnerable Populations (MIMP).
- 100% of our employees were trained in sexual harassment prevention.
- We signed, with the 20 largest contractors that provide us with services, the ¡Basta! Pact, that seeks to promote safe spaces throughout our value chain.

SDG

5 and 10



ESG PRIORITY



MATERIAL TOPICS

Management of human talent and employee experience

Diversity and inclusion

DIVERSITY AND INCLUSION

We live diversity and inclusion in our day to day, through different actions:

- **Promoting safe spaces:** We trained 100% of employees in sexual harassment prevention and disseminated our policies in talks to more than 13,000 people.

Prevention of Gender Violence

We carried out our first Equity and Visibility Plan project, to be executed over a period of three years. In 2021, we carried out a diagnosis on Gender Diversity. We also participated in "Harassment-Free Workspaces" (ELSA).

- **Promotion of women in the mining industry:** Our operation in Cerro Corona registered the highest percentage of participation of women in Peruvian mining. To achieve this, we have developed various initiatives that favor equity and inclusion.

"Protagonistas Mineras" Program

Our 2022 edition had the participation of 7,074 applicants from the different regions of Peru. In the end, we managed to have a total of 22 protagonists that integrated the various areas of Gold Fields in Peru.



Comprehensive care



0.29

recordable accident frequency rate

0 serious injuries

0 fatal injuries



Resumen Ejecutivo del Reporte Integrado 2022



Critical risk

- We conducted more than 1,100 monthly verifications.
- We maintained performance compliance with critical controls above 90%.



Change management

- We carried out 29 change management processes.



Fatigue management

- We rolled out campaigns and communication materials aimed at raising awareness among staff about the dangers of a person with fatigue performing activities, especially high-risk ones.



Life behaviours

- We developed five workshops (four in Cajamarca and one in Lima) focused on safety and accident prevention. It was attended by 153 leaders among Gold Fields staff in Peru and our contractors.

"Liderazgo con Coraje"

- We undertook the "Train the Trainers" course to line managers and supervisors, with the aim of them becoming promoters and facilitators of the program.
- We trained 1,551 attendees, exceeding our established goal and reaching 194% compliance.

MILESTONES 2022

- We maintained the ISO 45001:2018 certification (Occupational Health and Safety Management Systems).
- We reported 0 serious injuries.
- We complied 100% in the closing of SPI (Serious Potential Incident) actions on time.
- We carried out the workshops of Vital Behavior with the participation of 95 workers in four face-to-face sessions.
- We conducted specialized training in Behavior Management, reaching 243 leaders in 21 sessions, and 250 observers in 20 sessions.
- We carried out a specialized training in Hazardous Materials (HAZMAT) Warning Levels, reaching 70 employees.

SDG
3



ESG PRIORITY



MATERIAL TOPICS
Comprehensive care
Human rights

HUMAN RIGHTS AND
SECURITY



We conducted an external audit on the implementation of human rights due diligence.



We carried out a process of identifying the impact on human rights.



We put in place a human rights risk management procedure.



We trained workers, contractors and members of the Peruvian National Police on the Guiding Principles on Politics and Human Rights, Voluntary Principles on Human Rights, security, and other related topics.



We updated our procurement and service contracts so that our contractors comply with the same guidelines of respect for human rights.



Social and community management



48

social commitments executed up to the end of 2022

75 social commitments identified in agreements

64% percentage of compliance with social commitments since 2004

In addition, during 2022, we managed to resolve 100% of the total complaints filed, a figure that has risen compared to 2020 and 2021.



Infrastructure

- Drinking Water Treatment Plant for the Manuel Vasquez Association. Towards the end of 2022, we were in the planning and logistics phase for construction of the plant.
- Improvement of Walkability project in the city of Hualgayoc. We started the execution of the project, equivalent to the fulfillment of three impact works.



Education

- Implementation of the computer center and multimedia classrooms in Pílancones, and closure of the teacher training program within the framework of the educational project associated with the dialogue table.
- We offered 21 scholarships at the Universidad Privada del Norte (UPN).
- We offered 12 scholarships at the Mining Technology Center (CETEMIN) to young people from the district of Hualgayoc.

SDG

1, 11 and 16



ESG PRIORITY



MATERIAL TOPICS

Relationship, dialogue and contribution to the community



Productivity

- Animal health services, artificial insemination, and pastures.
- Construction of water catchment for water recharge in the district of Hualgayoc (10 reservoirs) in conjunction with the Sierra Azul Fund – MIDAGRI.
- Dairy products plant: we carried out the implementation of the dairy products plant for the COOPAH (Cooperative of Agricultural Producers Hualgayoc), benefiting 56 associates.



Employment

- Certification: we awarded 97 certifications to participating professionals on behalf of the National Training Service for the Construction Industry (SENCICO) and endorsed by the Ministry of Labor and Employment Promotion.
- Internships: We carried out the project "Jóvenes Hualgayoquinos" benefiting 12 young people from the company's area of direct influence.



Health

- Delivery of medical equipment in the context of the pandemic to the Health Center and Educational Institutions of the district of Hualgayoc.
- Adaptation of the Hualgayoc Health Center to the health network.

Works for Taxes in La Cuadratura

- In 2022, we started the construction project of 126 basic sanitation units in La Cuadratura - Hualgayoc, through the modality of works for taxes in cooperation with the Ministry of Housing, Construction and Sanitation.
- This had an investment of more than S / 3,247,000, thanks to which 320 inhabitants of 126 families benefited. At the end of 2022, execution was at 52%, and it is expected to be completed in 2023.

MILESTONES 2022

- We received recognition of ProActivo Awards for achieving the 2nd place in the Medium Mining category of ProActivo Awards 2022 with the project "Alliance for a better future: Contribution to significant learning in regular basic education and higher education in Hualgayoc".
- We executed educational, health, infrastructure, and productive development projects in the field of economic development and fulfillment of commitments in the areas of influence with an investment of more than S/ 23.3 million.

Environmental management and compliance



1.701,29 MI

total water collection

575,14 MI
rainwater collected

1.126,15 MI
groundwater collected



4.096 MI

total water discharged

2.984 MI
surface water discharged

1.112 MI
groundwater discharged

The percentage of water reused during 2022 was 83% of the total, compared to the goal of 79%.

Afforestation project

In strategic alliance with a community company of Pílancones, we planted 15.8 Ha with 3,879 individuals of *Polylepis racemosa* and 18,712 individuals of *Pinus patula* by the end of 2022, with an investment of S/ 573,000 for its development.

With this project, our goal is to capture between 3 and 5 tons of greenhouse gases per year, which translates into a reduction in emissions of between 47.4 and 79 tons of CO₂e per year at the end of the period.

MILESTONES 2022

- We obtained the I-REC certification for using 100% renewable electricity.
- We forested 20 hectares with the use of local engineering and labor from communal enterprises.
- We provide 45,852.2 m³ of drinking water to our local communities from our treatment plants.
- We obtained the Greenhouse Gas Verification Statement, issued by SGS regarding our 2021 GHG inventory.
- We obtained the second star diploma of the PeruCarbon Footprint program, issued by the Ministry of Environment, for having developed and validated the GHG inventory.

Drinking water and water management

Our goal is for our communities of influence to have a constant supply of drinking water. Along these lines, in 2022, communities received a drinking water supply of 45,852.2 m³ from our treatment plants.

SDG
6, 7, 13 and 15



ESG PRIORITY



MATERIAL TOPICS
Management of water resources and tailings
Emissions management and carbon footprint

ENERGY MANAGEMENT

Our partnership with Kallpa allows for our electricity consumption to come from clean energy. Thanks to this, in 2022 we received the International Renewable Energy Certificate (I-REC) that certifies that our electricity consumption during 2021 came 100% from renewable sources.

Our energy consumption during 2022 came from the following sources:

152.693 MW-h
Electricity consumption

20.280,76 KI
Diesel

24,22 KI
Oil

3,37 TJ
Liquefied petroleum gas



EMISSIONS MANAGEMENT

Our Reported 2021 scope 1 emissions – which represent 67% of the total – are mainly generated by mobile combustion , combustion of stationary sources , use of explosives for blasting, and land use change. As for scope 2 emissions – which represent 33% of the total – these are generated by the use of imported electricity.

- Direct emissions (scope 1)
54.604,60 t CO_{2-e}
- Indirect emissions (scope 2)
26.465,10 t CO_{2-e}
- Total emissions (scope 1 and 2)
81.069,66 t CO_{2-e}



GOLD FIELDS



www.goldfields.com.pe | www.goldfields.com