



GOLD FIELDS

MEDIA RELEASE

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GOLD FIELDS INCLUDED IN THE 2021 BLOOMBERG GENDER-EQUALITY INDEX

Johannesburg, 27 January 2022: Gold Fields Limited (Gold Fields) (JSE, NYSE: GFI) has once again been included in the 2021 Bloomberg Gender-Equality Index (GEI), one of only 418 companies globally to achieve this. Gold Fields achieved an average GEI score of 69%, unchanged from 2020, and just below the 71% average of other companies included in the index.

Companies in the GEI are recognised for their efforts in achieving workplace gender equality and their disclosure of key gender equality metrics. This is the fourth year in a row that Gold Fields has been listed in the GEI, which measures gender policies across five pillars: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies, and pro-women brand. Scores are also awarded for transparency on gender-related data.

“Gender and diversity are critical operational priorities to Gold Fields, and while we recognise that work still remains to be done, we are proud of what has been achieved to date,” says Chris Griffith, Gold Fields CEO. He adds that the company is targeting 30% gender diversity among its workforce by 2030.

Across its global workforce at the end of 2021, 22% of Gold Fields employees were women (2020: 20%), with 23% of management positions held by females (2020: 20%). Over half of female employees at Gold Fields work in core mining roles. Over a five-year period, the improvements have been more pronounced: in 2016 women representation in the total workforce and in leadership were only 15% each.

“To achieve our 2030 targets, we have to have a gender bias in terms of our talent management and recruitment policies as well as targeted development programmes for women and other underrepresented groups at our mines, projects and offices,” says Rosh Bardien, Gold Fields’ EVP for People and Organisational Effectiveness.

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[^]Australian, [†]British, [#]Ghanaian, ^{**} Executive Director

Company Secretary: Anrè Weststrate

Our Purpose

Creating enduring value beyond mining



safety



integrity



respect



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She adds that Gold Fields last year completed the development of a diversity and inclusion scorecard and dashboard, which track the Company's performance and links bonus pay of senior leadership to the achievement of key targets.

Participation in the GEI is voluntary and carries no cost. More information on the GEI can be found at www.bloomberg.com/gei/about.

Notes to editors

About Gold Fields

Gold Fields Limited is a globally diversified gold producer with nine operating mines and one project in Australia, Chile, Ghana (including our Asanko Joint Venture), Peru and South Africa, with total attributable annual gold-equivalent production of 2.24Moz. It has attributable gold-equivalent Mineral Reserves of 52.1Moz and gold Mineral Resources of 116.0Moz. Gold Fields has a primary listing on the Johannesburg Stock Exchange (JSE) Limited, and an additional listing on the New York Stock Exchange (NYSE).

Sponsor: J.P. Morgan Equities South Africa (Pty) Ltd

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