

Assessment of Company Expectations 2025/26

Company adherence to the Expectations for EITI supporting companies

Company name	Gold Fields
Sector	Mining
Headquarters	Johannesburg, South Africa
Type	Publicly listed
Date of submission to company (month/year)	January 2026
PREAMBLE <i>MSG Participation</i>	<i>Pursuant to the Guidance on the Expectations for EITI supporting companies, companies are encouraged to participate in national EITI multi-stakeholder groups (MSGs). This data is collected for information purposes.</i>
Does the company participate in a multi-stakeholder group?	No
If yes, indicate in which countries the company is participating in MSGs?	N/A
Secretariat comment on MSG participation	The Secretariat thanks the many companies directly and indirectly participating in MSGs in EITI implementing countries and encourages supporting companies to take part in MSGs in the EITI implementing countries in which they operate.
EXPECTATION 1 <i>Public support for the EITI</i>	<i>Publicly declare and publish support for the EITI and the objective of the EITI Association to make the EITI Principles and the EITI Standard the internationally accepted standard for transparency in the oil, gas and mining sectors.</i>
Does the company publish a statement of support for	Yes

the EITI and the objective of the EITI Association?	
URL for Statement Support	Standards and Principles Webpage: https://www.goldfields.com/international-standards-and-principles.php
Secretariat's assessment on Expectation 1	Expectation met
Secretariat comment	Gold Fields publishes a statement of support. See URL.
EXPECTATION 2 <i>Disclosures in accordance with the EITI Standard</i>	<i>Make comprehensive disclosures in accordance with the EITI Standard in all EITI implementing countries where the company or its controlled subsidiaries operate. Where not disclosed in other company reporting, publicly disclose a list of controlled subsidiaries operating in the oil, gas or mining sectors in EITI implementing countries.</i>
Does the company publish a list of controlled subsidiaries?	Yes
URL for controlled list of subsidiaries	Annual Financial Report 2024: https://www.goldfields.com/pdf/investors/integrated-annual-reports/2024/afs-2024.pdf
EITI implementing countries where the company operates.	CHILE GHANA PERU
Does the company make disclosures in accordance with the EITI Standard or in relation to EITI implementing countries?	Yes
Secretariat's assessment on Expectation 2	Expectation met
Secretariat comment	List of controlled subsidiaries published. See URL p. 141. The company is assessed as contributing to disclosures in EITI implementing countries.

<p>EXPECTATION 3</p> <p><i>Disclosure of taxes and payments in non-EITI implementing countries</i></p> <p><i>Publicly disclose taxes and payments to governments at a project level in line with the EITI Standard in all non-EITI implementing countries where the company operates unless disclosure is not feasible. Where not feasible, the country-specific legal or practical barriers to disclosure should be publicly explained.</i></p>	
<p>Does the company publicly disclose taxes and payments to governments in non- EITI implementing countries where the company operates upstream in the oil, gas and mining sectors?</p>	<p>Yes</p>
<p>URL to disclosures of taxes and payments to governments in non-EITI implementing countries</p>	<p>Payments to Governments Webpage: https://www.goldfields.com/government-and-public-policy.php</p> <p>Integrated Annual Report 2024: https://www.goldfields.com/pdf/investors/integrated-annual-reports/2024/iar-2024-interactive.pdf</p>
<p>Are the disclosures disaggregated by project?</p>	<p>Yes</p>
<p>Secretariat's assessment on Expectation 3</p>	<p>Expectation met</p>
<p>Secretariat comment</p>	<p>Gold Fields discloses taxes and payments to governments in non-EITI implementing countries. See URL for Integrated Annual Report 2024 p. 24 & 52.</p> <p>The company discloses taxes and payments to governments by project.</p> <p>The company explains that Gold Fields discloses taxes and payments at mine/project level in all countries except Australia. Accordingly, in Australia, the company's mines are treated as a single entity for financial and tax purposes, so it is not possible to report at mine/project level.</p> <p>The Secretariat did not verify whether project-level disaggregation in all non-EITI implementing countries was adequate, as definitions vary across jurisdictions.</p>

EXPECTATION 4 <i>Commodity trading transparency</i>		<i>Companies buying oil, gas and/or mineral resources from the state in EITI implementing countries, disclose volumes received and payments made in line with the EITI Standard and the EITI reporting guidelines for companies buying oil, gas and minerals from governments unless disclosure is not feasible.</i>
Does the company buy oil, gas, and/or mineral resources from the state in EITI-implementing countries?	No	
If yes, which countries?	N/A	
Does the company make disclosures in line with the EITI Standard and reporting guidelines?	N/A	
URL for disclosure(s)	N/A	
Secretariat's assessment on Expectation 4	Expectation not applicable	
Secretariat comment	Gold Fields does not buy oil, gas and/or mineral resources from the state in EITI implementing countries.	
EXPECTATION 5 <i>Disclosure of audited financial statements</i>		<i>In line with the EITI Standard, publicly disclose audited financial statements, or the main items (i.e., balance sheet, profit/loss statement, cash flows) where financial statement are not available.</i>
Does the company disclose its audited financial statements?	Yes	
URL audited financial statements	Annual Financial Report 2024: https://www.goldfields.com/pdf/investors/integrated-annual-reports/2024/afs-2024.pdf	
Secretariat's assessment on Expectation 5	Expectation met	

Secretariat comment	Gold Fields discloses audited financial statements within the Annual Financial Report 2024. See URL p. 49.
EXPECTATION 6 <i>Beneficial ownership transparency</i>	<i>Publicly declare and publish support for beneficial ownership transparency and publicly disclose beneficial owners in line with EITI Standard, recognising that listed companies will disclose the name of the stock exchange, include a link(s) to stock exchange filings where they are listed and otherwise do what is required by applicable regulations and listing requirements.</i>
Does the company publish a statement of support for beneficial ownership transparency?	Yes
URL for statement of support for Beneficial Ownership	Gold Field's Disclosure on the Implementation of the RGMPs: https://www.goldfields.com/pdf/sustainability/sustainability-reporting/world-gold-council/2025/responsible-gold-mining-principles-conformance-report.pdf
Does the company disclose beneficial owners, either directly or according to stock exchange regulations and listing requirements?	Yes
Where disclosures are made according to stock exchange regulations, please provide the name of the stock exchange	New York Stock Exchange, Johannesburg Stock Exchange
URL to stock exchange	Website: https://www.goldfields.com/investor-overview.php NYSE: https://www.nyse.com/quote/XNYS:GFI JSE https://www.jse.co.za/jse/instruments/3305
URL for recent beneficial ownership disclosures	Annual Financial Report 2024: https://www.goldfields.com/pdf/investors/integrated-annual-reports/2024/afs-2024.pdf Shareholder Analysis Webpage: https://www.goldfields.com/shareholder-analysis.php

Secretariat's assessment on Expectation 6	Expectation met
Secretariat comment	<p>Goldfields publishes a statement of support for Beneficial Ownership. See URL P. 12.</p> <p>Company discloses beneficial owners in line with applicable regulations and listing requirements. Gold Fields is listed on the New York and Johannesburg stock exchanges. See URLs.</p> <p>The company discloses details of its shareholding on the "Shareholder Analysis" page of its website and in the Beneficial Interest section of the 2024 Annual Financial Reporting. See URLs p.162.</p>
<p>EXPECTATION 7</p> <p><i>Due diligence processes and anti-corruption policies</i></p>	<p><i>All EITI supporting companies are expected to engage in rigorous due diligence processes and publish an anti-corruption policy setting out how the company manages corruption risk, including how the company collects and takes risk-based steps to use beneficial ownership data regarding joint venture partners, contractors, and suppliers in its processes.</i></p>
Does the company publish an anti-corruption policy?	Yes
URL to the policy	<p>Policies Webpage: https://www.goldfields.com/policies.php</p> <p>Anti-Bribery and Corruption Policy: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/anti-bribery-and-corruption-policy.pdf</p> <p>Code of Conduct: https://www.goldfields.com/code-of-conduct.php</p> <p>Information for Suppliers and Contractors: https://www.goldfields.com/pdf/suppliers/introduction/information-for-suppliers-and-contractors.pdf</p>
Does the company's anti-corruption policy describe how the company manages corruption risk with regards to identification and use of beneficial ownership data?	Yes

Secretariat's assessment on Expectation 7	Expectation met
Secretariat comment	<p>Gold Fields publishes an anti-corruption policy. See URLs.</p> <p>Gold Field's anti-corruption framework sets out how the company manages corruption risk through the identification and use of beneficial ownership data. See URLs.</p> <p>The framework applies to all Gold Fields entities, employees, officers, directors, third parties, and associated persons, and prohibits all forms of bribery and corruption. It defines key forms of corruption and sets out procedures to mitigate related risks, including those involving partners, facilitation payments, gifts, business courtesies, and relationships with government or public officials. The framework also establishes guidelines for political engagement and requires that all third parties and joint venture partners be of good standing and integrity. The company has a supplier and due diligence standard through which it conducts appropriate risk-based due diligence and obtains the necessary information on its suppliers.</p> <p>Gold Fields' Code of Conduct reinforces the company's zero-tolerance stance on bribery and corruption and provides guidance on interactions with government officials and the provision of gifts or payments, supported by example scenarios to illustrate the practical application.</p> <p>The company's Information for Suppliers and Contractors document, the company outlines the information it collects from third party companies when undertaking due diligence including a requirement for companies to disclose their ownership structure. See URL, Phase 1.</p>
<p>EXPECTATION 8 <i>Contract transparency</i></p> <p><i>Publicly declare and publish support for governments' efforts to publicly disclose contracts and licenses that govern the exploration and exploitation of oil, gas and minerals in line with the EITI Standard, and contribute to public disclosure of contracts and licenses in EITI implementing countries consistent with government procedures.</i></p>	
Does the company publish a statement of support for contract transparency?	Yes

<p>URL for statement of support for contract transparency</p>	<p>ICMM Joint Statement: https://www.icmm.com/en-gb/news/2021/new-commitment-contract-transparency</p>
<p>Does the company contribute to public disclosure of contracts and licenses in EITI-implementing countries consistent with government procedures?</p>	<p>Yes</p>
<p>Secretariat's assessment on Expectation 8</p>	<p>Expectation met</p>
<p>Secretariat comment</p>	<p>As an ICMM member, the Secretariat notes that the company subscribes to ICMM's collective statement of support for contract transparency.</p> <p>Company assessed to contribute to disclosure of contracts and licenses in EITI implementing countries.</p> <p>The Secretariat encourages the company to publish a statement of support for contract transparency on its own website.</p>
<p>EXPECTATION 9 <i>Gender Diversity</i></p> <p><i>Publish a commitment and/or policy on gender diversity in the oil, gas or mining sectors and support reporting by EITI implementing countries under the EITI Standard by disclosing employment in the sectors disaggregated by gender.</i></p>	
<p>Does the company publish a commitment/policy on gender diversity?</p>	<p>Yes</p>
<p>URL for commitment/policy on gender diversity</p>	<p>Policies Webpage: https://www.goldfields.com/policies.php</p> <p>Group Diversity Policy: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/gf-policy-diversity-board-approved-14-Nov-2017.pdf</p> <p>Board Diversity Policy: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/board-diversity-policy.pdf</p> <p>Group Sexual Harassment Policy: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/gf-group-sexual-harassment-policy.pdf</p>



Does the company disclose employment data disaggregated by gender?	Yes
URL for gender disaggregated employment data	Integrated Annual Report 2024: https://www.goldfields.com/pdf/investors/integrated-annual-reports/2024/iar-2024-interactive.pdf
Secretariat's assessment on Expectation 9	Expectation met
Secretariat comment	Gold Fields publish commitments and policies gender diversity. See URLs. Gold Fields publish employment data disaggregated by gender. See URL Integrated Annual Report 2024 p. 15 & 69-79.