



**GOLD FIELDS**

# Creating enduring value *beyond mining*

**EXECUTIVE SUMMARY**

**Sustainability Report 2023**  
**Gold Fields Peru**

### TO OUR STAKEHOLDERS

*"Our purpose is to create enduring value beyond mining for all our stakeholders, including our employees, shareholders, suppliers, local communities and the environment"*



I am pleased to present our latest Sustainability Report, in which we share the main milestones of our management and contribution to sustainable development during the year 2023.

Our report has been prepared in accordance with the standards of the Global Reporting Initiative (GRI), in addition to considering our own indicators. Likewise, the consolidated indicators are aligned with the Sustainable Development Goals (SDGs) for 2030 of the United Nations (UN).

Our vision is to be the mining company most recognized for delivering superior value, with responsible management and a commitment to the sustainable development of the communities in which we operate. Our purpose is to create value that lasts beyond mining for all our stakeholders, including our employees, shareholders, suppliers, local communities and the environment.

What you will see below are just some of the achievements and recognitions that fill us with pride and reaffirm our commitment to our

stakeholders: promoting innovation and continuous improvement in all our operations; and maintaining our commitment to sustainability in all areas of our organization.

I thank our collaborators and allies for their commitment to continue creating value that lasts beyond mining.

Sincerely,

**Luis Alberto Rivera Ruiz**  
Executive Vicepresident  
Gold Fields Americas



*+ \$132 million*  
in mining canon  
and mining royalties



*+ \$25 million*  
of direct social  
investment in  
community projects



*30%*  
*workers*  
direct and indirect  
are local



*177 local  
companies*  
compose our  
chain of supply



*+26% of  
women*  
make up our  
workforce



*Zero*  
scope 2  
emissions



## GOLD FIELDS LTD.

Gold Fields LTD is a globally diversified gold producer with nine operating mines in Australia, South Africa, Ghana (including the Asanko joint venture) and Peru, and two projects in Canada and Chile.

We have total annual attributable gold equivalent production of 2,304 million ounces, proven and probable gold mineral reserves of 46.1 million ounces, measured and indicated gold mineral resources of 31.1 million

ounces (excluding Mineral Reserves) and gold mineral resources, inferred of 11.2 million ounces (excluding Mineral Reserves).

Our shares are listed on the Johannesburg Stock Exchange (JSE) and our American depository shares are traded on the New York Stock Exchange (NYSE).

### GOLD FIELDS AT A GLANCE



#### Mines:

Chile: Salares Norte – gold, silver (open-pit mine)

Peru: Cerro Corona – copper, gold (open-pit mine)

Canada: Windfall (underground gold project)



#### Mines:

Ghana: Damang and Tarkwa (open-pit mines)

South Africa: South Deep (underground mine)



#### Mines:

Gruyere (50/50 JV), Granny Smith, St Ives and Agnew (open-pit and underground mines)

<b>Mines</b>	9
<b>Attributable production (koz)</b>	2,304
<b>Gold Mineral Resources (Moz)</b>	40.50
<b>Gold Mineral Reserves (Moz)</b>	44.60

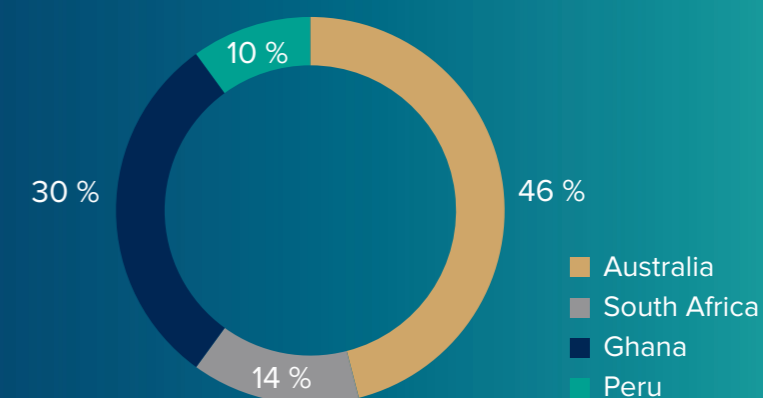
#### Safety

Fatal incidents	2
Serious Injuries	6

#### Workforce

Employees	6,297
Contractors	15,299

### CONTRIBUTION TO GROUP ATTRIBUTABLE PRODUCTION



## OUR PURPOSE, VISION AND VALUES

In 2023, our actions have been aligned to fulfill the purpose of creating value that lasts beyond mining.

### Our purpose

#### Why do we exist?

We create value that lasts beyond mining.

This means that we actively seek to create widespread and sustainable value for our stakeholders that lasts after we leave.

Our vision is to be the gold mining company most recognized for delivering superior sustainable value. For us, this means developing our mining activities

in a safe and responsible manner, minimizing the environmental impact and

### Our vision

#### Where do we want to go?

To be the gold mining company most recognized for generating superior sustainable value.

maximizing benefits for local communities and the country's economy.

We have six values that support our purpose:



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative compliance

## WORLD CLASS STANDARDS

We belong to different world-class organizations and in developing this report, we apply and comply with various frameworks, standards and acts. Likewise, we have up to five international certifications that support the quality of our management:

- International Council on Mining and Metals (ICMM)
- World Gold Council
- Global Reporting Initiative
- United Nations Global Compact
- I-REC certification granted for use of renewable energy
- Global Industry Standard for Tailings Management.
- ISO 14001
- ISO 27001
- ISO 45001
- ISO 50001

## SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS ORGANIZATION BY 2030 (SDG)

As a responsible mining company, we seek to create value that lasts beyond mining for all our stakeholders.

The United Nations Sustainable Development Goals for 2030 (SDG) are key to our vision of becoming the gold mining company most recognized for generating superior sustainable value. While we recognize the importance of the 17 SDGs, we prioritize those where we believe we have the greatest capacity to achieve significant impact.



## GOALS AND PRIORITIES 2030

Our environmental, social and governance impacts are essential to our strategy. For this reason, we propose six priorities to improve the relationship with our stakeholders and cause a positive impact on the environment where we operate.



### DECARBONIZATION

- Achieve a 30% reduction in net Scope 1 and 2 emissions (relative to our 2016 baseline).
- Achieve net zero emissions by 2050, in line with our commitment to the Paris Agreement.

#### Peru's progress

- In 2023 we register 50,575.91 tCO<sub>2</sub> of scope 1 emissions.
- In 2023, we will record zero scope 2 emissions.



### TAILINGS MANAGEMENT

- Fully comply with the Global Industry Standard for Tailings Management.
- Reduce, from five to three, the number of active tailings dams erected upstream.

#### Peru's progress

- We carried out a self-assessment of compliance in the implementation of the GISTM by Corporate and validated by the ERM company obtaining 87.5%.
- We published the first Annual Disclosure Report on GISTM compliance (August 5).



### WATER STEWARDSHIP

- Recycle or reuse 80% of the water used in our operations.
- Reduce fresh water use in our operations by 45% (relative to 2018 baseline).

#### Peru's progress

- Our annual average recycled water was again 83%.
- Rainwater collection was 2,869.27 MI compared to 575.14 MI the previous year.
- Our water extraction amounted to 2.9 giga liters.



### SAFETY, HEALTH, WELL-BEING AND ENVIRONMENT

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

#### Peru's progress

- Zero fatal accidents.
- Zero serious injuries.
- Zero serious environmental incidents



### GENDER DIVERSITY

- Achieve 30% female representation.

#### Peru's progress

- 26.10% of women make up our workforce.
- 14.5% of women in leadership positions.
- 30.3% of women in mining jobs.



### VALUE CREATION FOR STAKEHOLDERS

- Achieve 30% of the total value created to benefit host communities.
- Implement six emblematic projects in our regions to benefit host communities.

#### Peru's progress

- We invest more than S/25 million in infrastructure, education, productivity, health and employment projects.
- We contribute more than S/ 132 million in mining canon and mining royalties.

# Operational performance

## KEY INDICATORS

In 2023 we carried out different actions to improve our production indicators:



**239.178 ounces**  
gold equivalents (Au)



**121.982 ounces**  
gold (Au)



**26.739 tonnes**  
copper (Cu)

## OTHER INDICATORS

**Mine production**  
24.903 Mt

**Reduction of hours in plant shutdown**  
39.13 hours

**Mechanical availability of concentrator plant**  
96 %



SDG  
Goals 9 and 12



GOLD FIELDS PRIORITIES 2030  
Value creation for stakeholders



# Local and National value creation

## KEY INDICATORS

Our economic results seek to make visible the benefits of mining activity in the long term.



**S/ 1.689,26 million**  
in sales



**S/ 19,78 million**  
net profit



**S/ 896,66 million**  
EBITDA

## OUR CONTRIBUTION

**Income tax**  
217.727.698 million

**Mining canon**  
108.863.849 million

**Mining royalties**  
23.436.576 million

**Special mining tax**  
22.081.060 million



177 local businesses  
are part of our supply chain



30% of workers  
are local  
both employees and  
contractors



SDG  
Goals 8 and 12



GOLD FIELDS PRIORITIES 2030  
Value creation for stakeholders



# Employee experience, diversity and inclusion

## KEY INDICATORS



**26,1 % women**  
on our payroll



**14,5 % women**  
in leadership positions



**30,3 % women**  
in mining jobs

## KEY MILESTONES



We trained more than 3,500 people, including contractors, in sexual harassment prevention.



We implemented the Respectful Spaces Study conducted by Elizabeth Broderick and designed a plan to execute its recommendations locally.



We launched the regional initiative “Culture Forums with Contractors” where we share knowledge and good practices with our regional contractors to promote our culture.



**SDG**  
Goals 5,8 and 10



**GOLD FIELDS PRIORITIES 2030**  
Gender diversity





# Integral Care

## KEY INDICATORS



**0**  
serious injuries



**52 NM**  
incidents without loss



**4.88 SER**  
security commitment rate



**97,3 % compliance**  
on time SPI closing actions

## HUMAN RIGHTS AND SECURITY



The Standard of Voluntary Principles on Security and Human Rights was approved.



3,314 participants, including collaborators and contractors, registered in Human Rights talks.



632 members of the National Police of Peru were trained in Voluntary Principles of Security and Human Rights through an agreement at the end of the year



A Seminar on Gold Fields' commitment to Human Rights and Voluntary Principles with international scope was held in Cajamarca.



Human Rights due diligence was updated and approved.



SDG  
Goals 3 and 16



GOLD FIELDS PRIORITIES 2030  
Safety, health well-being and environment



# Social and Community Management

## KEY INDICATORS



**100 %**  
complaint closure



**103 social commitments**  
identified in minutes and agreements



**75 % compliance**  
of social commitments since 2004



Construction of a Drinking Water Treatment Plant for the Manuel Vasquez Association.



Support with teachers to IIEE of El Tingo, Pilancones and Alto Coymolache. The use of computer centers and multimedia classrooms has also been strengthened, benefiting a total of 363 students.



The operation of the dairy products plant benefits more than 200 producers, collecting 6,200 liters of milk per day.



Health campaign in Hualgayoc and AID. Performing 2,2224 services of various specialties, also delivering medicines.



Professional internships for "Jóvenes Hualgayoquinos" benefiting young people from host communities.



**SDG**  
Goals 1, 4, 6, 10 and 17



**GOLD FIELDS PRIORITIES 2030**  
Value creation for stakeholders



# Environmental Management and Compliance

## KEY INDICATORS



0 scope 2 emissions



83 % of water used in our process is recycled



66 % of captured water is from underground source



67 % of waste are recycled and/or treated

## ENERGY CONSUMPTION

Diesel (Kl)

18.105,38

Gasoline (Kl)

26,56

Petroleum liquid gas (TJ)

3,42

Diesel (TJ)

652,95

Gasoline (TJ)

0,88

Electrical consumption (MW-h)

152.486



SDG

Goals 6, 7, 13 and 15



GOLD FIELDS PRIORITIES 2030

Decarbonisation  
Tailings management  
Water stewardship





We obtained the Socially Responsible Company Distinction (ESR) for the twelfth consecutive year.



We appeared once again in the MERCOSUR EMPRESAS ranking;

- Ranked 67th among the hundred most prominent companies in the country.
- Ranked 3rd among the twenty best recognized mining companies.



For the fifth time, we were certified as an Entrepreneurial Partner by the Association of Good Employers (ABE), for our good practices in People Management.



We were recognized as the preferred company by interns for their first work experience; and the second best for professionals under 35 years of age.



We obtained an I-REC Certificate that certifies that the energy consumed in our Cerro Corona operation comes from renewable sources.



We climbed positions in the MERCOSUR ESG ranking:

- Ranked 73 among the hundred most responsible companies in the country.
- Ranked 6 among the best recognized mining companies for ESG management.



We obtained the "Empresas Integradoras" recognition for our good practices in terms of diversity and inclusion, making visible our effort to integrate vulnerable groups into the labor market.



We were recognized by the National Society of Industries for our three ISO recertifications in environmental, energy and safety.



**GOLD FIELDS**