



Gold Fields Ghana: Sustainability and Contribution to National Development

ALFRED BAKU, EVP & HEAD OF GOLD FIELDS WEST AFRICA
July 2021



GOLD FIELDS

Our Vision, Our Responsibility

**Our vision is to be
the global leader in
sustainable gold
mining**

We don't want to be the biggest, but we do want to be the best at what we do. We seek to create enduring value from gold mining for all of our stakeholders, including our employees, our communities, our shareholders and our host governments.

Sustainability is a business approach to creating long-term value, taking into consideration how an organisation operates in the social, environmental and economic environment. We do not want to compromise the ability of future generations to meet their own needs.

We seek to enhance the environment in which we operate and limit the impact mining can cause. We are committed to creating shared value for all our stakeholders. This is our legacy, and we measure ourselves by this.

Development Agreement with the Ghana Government

Gold Fields Ghana entered a Development Agreement with Government in April 2016 under section 49 of the Minerals & Mining Act, 2006 (Act 703), with stable fiscal terms following the increased investment by Gold Fields over the next few years.

Government has **10%** freehold interest in both these mines. (Our 45% holding in the Asanko gold mine, a JV with Galiano Resources, is not covered by the Development Agreement).

Gold Fields Profile

1993 acquired the Tarkwa mine from Government

2002 acquired the Damang mine from Ranger Minerals

2017 Damang re-investment project commenced: US\$1.2bn in capital and operational expenditure

2018 entered into a JV with Galiano Gold for the Asanko mine

Our strategic objective is to grow our business to 1 million ounces of gold annually

Our strategic objective is to grow our business to 1Moz of gold annually

Tarkwa maintains an estimated **500,000oz** per annum with an estimated reserve of **6.1Moz**

Damang has an estimated reserve of **1Moz**

Approximately **860,000oz** from our operations currently

Contribution to Ghana's National Development

Gold Fields is a major contributor to Ghana's economic growth & development since operations begun

US\$1.5bn paid in corporate tax and royalties

US\$116m paid in dividends to Government

US\$296m paid from employee pay-as-you-earn taxes

Over the past 27 years

Gold Fields Ghana has made significant advances in mitigating and managing negative impacts and risks associated with the gold mining business by

improving how we manage environmental and social impact, protecting the health of workers, achieving energy efficiency, reporting on financial flows, respecting and supporting human rights

incorporating sustainable development principles in all phases of operations

leveraging the best technology to improve resources, energy efficiency and reduce waste

We have closely integrated operations, including aligning exploration and mining, to maximising long term efficient mineral production and investment in research, development and social impact.

ESG and Societal Acceptance

ESG Priorities

- Partnering to ensure the safety, health and well-being of our workforce and alleviating such impacts on our communities
- Build a diverse and inclusive workplace
- Unlocking business, community and stakeholder value
- Pursuing decarbonisation and building resilience to climate change in line with our commitment to the Paris Agreement on Climate Change
- Full compliance with the 2020 Global Industry Standard on Tailings Management

← We drive this within the context of

Societal Acceptance

- Build strong relationships & trust
- Create & share value
- Measure our actions and impact
- Deliver against our commitment



Integrating the SDGs into Gold Fields Ghana's Core Business

How have we done it?

The intent of our sustainable development strategy is to look at how our mines can be leveraged for positive impact



POLICIES, STANDARDS & MANAGEMENT SYSTEMS

Management framework contains commitments to company performance relevant to the SDGs, such as a safe workplace, minimizing negative impact on the environment and enhancing local employment and procurement

SOCIAL AND ENVIRONMENTAL BASELINES & IMPACT ASSESSMENTS

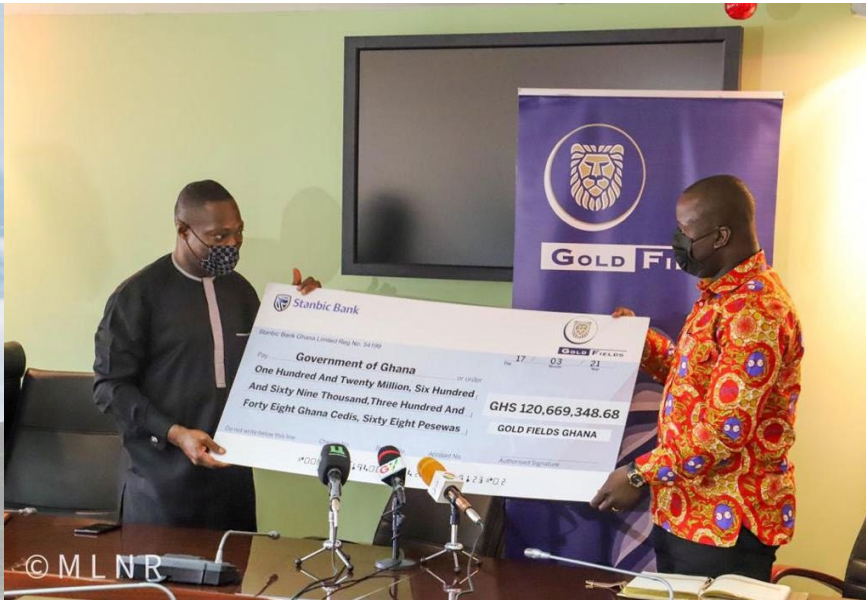
Management framework contains commitments to company performance relevant to the SDGs, such as a safe workplace, minimizing negative impact on the environment and enhancing local employment and procurement

RISK AND OPPORTUNITY ASSESSMENTS & PLANNING PROCESSES

Management framework contains commitments to company performance relevant to the SDGs, such as a safe workplace, minimizing negative impact on the environment and enhancing local employment and procurement



GOLD FIELDS



We have invested heavily:

- to improve social outcomes by increasing transparency
- institutionalise systematic public reporting at all stages within a more sustainable developmental framework
- partner our stakeholder communities to improve skills and job prospects
- provide strategic opportunities for the rehabilitation of land

We align with Government agencies to ensure:

- community development
- sustainable management of natural resources
- provision of infrastructure



Funding for Sustainability Programmes

For every ounce of gold produced, **US\$1** is given to the Gold Fields Ghana Foundation in addition to **1.5%** of pre-tax profit

The Foundation focuses on five key areas: health, education, water & sanitation, agriculture and infrastructure.



Abosso Community Library



First Batch of 47 Graduate Trainees



Brahobom MA School Library and ICT Centre



Seven Female Graduates of the 2019 Mine-Related Apprenticeship Training



50 schools constructed & rehabilitated

37 other educational facilities

4 ICT centres constructed

136 teachers supported

19 water systems

116 pump-fitted boreholes

229 electricity poles distributed

15 community centres constructed

105km of roads constructed & rehabilitated

Shared Value Programme 1

The Gold Fields Ghana Foundation has since 2004 invested **US\$77m** in projects and initiatives. The focus is on long term measurable impact

Each year about **US\$2m** is invested to support community development

Awarded over **2,000** scholarships since 2005, including two-year graduate trainee programmes

70% of our workforce (employees and contractors) reside in our host communities

Reconstruction of the T&A park to seat **10,400** people at **US\$16.2m**

US\$300,000 support for Tarkwa's Medeama SC

US\$15m Black Stars sponsorship (2008-2016)



2019 Reconstruction of the Tarkwa-Damang road:

US\$27m cost of investment

33km stretch of road

20 years life span

4 local contractors employed the majority of their workforce from the communities

Benefits: Ease transportation, reduce travel time, improve road safety, boost economic activities



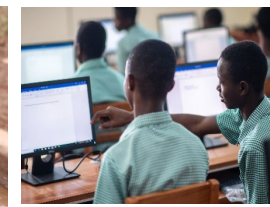
Agriculture



Health



Water and
Sanitation



Education



General
Infrastructure



GOLD FIELDS

Shared Value Project – The T&A Stadium

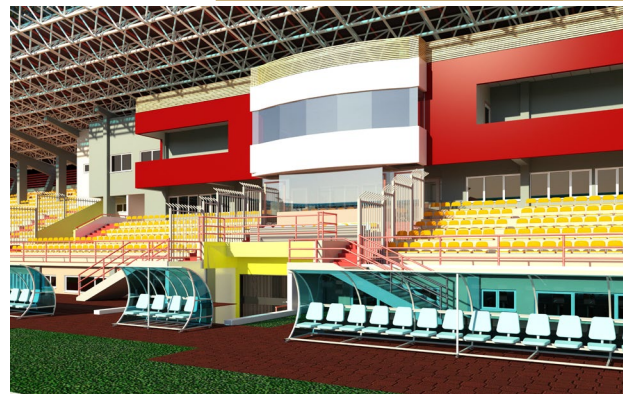
Artists' Impression



Exterior View



South-Eastern Corner



VIP & Commentary Box



South-West View

Current Construction



US\$16.2m

10,400 seat capacity from 400

Completion in Q3 2022

Shared Value Programme 2

One way Gold Fields seeks to support communities in which it operates is by procuring from and supporting small and medium suppliers.

Ghanaian & host community procurement

In 2020 **91%** of total procurement expenditure of **US\$651m** went to Ghanaian and host community suppliers. YTD 2021: **US\$321m**)

Each year, we aim to increase the proportion of sustainable host community procurement, as this has a direct economic impact on the communities

Invested over **US\$750,000** to date to boost host community agribusinesses. More than **540** farmers and other community members have benefited

Our local content and host community strategy support the development of local businesses, especially those in the communities we operate

COVID-19 Interventions

Total donations	<ul style="list-style-type: none"> 2020-21: Spent US\$2.3m to date in COVID-19 support to government, host communities and employees
Donations to government and/or industry response funds	<ul style="list-style-type: none"> Contributed an estimated US\$434,000 to Government's COVID-19 campaigns
Direct support to NGOs, government and other organisations that seek to assist host communities	<ul style="list-style-type: none"> Three fully equipped ambulances donated to Tarkwa hospitals and UMaT at a cost of US\$283,000. US\$400,000 committed to supporting our employees and host communities with the purchase of hand-held thermometers, sanitisers, goggles, face masks and other preventive equipment. Seven disinfection chambers (with hand-washing and full body sanitising) donated to Ga communities in Accra to support efforts by the Ga Traditional Council Procured face masks from host communities SMEs Schools supported with items such as sanitizers, masks, water buckets when reopened
Awareness-raising in host communities	<ul style="list-style-type: none"> National and local radio and video education campaigns Local radio educational programmes on how to deal with COVID-19 and to prevent stigmatisation Strong focus on community education and awareness drives. Host community COVID-19 ambassadors appointed to carry out sensitisation and public announcements

Environmental Stewardship

Gold Fields is committed to responsible stewardship of natural resources and the environment. We aim to mitigate the adverse consequences and maximise the positive impacts through environmental and socio-economic interventions



We commit to the protection and enhancement of biodiversity and ecosystems by integrating environmental sustainability principles into mining operations and other activities



Rehabilitated mines areas converted for agricultural purposes

151ha cultivated with oil palm, cocoa, cashew, coconut, rubber, mango pear and citrus plants in Damang

564ha have been rehabilitated with tree species in Tarkwa

59ha of demonstrational farms with teak, citrus, oil palm, rubber plants established

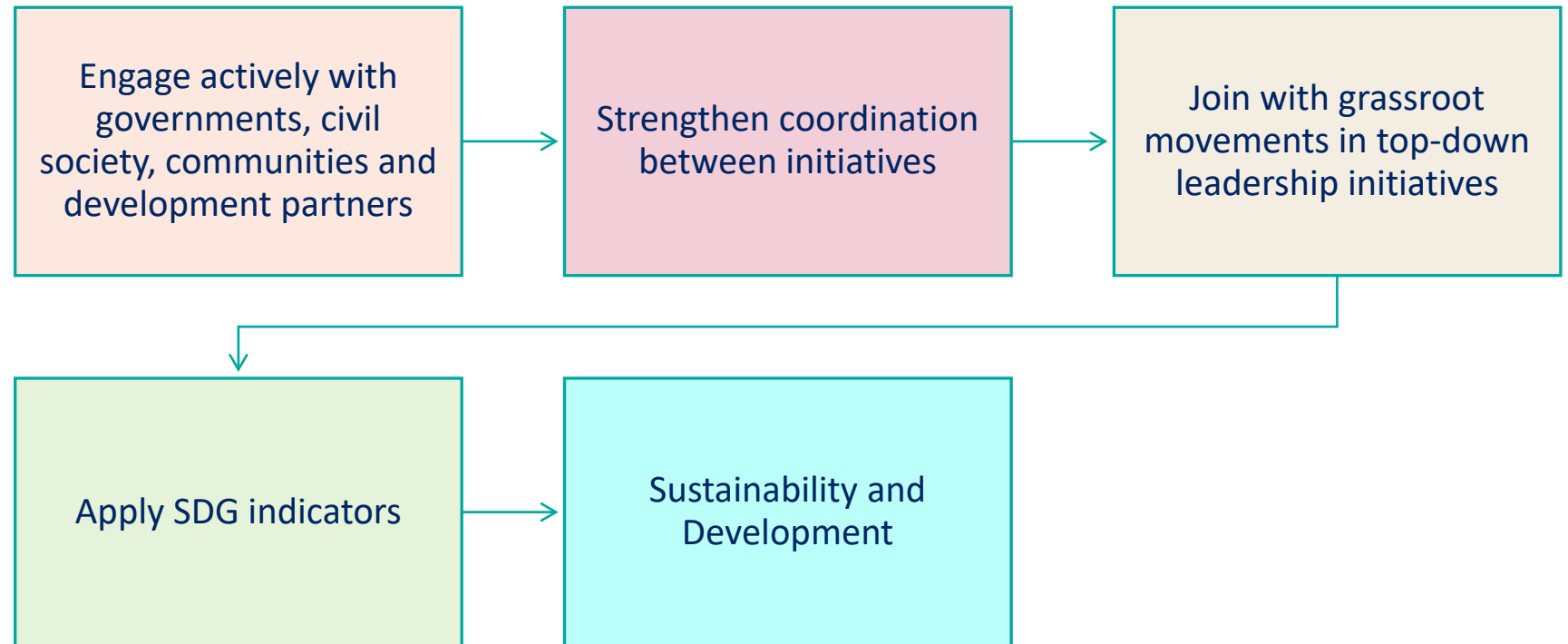
Partnering with the university in Tarkwa to establish an arboretum, which will be vital to scientific research, education, recreation, promote conservation and preserve endangered tree species

Aligning with SDG to ensure Sustainability

What does this mean?

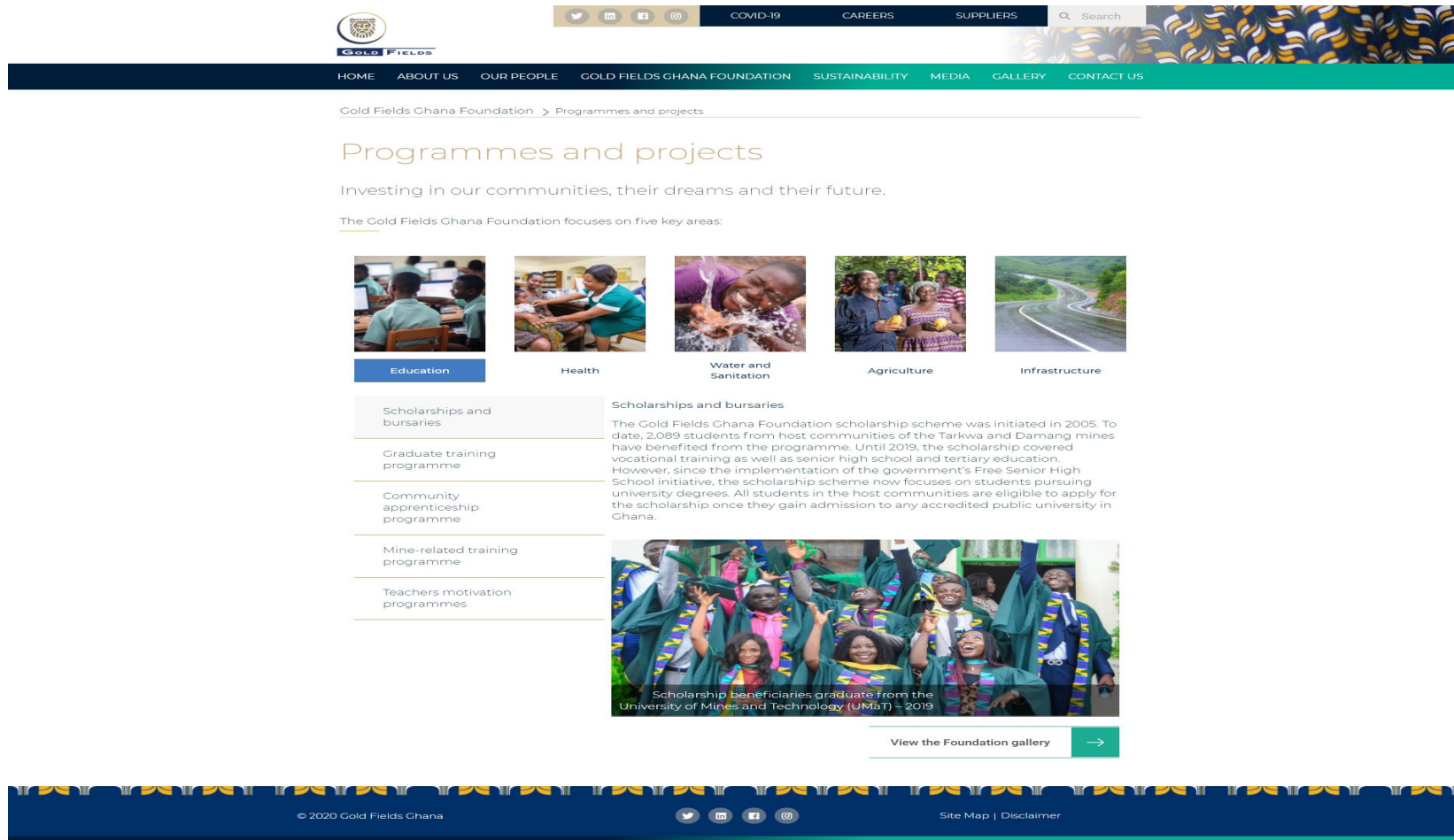
**It is about partnerships,
collaboration, engagement
and leverage**

Ensuring effective and
consistent sustainability is a
multi-stakeholder effort



For more information about Gold Fields Ghana and what we do, visit . . .

goldfields-ghana.com



The screenshot displays the Gold Fields Ghana website. The header includes the Gold Fields logo, social media icons, and navigation links for COVID-19, CAREERS, and SUPPLIERS. A search bar is also present. The main navigation bar lists: HOME, ABOUT US, OUR PEOPLE, GOLD FIELDS GHANA FOUNDATION, SUSTAINABILITY, MEDIA, GALLERY, and CONTACT US. The page title is 'Gold Fields Ghana Foundation > Programmes and projects'. The section is titled 'Programmes and projects' with the subtitle 'Investing in our communities, their dreams and their future.' Below this, it states 'The Gold Fields Ghana Foundation focuses on five key areas:' and lists five categories with corresponding images: Education, Health, Water and Sanitation, Agriculture, and Infrastructure. The 'Education' category is expanded, showing a list of programs: Scholarships and bursaries, Graduate training programme, Community apprenticeship programme, Mine-related training programme, and Teachers motivation programmes. A detailed description of the 'Scholarships and bursaries' program is provided, mentioning its initiation in 2005 and its focus on students pursuing university degrees. A photo of scholarship beneficiaries graduating from the University of Mines and Technology (UMaT) in 2019 is shown. A button 'View the Foundation gallery' with a right arrow is located below the photo. The footer contains the copyright notice '© 2020 Gold Fields Ghana', social media icons, and links for 'Site Map' and 'Disclaimer'.



Thank you

