

## Company Information Report

### Contact Details

| Home Country: | Postal Address:   | Postal Address:    | City:         | Area code: | Head Office Telephone: | Email:                       | Website:                    | Company Registration Date:: | Latest Annual Report: | Recording Currency: |
|---------------|-------------------|--------------------|---------------|------------|------------------------|------------------------------|-----------------------------|-----------------------------|-----------------------|---------------------|
| South Africa  | Postnet Suite 252 | Private Bag X30500 | Houghton 2041 |            | (+27)(11) 562 9700     | cain.farrel@goldfields.co.za | http://www.goldfields.co.za | 1968/01/01                  | 2023/12/31            | USD                 |

### GUF Information

| GUF in this sector: | Signed an IFA: | IFA signing Date: |
|---------------------|----------------|-------------------|
| IndustriALL         | No             | 0                 |

### Sector Information

| Sector: | Stock Exchange Listings:  | Major Competitors:  |
|---------|---|---|
| Mining  | Johannesburg Stock Exchange (JSE), New York Stock Exchange, Dubai International Financial Exchange (DIFX), Swiss Exchange (SWX), Euronext in Brussels (NYX) | AngloGold Ashanti Limited, Barrick Gold Corporation, Newmont Mining Corporation |

### Five Major Shareholders

|   |
|---|
| <b>18%</b><br>Government Employees Pension Fund |
| <b>4%</b><br>VanEck Vectors Gold Miners ETF     |
| <b>0%</b><br>N/A                                |
| <b>0%</b><br>N/A                                |

**0%**  
N/A

## Company Performance Report

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### Company Performance in US Dollars - USD

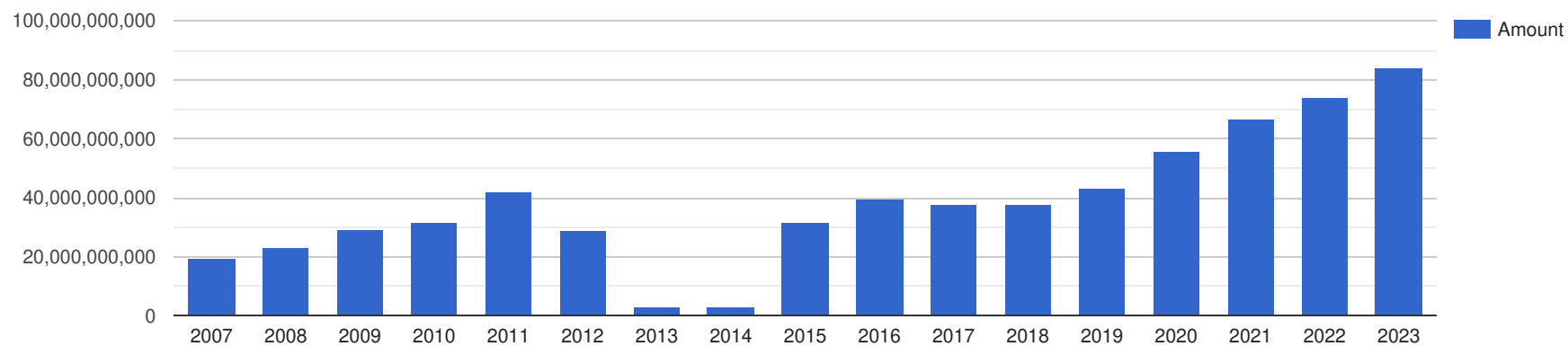
| Year End: | Revenue:      | Profit Before Tax: | Assets:        | Liabilities:  |
|-----------|---------------|--------------------|----------------|---------------|
| 2007      | 2,756,595,744 | 599,078,014        | 7,648,936,170  | 2,385,631,205 |
| 2008      | 2,782,345,828 | 803,385,732        | 7,607,738,815  | 2,461,221,282 |
| 2009      | 3,446,327,014 | 498,530,806        | 7,731,587,678  | 2,675,971,564 |
| 2010      | 4,391,999,443 | 995,644,914        | 9,508,863,225  | 6,323,765,131 |
| 2011      | 5,800,110,803 | 1,681,634,349      | 11,673,407,202 | 5,016,689,751 |
| 2012      | 3,526,317,073 | 792,341,463        | 11,590,926,829 | 5,108,317,073 |
| 2013      | 302,739,583   | -64,083,333        | 760,010,417    | 338,635,417   |
| 2014      | 264,893,813   | 12,788,550         | 633,213,296    | 294,958,449   |
| 2015      | 2,545,400,000 | 4,500,000          | 5,877,700,000  | 3,109,700,000 |
| 2016      | 2,749,500,000 | 365,800,000        | 6,334,700,000  | 3,145,100,000 |
| 2017      | 2,761,800,000 | 152,400,000        | 6,620,100,000  | 3,403,000,000 |
| 2018      | 2,577,800,000 | -410,700,000       | 6,104,300,000  | 3,397,400,000 |
| 2019      | 2,967,100,000 | 350,300,000        | 6,561,300,000  | 3,652,600,000 |
| 2020      | 3,892,100,000 | 1,177,900,000      | 7,472,800,000  | 3,644,600,000 |
| 2021      | 4,195,200,000 | 1,254,400,000      | 7,348,800,000  | 3,218,700,000 |
| 2022      | 4,286,700,000 | 1,163,800,000      | 7,338,100,000  | 2,998,600,000 |
| 2023      | 4,500,700,000 | 1,210,300,000      | 8,226,300,000  | 3,606,500,000 |

## Company Performance in South African Rand - ZAR

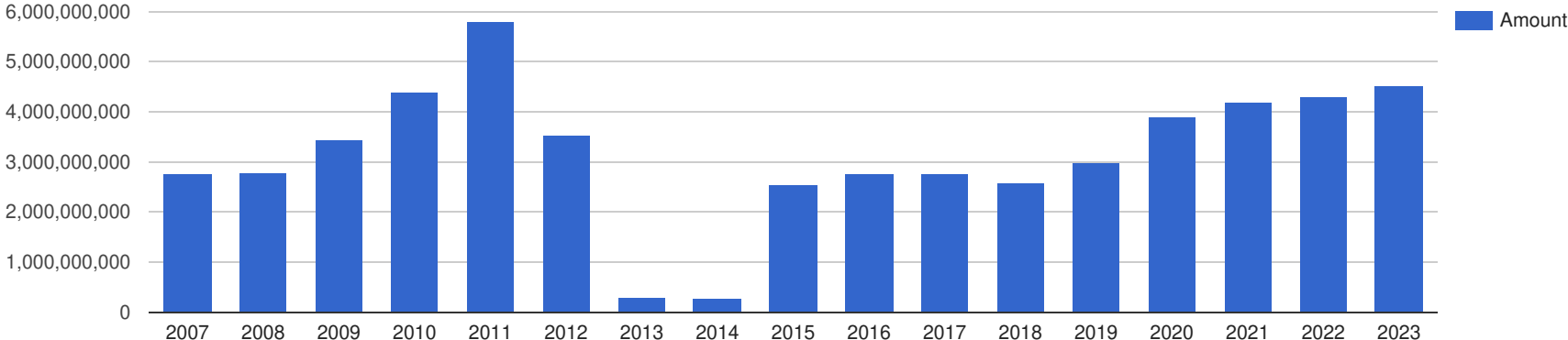
| Year End: | Revenue:       | Profit Before Tax: | Assets:         | Liabilities:   |
|-----------|----------------|--------------------|-----------------|----------------|
| 2007      | 19,434,000,000 | 4,223,500,000      | 53,925,000,000  | 16,818,700,000 |
| 2008      | 23,010,000,000 | 6,644,000,000      | 62,916,000,000  | 20,354,300,000 |
| 2009      | 29,087,000,000 | 4,207,600,000      | 65,254,600,000  | 22,585,200,000 |
| 2010      | 31,565,300,000 | 7,155,700,000      | 68,340,200,000  | 45,448,900,000 |
| 2011      | 41,876,800,000 | 12,141,400,000     | 84,282,000,000  | 36,220,500,000 |
| 2012      | 28,915,800,000 | 6,497,200,000      | 95,045,600,000  | 41,888,200,000 |
| 2013      | 2,906,300,000  | -615,200,000       | 7,296,100,000   | 3,250,900,000  |
| 2014      | 2,868,800,000  | 138,500,000        | 6,857,700,000   | 3,194,400,000  |
| 2015      | 31,817,500,000 | 56,250,000         | 73,471,250,000  | 38,871,250,000 |
| 2016      | 39,278,571,429 | 5,225,714,286      | 90,495,714,286  | 44,930,000,000 |
| 2017      | 37,832,876,712 | 2,087,671,233      | 90,686,301,370  | 46,616,438,356 |
| 2018      | 37,908,823,529 | -6,039,705,882     | 89,769,117,647  | 49,961,764,706 |
| 2019      | 43,001,449,275 | 5,076,811,594      | 95,091,304,348  | 52,936,231,884 |
| 2020      | 55,601,428,571 | 16,827,142,857     | 106,754,285,714 | 52,065,714,286 |
| 2021      | 66,656,074,232 | 19,930,725,476     | 116,762,528,202 | 51,140,805,237 |
| 2022      | 74,036,269,430 | 20,100,172,712     | 126,737,478,411 | 51,789,291,883 |
| 2023      | 83,968,283,582 | 22,580,223,881     | 153,475,746,269 | 67,285,447,761 |

# Company Performance Changes Report

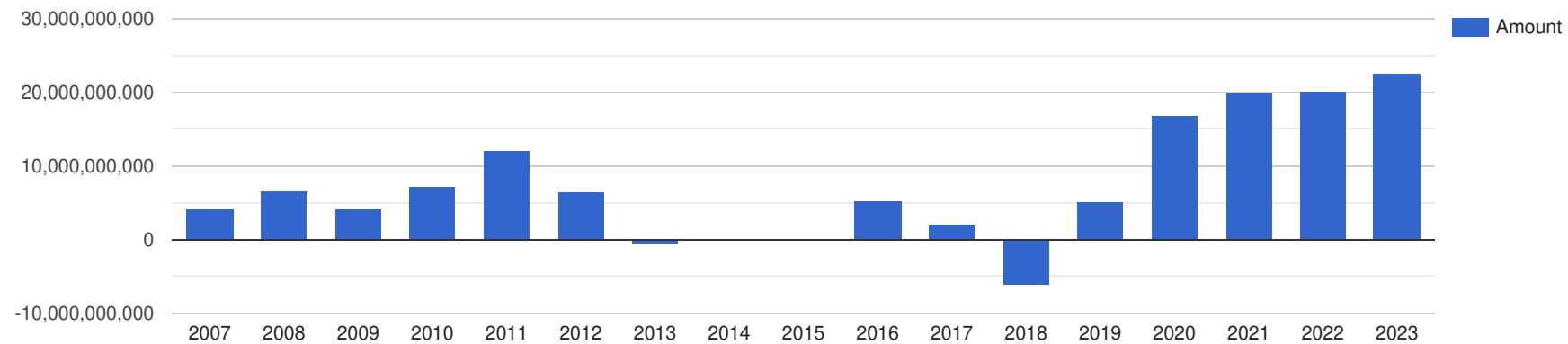
## Company Revenue - ZAR



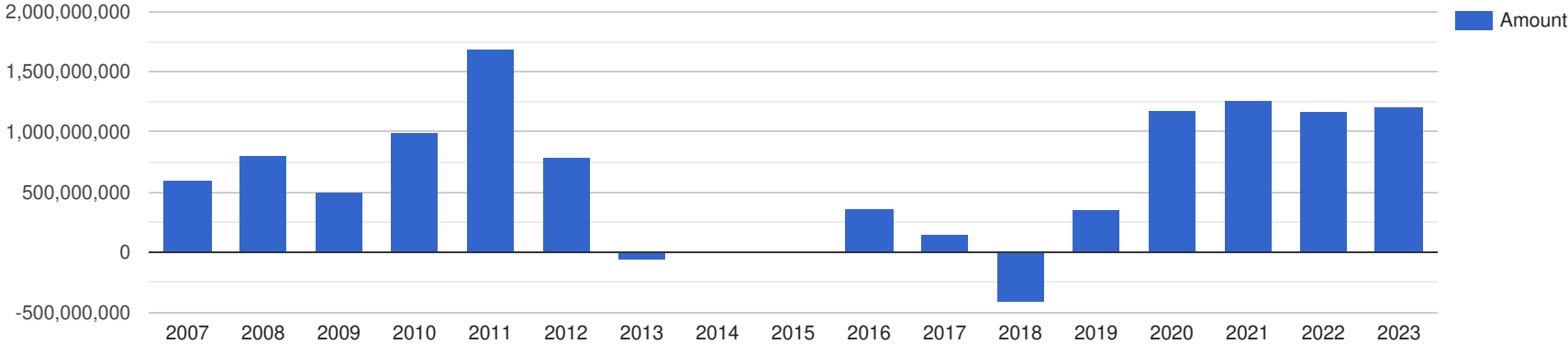
Company Revenue - USD



Company Profit Before Tax - ZAR



Company Profit Before Tax - USD





## Company Directors Report

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### CEO Biography - USD:

| Year End: | Director Surname: | Director Name: | Director Gender: | Full Year on Board?: | Full year in position?: |
|-----------|-------------------|----------------|------------------|----------------------|-------------------------|
| 2007      | Cockerill         | Ian            | Male             | Yes                  | Yes                     |
| 2008      | Cockerill         | Ian            | Male             | No                   | No                      |
| 2008      | Holland           | Nicholas J     | Male             | Yes                  | No                      |
| 2009      | Holland           | Nicholas J     | Male             | Yes                  | Yes                     |
| 2010      | Holland           | Nicholas J     | Male             | Yes                  | Yes                     |
| 2011      | Holland           | Nicholas J     | Male             | Yes                  | Yes                     |
| 2012      | Holland           | Nicholas J     | Male             | Yes                  | Yes                     |
| 2013      | Holland           | Nicholas J     | Male             | Yes                  | Yes                     |
| 2014      | Holland           | Nicholas J     | Male             | Yes                  | Yes                     |
| 2015      | Holland           | Nicholas J     | Male             | Yes                  | Yes                     |
| 2016      | Holland           | Nicholas J     | Male             | Yes                  | Yes                     |
| 2017      | Holland           | Nicholas J     | Male             | Yes                  | Yes                     |
| 2018      | Holland           | Nicholas J     | Male             | Yes                  | Yes                     |
| 2019      | Holland           | Nicholas J     | Male             | Yes                  | Yes                     |
| 2020      | Holland           | Nicholas J     | Male             | Yes                  | Yes                     |
| 2021      | Holland           | Nicholas J     | Male             | Yes                  | Yes                     |
| 2021      | Griffith          | Chris I        | Male             | No                   | No                      |
| 2022      | Griffith          | Chris I        | Male             | No                   | No                      |

## CEO Remuneration - USD:

| Financial Year: | Salary:   | Benefits: | Cash Bonus | Other:    | Total Annual: | LTI Payment: | Total Including LTI: |
|-----------------|-----------|-----------|------------|-----------|---------------|--------------|----------------------|
| 2007            | 714,840   | 105,833   | 350,314    | 0         | 1,170,987     | 0            | 1,170,987            |
| 2008            | 1,048,528 | 161,738   | 523,379    | 0         | 1,733,644     | 0            | 1,733,644            |
| 2009            | 746,084   | 184,911   | 436,441    | 0         | 1,367,436     | 0            | 1,367,436            |
| 2010            | 872,653   | 144,497   | 827,804    | 309,115   | 2,154,069     | 0            | 2,154,069            |
| 2011            | 1,039,390 | 342,849   | 3,146,654  | 0         | 4,528,893     | 2,603,878    | 7,132,771            |
| 2012            | 1,135,366 | 265,000   | 1,031,707  | 0         | 2,432,073     | 3,096,220    | 5,528,293            |
| 2013            | 1,015,104 | 225,417   | 0          | 0         | 1,240,521     | 1,358,021    | 2,598,542            |
| 2014            | 985,078   | 159,834   | 1,057,184  | 0         | 2,202,096     | 398,957      | 2,601,053            |
| 2015            | 929,843   | 144,350   | 615,000    | 0         | 1,689,193     | 1,125,439    | 2,814,632            |
| 2016            | 1,030,000 | 40,900    | 677,600    | 0         | 1,748,500     | 18,100       | 1,766,600            |
| 2017            | 1,186,900 | 26,300    | 214,100    | 0         | 1,427,300     | 463,500      | 1,890,800            |
| 2018            | 1,251,600 | 26,500    | 661,500    | 0         | 1,939,600     | 1,027,200    | 2,966,800            |
| 2019            | 1,226,800 | 24,200    | 913,400    | 100       | 2,164,500     | 4,411,000    | 6,575,500            |
| 2020            | 1,174,200 | 21,700    | 904,300    | 3,100     | 2,103,300     | 1,976,100    | 4,079,400            |
| 2021            | 1,038,000 | 23,800    | 1,489,300  | 757,300   | 3,308,400     | 2,458,500    | 5,766,900            |
| 2022            | 943,300   | 22,700    | 682,300    | 2,998,800 | 4,647,100     | 0            | 4,647,100            |

**Executive Director Remuneration - USD:**

| Financial Year: | No. of EDs: | Total Salary: | Cash Bonus | Other:  | Total Annual: |
|-----------------|-------------|---------------|------------|---------|---------------|
| 2007            | 2           | 1,137,369     | 1,900,074  | 568,685 | 950,037       |
| 2008            | 3           | 1,121,841     | 1,819,840  | 373,947 | 606,613       |
| 2009            | 2           | 881,040       | 1,748,062  | 440,520 | 874,031       |
| 2010            | 2           | 1,146,344     | 2,489,923  | 573,172 | 1,244,962     |
| 2011            | 2           | 1,597,972     | 5,746,801  | 798,986 | 2,873,400     |
| 2012            | 2           | 1,801,829     | 3,890,488  | 900,915 | 1,945,244     |
| 2013            | 2           | 1,572,500     | 2,497,188  | 786,250 | 1,248,594     |
| 2014            | 2           | 1,519,307     | 3,392,576  | 759,654 | 1,696,288     |
| 2015            | 2           | 1,438,793     | 2,868,793  | 719,397 | 1,434,397     |
| 2016            | 2           | 1,526,700     | 2,952,200  | 763,350 | 1,476,100     |
| 2017            | 2           | 1,775,500     | 2,610,800  | 887,750 | 1,305,400     |
| 2018            | 2           | 1,878,200     | 3,863,400  | 939,100 | 1,931,700     |
| 2019            | 2           | 1,835,100     | 3,320,200  | 917,550 | 1,660,100     |
| 2020            | 2           | 1,748,500     | 4,858,700  | 874,250 | 2,429,350     |
| 2021            | 3           | 1,679,900     | 4,472,000  | 559,967 | 1,490,667     |
| 2022            | 2           | 1,560,400     | 5,773,800  | 780,200 | 2,886,900     |
| 2023            | 2           | 1,186,000     | 1,622,800  | 593,000 | 811,400       |

**Non-Executive Director Remuneration - USD:**

| Financial Year: | No. of NEDs: | Total Fees: | Average Fees |
|-----------------|--------------|-------------|--------------|
| 2007            | 12           | 650,440     | 54,203       |
| 2008            | 12           | 610,903     | 50,909       |
| 2009            | 12           | 732,933     | 61,078       |
| 2010            | 13           | 1,136,572   | 87,429       |
| 2011            | 13           | 1,710,794   | 131,600      |
| 2012            | 12           | 1,850,244   | 154,187      |
| 2013            | 11           | 1,313,438   | 119,403      |
| 2014            | 7            | 962,613     | 137,516      |
| 2015            | 7            | 841,411     | 120,202      |
| 2016            | 12           | 993,900     | 82,825       |
| 2017            | 10           | 1,227,900   | 122,790      |
| 2018            | 10           | 1,249,200   | 124,920      |
| 2019            | 9            | 1,250,740   | 138,971      |
| 2020            | 9            | 1,220,300   | 135,589      |
| 2021            | 11           | 1,183,470   | 107,588      |
| 2022            | 9            | 1,360,290   | 151,143      |
| 2023            | 9            | 1,213,800   | 134,867      |

**CEO Remuneration - ZAR:**

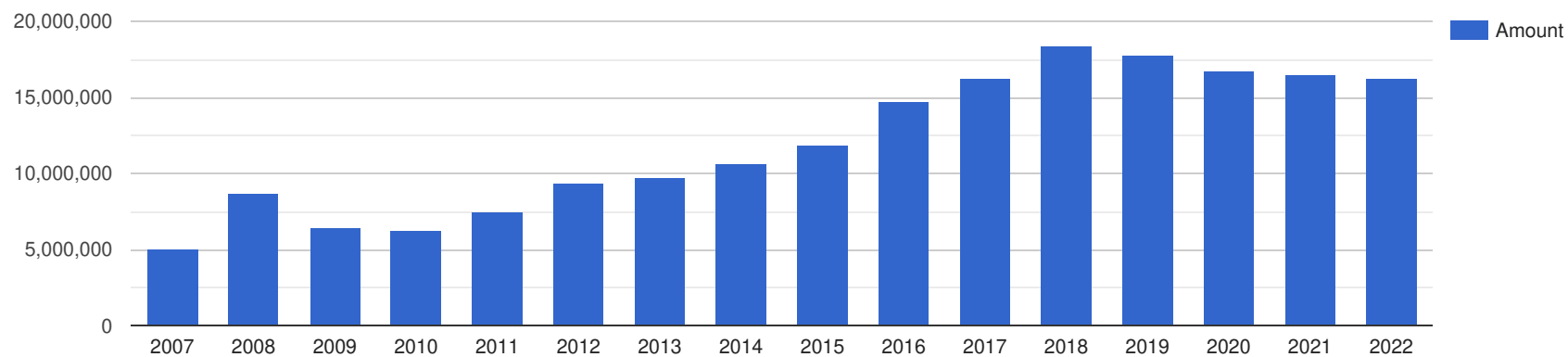
| Financial Year: | Salary:    | Benefits: | Cash Bonus | Other      | Total Annual | LTI Payment | Total Including LTI |
|-----------------|------------|-----------|------------|------------|--------------|-------------|---------------------|
| 2007            | 5,039,623  | 746,120   | 2,469,717  | 0          | 8,255,460    | 0           | 8,255,460           |
| 2008            | 8,671,326  | 1,337,570 | 4,328,342  | 0          | 14,337,238   | 0           | 14,337,238          |
| 2009            | 6,402,897  | 1,586,910 | 3,745,533  | 0          | 11,735,340   | 0           | 11,735,340          |
| 2010            | 6,271,760  | 1,038,499 | 5,949,426  | 2,221,612  | 15,481,297   | 0           | 15,481,297          |
| 2011            | 7,504,399  | 2,475,367 | 22,718,843 | 0          | 32,698,609   | 18,800,000  | 51,498,609          |
| 2012            | 9,310,000  | 2,173,000 | 8,460,000  | 0          | 19,943,000   | 25,389,000  | 45,332,000          |
| 2013            | 9,745,000  | 2,164,000 | 0          | 0          | 11,909,000   | 13,037,000  | 24,946,000          |
| 2014            | 10,668,400 | 1,731,000 | 11,449,300 | 0          | 23,848,700   | 4,320,700   | 28,169,400          |
| 2015            | 11,864,800 | 1,841,900 | 7,847,400  | 0          | 21,554,100   | 14,360,600  | 35,914,700          |
| 2016            | 14,714,286 | 584,286   | 9,680,000  | 0          | 24,978,571   | 258,571     | 25,237,143          |
| 2017            | 16,258,904 | 360,274   | 2,932,877  | 0          | 19,552,055   | 6,349,315   | 25,901,370          |
| 2018            | 18,405,882 | 389,706   | 9,727,941  | 0          | 28,523,529   | 15,105,882  | 43,629,412          |
| 2019            | 17,779,710 | 350,725   | 13,237,681 | 1,449      | 31,369,565   | 63,927,536  | 95,297,101          |
| 2020            | 16,774,286 | 310,000   | 12,918,571 | 44,286     | 30,047,143   | 28,230,000  | 58,277,143          |
| 2021            | 16,476,190 | 377,778   | 23,639,683 | 12,020,635 | 52,514,286   | 39,023,810  | 91,538,095          |
| 2022            | 16,263,793 | 391,379   | 11,763,793 | 51,703,448 | 80,122,414   | 0           | 80,122,414          |

**Executive Director Remuneration - ZAR:**

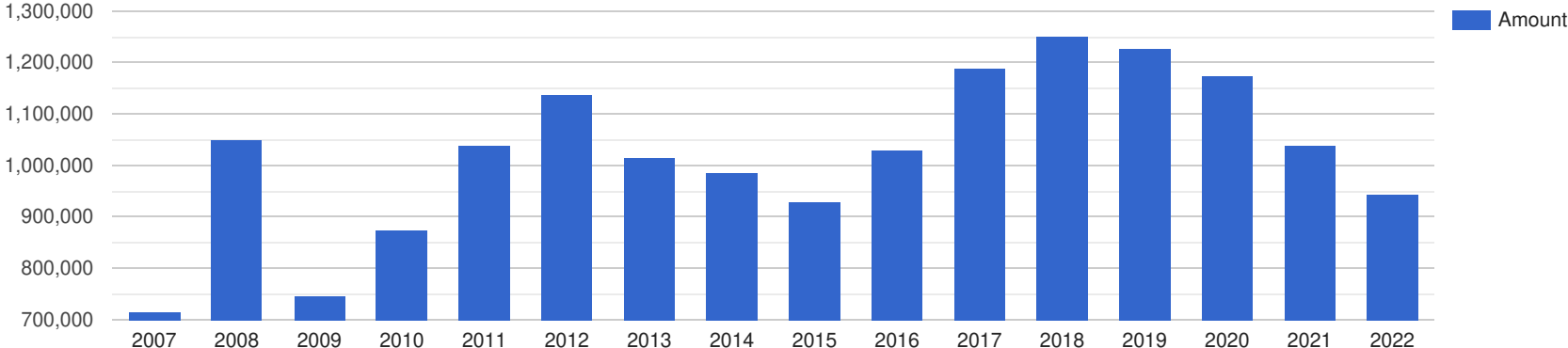
| Financial Year: | No. of EDs: | Total Salary: | Total Annual Remuneration | Average Salary | Average Remuneration |
|-----------------|-------------|---------------|---------------------------|----------------|----------------------|
| 2007            | 2           | 8,018,452     | 13,395,522                | 4,009,226      | 6,697,761            |
| 2008            | 3           | 9,277,629     | 15,050,074                | 3,092,543      | 5,016,691            |
| 2009            | 2           | 7,561,083     | 15,001,872                | 3,780,542      | 7,500,936            |
| 2010            | 2           | 8,238,772     | 17,895,079                | 4,119,386      | 8,947,539            |
| 2011            | 2           | 11,537,360    | 41,491,901                | 5,768,680      | 20,745,951           |
| 2012            | 2           | 14,775,000    | 31,902,000                | 7,387,500      | 15,951,000           |
| 2013            | 2           | 15,096,000    | 23,973,000                | 7,548,000      | 11,986,500           |
| 2014            | 2           | 16,454,100    | 36,741,600                | 8,227,050      | 18,370,800           |
| 2015            | 2           | 18,359,000    | 36,605,800                | 9,179,500      | 18,302,900           |
| 2016            | 2           | 21,810,000    | 42,174,286                | 10,905,000     | 21,087,143           |
| 2017            | 2           | 24,321,918    | 35,764,384                | 12,160,959     | 17,882,192           |
| 2018            | 2           | 27,620,588    | 56,814,706                | 13,810,294     | 28,407,353           |
| 2019            | 2           | 26,595,652    | 48,118,841                | 13,297,826     | 24,059,420           |
| 2020            | 2           | 24,978,571    | 69,410,000                | 12,489,286     | 34,705,000           |
| 2021            | 3           | 26,665,079    | 70,984,127                | 8,888,360      | 23,661,376           |
| 2022            | 2           | 26,903,448    | 99,548,276                | 13,451,724     | 49,774,138           |
| 2023            | 2           | 21,962,963    | 30,051,852                | 10,981,481     | 15,025,926           |

## Company Directors Fee Changes

CEO Salary - ZAR

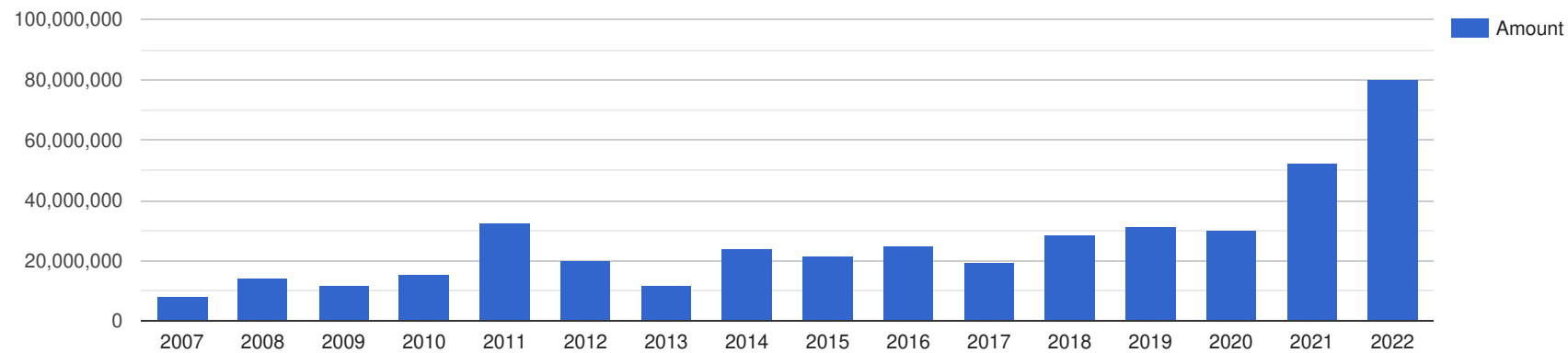


CEO Salary - USD

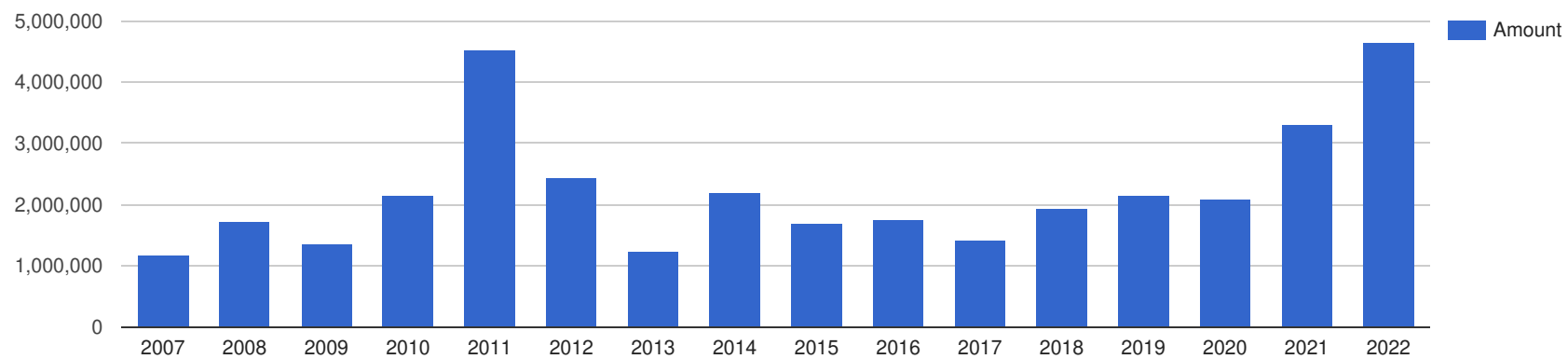




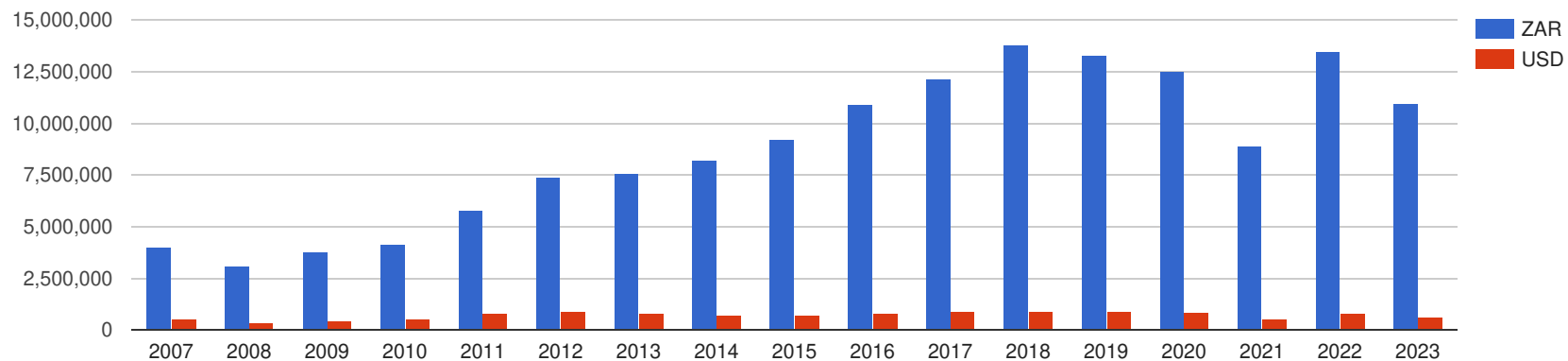
**CEO Remuneration - ZAR**



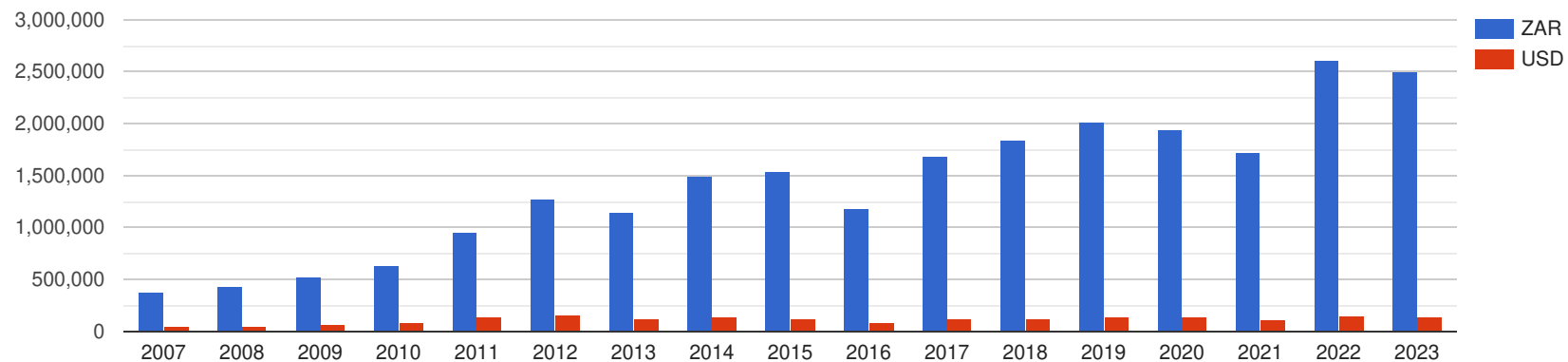
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



## Company Employees Report

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**Total Employee Count:**

| <b>Year End:</b> | <b>No. Employees:</b> | <b>No. Contractors</b> | <b>Total Workforce</b> |
|------------------|-----------------------|------------------------|------------------------|
| 2007             | 0                     | 0                      | 46805                  |
| 2008             | 0                     | 0                      | 51192                  |
| 2009             | 0                     | 0                      | 49715                  |
| 2010             | 0                     | 0                      | 57000                  |
| 2011             | 0                     | 0                      | 46378                  |
| 2012             | 9684                  | 0                      | 9684                   |
| 2013             | 10167                 | 6685                   | 16852                  |
| 2014             | 8954                  | 6486                   | 15440                  |
| 2015             | 9052                  | 7798                   | 16850                  |
| 2016             | 8964                  | 9127                   | 18091                  |
| 2017             | 18091                 | 0                      | 18091                  |
| 2018             | 5601                  | 12010                  | 17611                  |
| 2019             | 5655                  | 12001                  | 17656                  |
| 2020             | 16149                 | 0                      | 16149                  |
| 2021             | 5957                  | 16153                  | 22110                  |
| 2022             | 23084                 | 0                      | 23084                  |
| 2023             | 21526                 | 0                      | 21526                  |

**Countries of Operation:**

| Country of Operation: | Is This the Home Country? | Is There a Recognition Agreement? | Country notes   |
|-----------------------|---------------------------|-----------------------------------|---|
| South Africa          | Yes                       | No                                | 4 mines - Driefontein, Beatrix, Kloof, South Deep - / Employees excludes contractos: 2007 - 8634; 2008 - 6851; 2009 - 7150; |
| Ghana                 | No                        | No                                | 2 mines - Tarkwa, Damang/ Employee numbers exclude contractos: 2007 - 2334; 2008 - 4122; 2009 - 3947                        |
| Peru                  | No                        | No                                | 0   |
| Australia             | No                        | No                                | 0   |
| Mali                  | No                        | No                                | 0   |
| Philippines           | No                        | No                                | 0   |

**Total Employee Count:**

| Country:     | Year End: | No. Operations | No. Employees: | No. Contractors: | Total Workforce: | Union(s): | Degree of Unionisation: | Min Wage (Local) Per Month: | Min Wage USD (Per Annum): | Min Wage USD (Per Annum): |
|--------------|-----------|----------------|----------------|------------------|------------------|-----------|-------------------------|-----------------------------|---------------------------|---------------------------|
| South Africa | 2014      | 0              | 0              | 0                | 5246             | 0         | 93.000                  | 0                           | 0                         | No                        |
| Australia    | 2014      | 4              | 0              | 0                | 2270             | 0         | 0.000                   | 0                           | 0                         | No                        |
| Ghana        | 2014      | 2              | 0              | 0                | 6132             | 0         | 96.000                  | 0                           | 0                         | No                        |
| Mali         | 2013      | 0              | 0              | 0                | 0                | 0         | 0                       | 0                           | 0                         | No                        |
| Peru         | 2014      | 1              | 0              | 0                | 1792             | 0         | 12.000                  | 0                           | 0                         | No                        |
| Philippines  | 2013      | 0              | 0              | 0                | 0                | 0         | 0                       | 0                           | 0                         | No                        |