



GOLD FIELDS

Let's Talk

BRIEF TO THE PEOPLE OF SOUTH DEEP
WEEK OF 22 DECEMBER 2022

Message to the people of South Deep at the end of 2022



Benford Mokoatle
VP: South Deep

Dear Colleagues,

As we wind down 2022, I would like to take this opportunity - on behalf of the entire South Deep leadership team - to thank the people of South Deep for their contributions and commitment during 2022.

As I reflect, I am in awe of the challenges we navigated and what we have achieved as a Mine. One of our aspirations is to be a **'Beacon of pride for our people, our communities, our stakeholders and our shareholders.'** South Deep once again lived up to this aspiration.

Before I elaborate, allow me to pay tribute to the following colleagues who passed away during the year:

Zasha Becht	Mxiki Ndimande
Frikkie Bell	Fernando Nhacumane
Zukiswa Gqadushe	Lahlekile Nompamama
Anton Jonker	Bob Novela
Daniel Lebereko	Richard Oduah
Mankwe Lekaowa	Rogério Pedro
Pheleu Lepheana	Oageng Phatlanyane
Fabiao Machaieie	Sefoboko Ramashamole
Eric Makofane	Thobile Seti
Faustino Malate	Sandy Shosha
Rubao Mate	Edward Sibiya
Ernest Moerane	Thabo Tokonye
Elton Mthembu	Terence Venter
Richman Mxinwa	

Please keep them and their families in your thoughts during this time. They were not only our colleagues, but they were our good friends as well.

There are many achievements we can celebrate, which I will share with you once the company announces its 2022 results. In the meantime, I wish to share with you a few personal highlights, amongst many:



- On the safety side, we have seen an improvement in most leading indicators. On the lagging indicators, we have seen a drop in our serious injuries which have decreased from 8 last year to 4 this year. The total White Flag days which are a representation of injury-free days also increased from 290 in 2021 to 296 days in 2022. We continued to roll out safety programmes to create an enabling environment and build a safe culture. Our employees are continuously encouraged to report all accidents and incidents regardless of how small they are.
- 139 employees were promoted during the year.
- 27% of South Deep employees are female.
- We commissioned the Khanyisa solar plant.
- On the production side we also witnessed continuous improvements:
 - Destress meters developed increased by 8% from 4,445m in 2021 to 4,782m in 2022.
 - Total meters developed (including NMD) increased by 16% from 5,838m in 2021 to 6,780m in 2022.
 - Tonnes broken increased by 4% from 1,740 in 2021 to 1,813 in 2022
 - Gold recovered is likely to improve by between 8% and 12% relative to 2021.

Beyond these highlights there are so many more we can be proud of. There is no doubt in my mind that our achievements are based on the dedication, expertise, commitment and strength of our people.



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative
Delivery

Siyaphambili
We are going forward

Please take some time over the next few days to reflect on the difference you have made this year. It is only through our collective efforts that we can create a sustainable mine, that is resilient and responsive to the many challenges and changes that come our way. Thank you for your dedication, we are truly grateful for your valuable contributions to South Deep Mine. In tribute to this contribution, I ask that you please watch this video



<https://youtu.be/ui2YCUMUYK8>



We are currently busy finalising our planning for 2023 and will share further details early in the new year. Next year will be more challenging than this year, as we ramp up our production and seek to improve our effectiveness.

We are operating in an environment where the only certainty is change. Cost and inflationary pressures are upon us. The only way to sustainably address this is to drive continuous improvements. It is not enough, however, to express confidence in achieving our targets. We will have to hit the ground running in January. I encourage those that will be taking some down time, to rest well in anticipation of all that we will accomplish together in 2023.

However, based on the people we have in our business and our achievements over the last four years, we are confident that we will deliver on the ambitious targets we set for ourselves and stand tall once again. We have turned around the fortunes of South Deep and will continue our journey in 2023 - Siyaphambili!

We wish all our people a blessed and cheerful festive season full of celebrations and happy times with family and friends. We are looking forward to 2023 and feel certain that the new year will only be more exciting with challenges and great opportunities waiting for us.

BENFORD

Benford Mokoatle
VP: South Deep Gold Mine

These are the steps all employees need to take when returning to work after the December break:

1	The temperatures of all employees going underground will be taken by the ER24 personnel at Twin shaft and South shaft.	
2	Employees will receive vitamin C tablets and drinking water.	
3	Randomly selected employees will undergo Covid-19, "Rapid testing".	
4	If the rapid test is positive, you will do a PCR test at the Covid-19 testing station at Twin shaft.	
5	Green stickers will be issued to all persons going U/G on the first shift only.	

