

BRIEF TO THE PEOPLE OF SOUTH DEEP

WEEKLY UPDATE – 24-28 January 2021



Benford Mokoatle
VP: South Deep

LET'S TALK

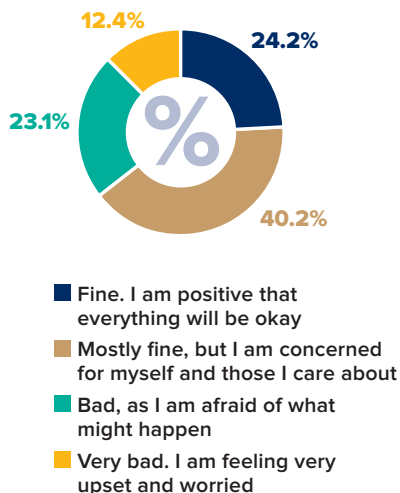
You told us how you are feeling



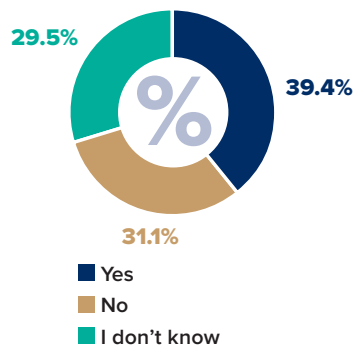
Colleagues,

We are living in stressful times. Your mental and physical wellbeing are important to us, so last week, we asked you to tell us how you are feeling about COVID-19 and the company response to the pandemic. This is what you told us:

Right now, when I think about COVID-19, I feel...



I feel safe from COVID-19 at work



Focussing on the good news

What this tells us is that we are all experiencing similar feelings of fear, stress and uncertainty to those being felt across the world. Feeling anxious and that things are out of our control in very abnormal times is to be expected.

Nothing prepared us for what COVID-19 has brought to every part of our lives, and every day we are all doing our best to do the right thing, to protect ourselves and those we love and care about.

These feelings become worse when we hear bad news, so it is important that we also look for and focus on good news.

Here are some examples of good news:

- Across the world, in South Africa and at South Deep, the number of positive cases in the second wave of COVID-19 has come down rapidly in the past 10 days. After a spike in late December / early January, where we had up to 250 people test positive in one week, during the past week we have only detected 29 positive cases.
- Since the pandemic began, we have seen that the prevalence at the Mine (that is the number of positive tests in relation to all the tests conducted) has been 7.4%. This is much better than the national average, which is 17.6%. This means that the measures we are taking at home and in the workplace are helping to keep the infection rate down in our environment.
- Unlike some industries, mining, and at South Deep in particular, we have been able to carry on with our work without having to reduce our workforce and we have performed well against our revised targets. This brings comfort that our jobs are secure and we can continue to provide for our families in extremely uncertain times.

We realise that some days the bad news does get the better of us and we encourage you to reach out when this happens. Remember our Ask Nelson facility is available by calling 0861 635 766 or texting *134*928# and as always you can ask for advice about COVID-19 by contacting our call centre on 072 515 9753 or 072 649 8255 weekdays from 08H00 to 10H00 and 15H00 to 17H00.



safety



integrity



respect



responsibility



innovation



delivery



GOLD FIELDS

BRIEF TO THE PEOPLE OF SOUTH DEEP *continued*

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Four tools to help us cope

When we are faced with a situation like this, we want to feel that we are in control. There are, however, many things we cannot control. The more we try to control these things the more anxious we become and the higher the levels of worry. While it is impossible to simply change our feelings, there are tools that can help us cope.

1 The first is to focus on things that are in your control. For example, following the hygiene and safety protocols at work and at home - wearing a mask and other PPE, avoiding crowded places, practicing social distancing and good hygiene - and encouraging others to do so can keep you safe. Focusing

on achieving safe results at the Mine helps us to navigate the difficult economic environment and secure our income.

2 The second tool is to create a plan to manage your stress. Exercising, eating healthily, and getting plenty of sleep are all critical steps in managing your stress so you can operate more efficiently.

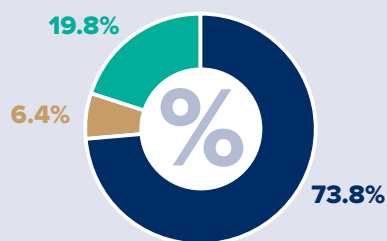
3 Thirdly, pay attention to your stress level and seek support when required. Also avoid unhealthy coping skills, like drinking or complaining too much.

4 Lastly, create an environment of care at work, so that people feel respected and supported.

Support and communication

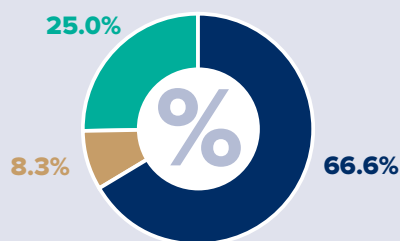
In the survey, we also asked you for feedback on the support and communication you receive from South Deep with regard to COVID-19. Your responses tell us that while there is a level of trust that we are making good decisions and there is support for your concerns, and that most of you are satisfied with how much we communicate about COVID-19, there is room for improvement. We will continue to share what we are doing and why we are doing it, and what we expect from you as we manage this pandemic as best we can.

I feel supported by my manager about my concerns for COVID-19



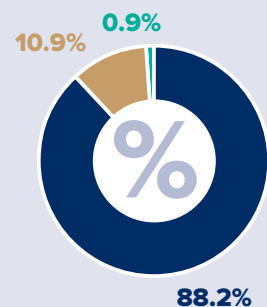
■ Yes
■ No
■ Sometimes

I trust our leadership team to make decisions that protect me and my colleagues



■ Yes
■ No
■ I don't know

I am satisfied with the amount of communication I receive about COVID-19



■ Yes
■ No: I feel there could be more
■ No: I feel there could be less

These are indeed uncertain times for all of us, but humans are amazingly resilient, especially in a community where we show care for each other! Please help us to create such a community at South Deep.

Benford

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VP: South Deep Gold Mine



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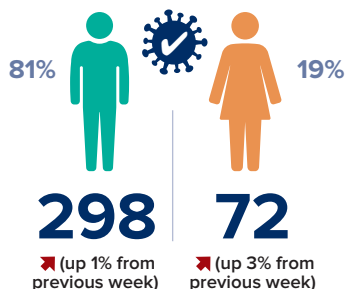
GOLD FIELDS

Testing update

POSITIVE CASES PER AGE CATEGORY

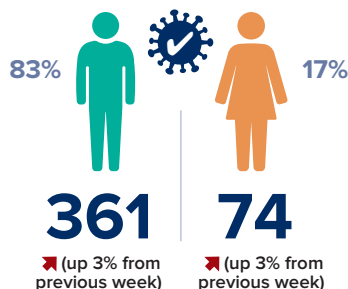
BETWEEN 20-35 YEARS OLD

Total number positive COVID-19 cases in this age group



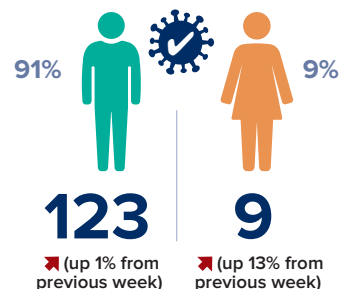
BETWEEN 36-50 YEARS OLD

Total number positive COVID-19 cases in this age group



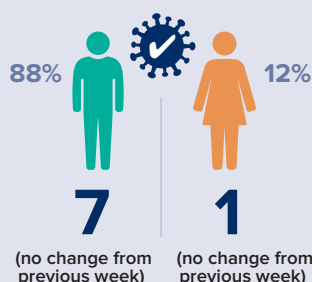
BETWEEN 51-65 YEARS OLD

Total number positive COVID-19 cases in this age group

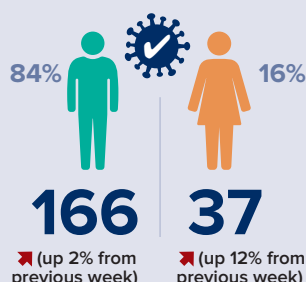


POSITIVE CASES PER TESTING CATEGORY

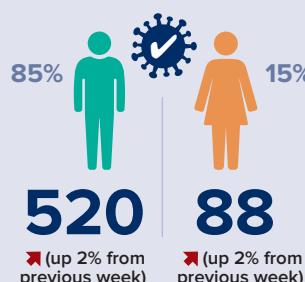
At risk



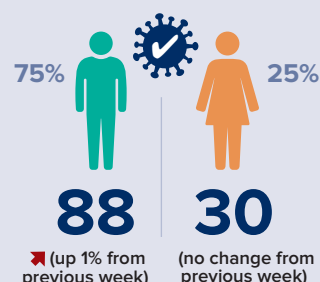
Returning to work



Risk-based sampling

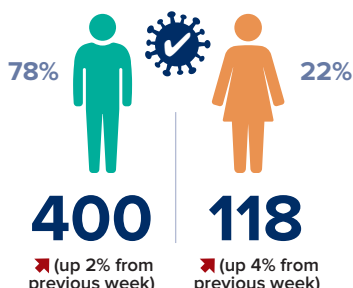


Persons under investigation

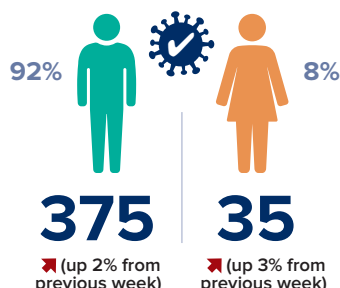


POSITIVE CASES PER EMPLOYMENT CATEGORY

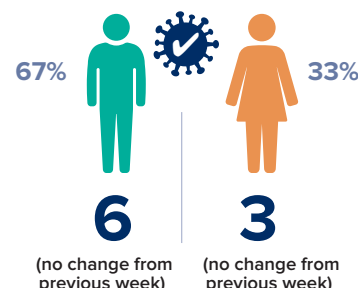
PERMANENT EMPLOYEE



CONTRACTOR



TEMPORARY



	At risk		Returning to work		Risk-based sampling		Persons under investigation		
	This week	Total	This week	Total	This week	Total	This week	Total	Total
Tested (1 st round)	0	181	0	2 539	0	2316	0	142	5 178
Tested (2 nd round)	0	131	0	685	0	5 795	0	41	6 652
Tested (3 rd round)	1	6	93	146	244	619	0	6	777
Positive	0	8	5	204	4	607	0	118	937
Negative	0	309	43	3 121	116	7 997	0	71	11 498
Awaiting Results	1	1	45	45	124	126	0	0	172
Deceased	0	0	0	0	0	1	0	7	8
Active cases	0	1	5	13	0	25	0	4	43
Recovery Testing	0	4	0	18	0	90	0	33	145
Employees in Hospital	0	0	0	0	0	0	0	1	1
Recoveries									
Recovered as per NICD	0	7	5	191	79	581	3	114	893
Recovered (back at work)	0	7	12	181	87	549	4	105	842
Unfit for Work/ Sick leave	0	0	4	4	8	8	0	2	14
Medical Assessment in Progress	0	0	6	6	21	21	6	6	33
Not yet Assessed	0	0	0	0	3	3	1	1	4