



Answering your questions

about the release of your Thusano Trust shareholding



GOLD FIELDS

we are one
**Sibanye
Stillwater**

Dear Beneficiary of the Thusano Trust

You may have heard that the Thusano Trust will be vesting on 1 December 2025. This document is designed to give background to the Thusano Trust and explain what this vesting process means for you as a beneficiary.

Background

In 2010, Gold Fields created an employee share option scheme called the Thusano Trust.

Employees on Patterson bands A, B and C, who had worked for Gold Fields for 30 days or more on 1 December 2010, were given shares in Gold Fields.

Later, the same beneficiaries were also given shares in Sibanye-Stillwater. The Thusano Trust was set up to hold these shares for 15 years. **All these shares vest on 1 December 2025.**

What does vesting mean?

Whereas the Thusano Trust held your shares until now, after the shares **vest** on 1 December 2025, it means that the shares will now be held by you, the beneficiary, and you can decide if you want them paid or transferred to you, from 1 March 2026.

ACTION REQUIRED: As a beneficiary, you need to tell Thusano Trust by 22 November 2025 which option you have chosen. The following questions and answers are intended to guide you in this process.

Answering your questions

Continued.

WHAT HAPPENS ON THE VESTING DATE?

The vesting date is the date when the 15-year period comes to an end and share beneficiaries can claim the value of their shares. Before 22 November 2025, you must choose what you want to do with your shares:

1

OR

2

OR

3

Sell all your shares – receive the cash value (less tax and fees) in your bank account.

Keep the shares – transfer all your shares into an account with a stockbroker of your choice.

Do both – sell some shares and keep the rest

With all three choices, taxes and administration costs will apply, and these will be deducted before a payout or transfer is made.

For options 2 and 3 the beneficiary can either:

- pay the tax portion upfront and take ownership of the shares; or

- sell some of their shares to settle the tax and costs, meaning their shares that are transferred will be less than the original amount, that is, what remains after settling tax and fees.

Payouts and transfers will begin from 1 March 2026.

IMPORTANT: If you do nothing by 22 November 2025, your shares will automatically be sold, and the after-tax cash will be paid into your recorded bank account, after 1 March 2026.

Timeline



01

Deadline to choose your option (election) – 22 November 2025



02

Thusano Trust vesting date – 1 December 2025



03

Thusano Trust payouts / transfers to beneficiaries – from 1 March 2026

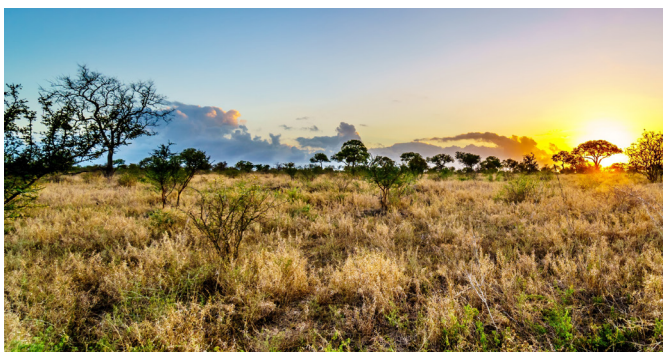
MAKING YOUR CHOICE (ELECTION)

Q

How do I tell Thusano Trust which option I am choosing?

A

When you became a beneficiary of the Thusano Trust, a profile was created for you on a website of the JSE Investor Services (JIS). All the details of your shares can be seen on this JIS portal.



The easiest way to make your election is online through this portal using your login details. Log in to: <https://www.investecss.co.za/thusano/account/login>

If you don't have Internet access, you can:

- Call JIS on **086 125 5525** or **086 143 3659** (you can request a call-back in your preferred language).
Monday–Friday: 08:00–19:00
Saturday: 09:00–14:00
- Send a '**Please Call Me**' to **083 680 0079** (weekday call-back within 24 hours).
- Use the USSD code ***120*1138#** on your mobile phone (for those with a South African ID)
- Email thusano@jseinvestorservices.co.za for assistance.
- Visit your nearest TEBA office.

Outside South Africa: Call JIS on: **+2711 713 0000**. Send a text to **+27 83 680 0079** and request a call back

Answering your questions

Continued.

Q

What if I don't remember my login details anymore?

A

No problem. Go to the JIS portal: [https:// www.investecss.co.za/thusano/account/logon](https://www.investecss.co.za/thusano/account/logon) and use your employee number or ID number. You will need to answer some simple security questions, before the system gives you access to your shares information.

Q

What happens if I choose to sell my shares?

A

- You confirm this choice online, or via JIS.
- Make sure your bank details are correct.
- From 1 December 2025, the Trust will sell your shares, pay administration fees, pay tax to SARS, and then, from 1 March 2026, pay the balance into your bank account.

IMPORTANT: If your banking details are wrong, you won't receive your money.

Q

What happens if I choose to transfer my shares?

A

- You must open an account with a stockbroker (your bank can help you do this, or JIS can refer you).
- From 1 March 2026, the Thusano Trust will transfer your shares after fees and tax directly to your stockbroker account.

Tip: Complete your stockbroker onboarding early so your account is ready for the 1 March 2026 transfer window

Q

What happens if I sell some shares and transfer some shares?

A

- Confirm with JIS which shares you want to sell
- Open an account with a stockbroker for the shares you want to transfer
- From 1 March 2026, the Thusano Trust will sell the shares you chose to sell and pay the balance after tax and fees into your bank account and transfer the rest, after fees and taxes, directly to your stockbroker account.

Q

What if I don't choose at all?

A

If you don't make your election by 22 November 2025, the default applies:

- All your shares will be sold
- Cash will be paid into your bank account after fees and tax have been deducted.

Q

How do I know which option is the best for me?

A

You can reach out for information to make an informed choice:

- Call JIS: **086 125 5525 / 086 143 3659**
- Email: thusano@jseinvestorservices.co.za
- Visit the official Thusano Trust website at www.thusanotrust.org
- Speak to your HR department at Gold Fields or Sibanye-Stillwater.



ELIGIBILITY

How do I know if I am a beneficiary?

- You are likely eligible as a beneficiary if:
- You worked at Gold Fields in South Africa for at least one month on 1 December 2010
- You were in Patterson band A, B or C
- You signed and accepted the original share offer

If this applies, but you've lost contact, call the JIS to verify.

Q

What are the shares worth now and how much money can I expect if I sell my shares?

A

The value of the shares changes from day to day, based on the Gold Fields and Sibanye-Stillwater share prices on the Johannesburg Stock Exchange (JSE). When the Thusano Trust sells the shares, it will be done over a period of days and the share price over those days will be averaged so that each beneficiary gets the same price per share for the sale of their shares. The payout will then only differ per beneficiary according to how many shares they hold. Remember that the number of shares you were given depended on how long you had worked for Gold Fields on 1 December 2010. You can follow the share price for the two companies on the Thusano Trust website: www.thusanotrust.org.

Answering your questions

Continued.

Q

How much will I be taxed when I sell or transfer my shares?

A

Thusano Trust will apply to the South African Revenue Services (SARS) for a directive that will guide how much tax will be taken off your payout before it is paid over to you. After beneficiaries have made their election by 22 November 2025, you will be kept informed about the status of your payout, the amount and timing of the payout and the tax implications. The same approach will apply to beneficiaries living inside or outside South Africa.

After the payout, you will receive a tax certificate that shows SARS that taxes were paid on it.

Q

If the shares vest on 1 December 2025, why do I only get the benefits in my bank account in March 2026?

A

The vesting process begins on 1 December 2025 and the Thusano Trust and its administrators need time to sell the shares, pay the necessary taxes and take care of the administration to ensure each beneficiary gets what is due to them and according to their selection. This period is allowed for in the Trust Deed.

SPECIAL CASES

Q

What if the beneficiary has passed away?

A

The estate executor or family can contact JIS with:

- ID of deceased
- Employee number
- Share allocation proof (if available)
- Death certificate
- Letters of executorship (if applicable)
- JIS will guide you through the process.

FRAUD AWARENESS

Any time that people are about to receive money, there will be people wanting to take advantage and find ways to get this money away from the rightful recipients.

It is very important that you only take advice from credible sources including those listed below.

Q

How do I know if the text messages / emails I get from Thusano Trust are real or a scam?

A

Be alert to scams. Thusano Trust and JIS will:

- Never ask you to pay money to receive your payout
- Never ask you to use anyone else's bank account

Trust only these channels:

- JIS portal and call centre
- Official Thusano Trust website
- Teba offices
- Communications from Gold Fields or Sibanye-Stillwater

If you suspect fraud:

- Call JIS: **086 125 5525 / 086 143 3659**
- Text: **+27 83 680 0079**

Please note that other than paying tax to SARS on your payout, and any administration fees to JIS, which Thusano Trust will do on your behalf, you will not need to pay any money to receive your payout. Do not be scammed into paying any third party to help you, or having your payout paid into anyone's bank account other than your own.



Look out for more important information about the steps towards the final payout or transfer of shares through your chosen communication channel, by checking the Thusano Trust website <https://www.thusanotrust.org> or contacting JIS during working hours by calling: **086 125 5525** or **086 143 3659**; or sending email to thusano@jseinvestorservices.co.za.

REMEMBER: This is your opportunity. Make your election by 22 November 2025 so your shares are handled the way you want.

TEBA offices are equipped to provide information about the vesting process and verifying status of beneficiaries. Consult the list below for the office closest to you.

LIST OF TEBA OFFICES			
TEBA Site Name	Contact no	Physical Addresses	TEBA Region
Molepolole	002675910592	Khunou ward, Molepolole opposite Modiba Mortuary	Botswana
Palapye	002674920307	Serorome Ward, Palapye, Total filling station Complex	Botswana
Carletonville	0187874031	02 Palladium St, Carletonville	Carletonville
Witbank	0136902333	Cnr Mandela & Wooltenade, Entrance no 5, Office No B10	East Rand
Bizana	0660669145 / 0392510200	Erf 153 Main St, Bizana	Eastern Cape
Butterworth	0474011820	Unit 15, Bangalow Mall, Meriman st	Eastern Cape
King William's Town	0436059171	No1 Bridge St, West Bank , King Williams Town	Eastern Cape
Lusikisiki	0392531341 / 0736662968	Erf 130 Main St, Lusikisiki	Eastern Cape
Matatiele	0397373090	27 Green St, Matatiele 4730	Eastern Cape
Mount Frere	0392550119	213 Madzikane St Mount frere, Behind Total Garage	Eastern Cape
Mthatha	0475041364 / 0656652498	No 9 York Road, Teba building Mthatha	Eastern Cape
Ngcobo	0475481341	Erf 213 High St, Ngcobo	Eastern Cape
Umzimkulu	0392590110	Shop 25A Umzimkulu Mall, Bird St	Eastern Cape
Mbabane	0026824042884	Mbabane/Manzini Road, Mbabane Market, Cnr Mahlokohla st, next Campus Crusade	Eswatini
Nhlangano	0026822077417	Mshengu St, opposite Build-it, next to old FNB	Eswatini
Sterkspruit	0516110015	88 Cnr Main Zastron street, Sterkspruit opposite FNB Bank	Free State
Witsieshoek	0587130928	9093 Motebang St, Qwa-qwa opposite Manapo Regional Hospital	Free State
Johannesburg	0113536172 / 0113536000	Cnr St David's Place, 18A Girton Rd, Parktown, Johannesburg, 2193	Head Office, Johannesburg
Klerksdorp	0180070616	17 Neethling St, Stilfontein, 2551	Klerksdorp
Mkuze	0355731108	Lot 27 Fish eagle Road, Mkuze. next to statistics offices	KZN
Nongoma	0358310301	Lot 13 Nongoma Main Street	KZN
Leribe	0026622400222	Hlotse Main st, opposite cashbuild Leribe	Lesotho
Mafeteng	0026628700177	Main South road, Opposite Passport office, Mafeteng	Lesotho
Maseru	0026628314897 / 0026628319089	226 Moshoeshoe Road, Opposite Lerotholi poly Technic, Maseru	Lesotho
Mohale's Hoek	0026622785203	Mofoso st, opposite old pep store, Mohale'shoek	Lesotho
Mokhotlong	0026622920248	Thaba-Bosiu, next to Taxi rank Mokhotlong	Lesotho
Qacha's Nek	0026622950206	Motse-Mocha, Next to Lesotho Funeral Services	Lesotho
Quthing	0026622750204	Opposite Thaba-bosiu Road, Upper Moyeni, Quthing	Lesotho
Burgersfort	0132318163	Cnr R37/R555, Platcorn centre	Limpopo

LIST OF TEBA OFFICES

TEBA Site Name	Contact no	Physical Addresses	TEBA Region
Bushbuckridge	0715404002	Shop 28 Twin City Complex, Main Rd, Bushbuckridge	Limpopo
Chibuto	00258843680135 / 00258825857413	Bairro Cimento, Avenida Eduardo Mondlane. (Front of Movtel Office)	Mozambique
Chokwe	00258828225210	Avenida De Mocambique, Near Driving school Chokwe. 1º Bairro De Chokwe	Mozambique
Maputo	0025821400937 / 0025821400951	Avenida Josina Machel 1302, Bairro Alto Mae, Cidade Maputo.	Mozambique
Maxixe	0025829330029	Av. Bispo Almeida Penicela–Rumbana–Maxixe. (Also known as Rua Da Wenela)	Mozambique
Xai-Xai	0025828225329	Neighbourhood 7, Koka Missava, Wenela street	Mozambique
Mahikeng	0183812415	32 Warren St, Mahikeng, 2745	North West
Vryburg	0539280900	27A Decock St, Vryburg	North West
Rustenburg	0145660205	70 Cnr Lucas & Bosch St, Rustern	Rustenburg
Welkom	0573552271	323 Jabez Building ,Stateway, Welkom	Welkom