

# GEMFIELDS

## GROUP LIMITED

Incorporated in Guernsey. Guernsey registration Number: 47656.  
South African external company registration number 2009/012636/10  
Share code on JSE:GML / AIM:GEM  
ISIN: GG00BG0KTL52 | LEI: 21380017GAVXTCYS5R31  
("Gemfields" or the "Company")

## Invitation to shareholders: the Company's Remuneration Policy

LONDON, 2 DECEMBER 2020

At the Company's AGM on 24 June 2020, more than 25% of votes were cast against non-binding advisory vote number 1 (to endorse the Company's Remuneration Policy) and more than 25% of votes were cast against non-binding advisory vote number 2 (to endorse the Company's Remuneration Implementation Report).

On 16 July 2020, a shareholders' conference call was held by the Company's Remuneration Committee to engage, inter alia, with those dissenting shareholders who had voted against the resolutions. Several shareholders attended the call and provided their feedback in respect of the two remuneration reports.

The Company's Remuneration Committee hereby invites shareholders to join them on a follow-up conference call to be held at 2pm (GMT) on Monday 14 December 2020 in relation to the proposed changes to the Company's Remuneration Policy. Such changes would be made effective 1 January 2021 and presented to shareholders at the Company's 2021 AGM. The Company also confirms that, given the impact of the Covid-19 pandemic, no bonuses will be paid to the Company's two executive directors in respect of 2020.

Shareholders who wish to participate in the telephone conference are requested to contact the Company Secretary at the email address below by 5pm (GMT) on Friday 11 December 2020 to obtain further details for the telephone conference.

[companysecretary@gemfields.com](mailto:companysecretary@gemfields.com)

-ENDS-

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Further information on Gemfields Group Limited can be found at:

[GEMFIELDSGROUP.COM](http://GEMFIELDSGROUP.COM)

To join our investor mailing list, contact us on:

[companysecretary@gemfields.com](mailto:companysecretary@gemfields.com)

For any press enquiries please contact us on:

[gemfields@camarco.co.uk](mailto:gemfields@camarco.co.uk)

## ENQUIRIES

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SPONSOR (JSE)	Investec Bank Limited
SEDIBELO SALE PROCESS	Liberum  Nehal Patel  T: +44(0) 20 3100 2222
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### ADDITIONAL INFORMATION ON GEMFIELDS

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Gemfields is a world-leading supplier of responsibly sourced coloured gemstones. Gemfields is the operator and 75% owner of both the Kagem emerald mine in Zambia (believed to be the world's single largest producing emerald mine) and the Montepuez ruby mine in Mozambique (one of the most significant recently discovered ruby deposits in the world). In addition, Gemfields also holds controlling interests in various other gemstone mining and prospecting licenses in Zambia, Mozambique, Ethiopia and Madagascar.

Gemfields' outright ownership of Fabergé - an iconic and prestigious brand of exceptional heritage - enables Gemfields to optimise positioning, perception and consumer awareness of coloured gemstones, advancing the wider group's "mine and market" vision.

Gemfields has developed a proprietary grading system and a pioneering auction and trading platform to provide a consistent supply of coloured gemstones to downstream markets, a key component of Gemfields' business model and has played an important role in the growth of the global coloured gemstone sector.