



Incentive-based Compensation Clawback Policy

People & Culture

Document ID: OGC-250-POL-002

Approvals

	Position/Title	Name	Date
Authored by	EVP & Chief Officer - People & Culture		24 July 2020
Approved by	Remuneration, People & Culture Committee		24 July 2020
Approved by	Remuneration, People & Culture Committee		22 September 2023
Approved by	Remuneration, People & Culture Committee		

Revision History

Date	Rev No.	Reason for Issue	Details of Revision	By
10 August 2023	1	Periodic Review		M Edelson
17 November 2025	2	Periodic Review	Added definition of "Employee" incl. confirmation to extend to former employees	M Edelson

1. Policy statement

This Incentive-Based Compensation Clawback Policy (**'Policy'**) is implemented by the Board of Directors (**'Board'**) of OceanaGold Corporation and applies to any officer or employee (**'Employee'**) of OceanaGold Corporation and its subsidiaries or affiliated companies (collectively **'Company'**). The purpose of the Policy is to maintain a culture of focused diligent and responsible management which discourages conduct which might expose the Company to material financial, business, or reputational risk. For this reason, the Board considers that it may be appropriate for the Company to recover incentive-based compensation provided to Employees in certain circumstances, as further set out in this Policy.

This Policy shall be an integral part of the administrative rules for the annual performance Short Term Incentive) program, of the rules and policies for the Long Term Incentive program (Performance Share Rights Plan for Designated Participants) and of any other Employee incentive compensation plan or program, established and maintained by the Company from time to time.

2. Interpretation

For the purposes of the Policy, capitalised terms not otherwise defined in section 1, shall have the following meanings:

- a. **"Committee"** means the Remuneration, People and Culture Committee of the Board.
- b. **"Employee"** refers to any current or former employee of the Company.
- c. **"Financial Reporting Requirements"** means all applicable accounting principles, laws and regulations, as well as the Company's internal controls which govern the full, fair, accurate, timely and understandable disclosure of all financial transactions and events of the Company.
- d. **"Incentive-Based Compensation"** means any bonus, Short Term Incentive award or amount, or Long Term Incentive award or amount awarded to an Employee, including, but not limited to, any equity-based awards granted to an Employee. Incentive-Based Compensation does not include base annual salary, or other compensation which is awarded based purely on service to the Company.
- e. **"Misconduct"** means any material violation of the Company's Statement of Business Ethics and Code of Conduct by an Employee, or any act or omission undertaken by an Employee, that is reasonably likely to expose the Company to material financial, business or reputational risk.
- f. **"Restatement"** means a material restatement of the Company's financial results occasioned as a result of one or more errors, or other non-compliance with Financial Reporting Requirements.

3. Clawback of Incentive-Based Compensation

3.1. Clawback in the Event of a Restatement

In the Event of a Restatement, the Committee may, at its sole discretion, recover, terminate the vesting of and/or provide for forfeiture of, any Incentive-Based Compensation, which:

- a. exceeds the amount of Incentive-Based Compensation that otherwise would have been received by an Employee, had such Incentive-Based Compensation been determined based on, or in light of, the Restatement; and
- b. was awarded to an Employee within three (3) years prior to a Restatement.

Where Financial Reporting Requirements or other financial measures are considered in determining the Incentive-Based Compensation awarded or paid and the Incentive-Based Compensation is not awarded or paid on a formulaic basis, the Committee will determine at its sole discretion the amount, if any, by which the payment or award should be reduced.

3.2. Clawback in the Event of Misconduct

In the event of Misconduct, the Committee may, at its sole discretion, recover, terminate the vesting of, and/or provide for the forfeiture of, any Incentive-Based Compensation from any Employee who engaged in the Misconduct, or any Employee who knew or ought to have known about the Misconduct and failed to report it.

3.3. *Exercise of Discretion*

In exercising its discretion to recover any amount of Incentive-Based Compensation hereunder, the Committee may take into account:

- a. taxes paid by the Employee on the Incentive-Based Compensation and the rights of the Employee to recover any such taxes;
- b. any benefit received by any Employee as a result of Misconduct or Restatement;
- c. the seriousness of the conduct; and
- d. any other factors that the Committee determines are relevant.