OCEANA*GOLD*

2023 Sustainability Report

OceanaGold acknowledges the Indigenous Peoples in all jurisdictions that host our operations and offices. We aim to demonstrate our respect for Indigenous Peoples through our actions and commitments to responsible business practices.

Front cover: Water treatment plant at the Waihi Operation, New Zealand.

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How to use this Report

This Report has interactive features that work as follows.

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2023 Key Sustainability Performance Outcomes

Governance & Strategy

Independently assured OceanaGold's conformance with the Responsible Gold Mining Principles and Conflict-Free Gold Standard

Completion of the **Global Industry Standard on Tailings Management** gap assessment

Launched the **Supplier Code of Conduct**

Board approval of the Company's **Sustainability Strategy** and updated **Climate Change Strategy**

Achieved Morgan Stanley Capital International **(MSCI) "AA" and MSCI "Leader"** rating

Health and Safety

Total Recordable Injury Frequency Rate (TRIFR) per million hours worked of **4.4**, up from 2.3 in 2022

Category 4 (and above) Injury Severity Rate of **0.22**, down from 0.48 in 2022

OurSafe Behaviours program **launched**

Stop and Think program **refreshed**

Human Rights

Human Rights Impact Assessments completed at all operations

100% of OceanaGold Executives have completed human rights training

Social Performance

Social investment contributions of over **$9M**

Over **$198M** spent with local suppliers

Environment

Zero material environmental events

Significant progress on Reefton Restoration Project, an industry-leading post-mining rehabilitation project approaching return to the New Zealand Department of Conservation

Climate Change

Energy and greenhouse-gas emission-reduction plans developed for all sites

Energy and emission reduction projects incorporated into Life of Mine plans and budgets

People

New **culture survey** launched, with above-benchmark engagement scores

Collective bargaining negotiations completed with **no industrial downtime**

Values-based recognition program launched with over **200 nominations**

New supervisor program launched to support culture and performance aspirations

Message from the Chief Executive Officer and Chair of the Sustainability Committee

We are pleased to share with you OceanaGold's 2023 Sustainability Report.

At OceanaGold our approach to sustainability is driven by our Purpose, which is to mine gold for a better future. This focus on the value we strive to create for our stakeholders — our people, the communities that host us, our business partners, and shareholders — informs our strategic and day-to-day decision-making. It is reflected in our Vision to be a company people trust, want to work and partner with, supply and invest in, to create value. Our approach to sustainability is also brought to life by our shared Values of Care, Respect, Integrity, Performance, and Teamwork.

Throughout OceanaGold we seek to embed sustainability in our daily practices, with a particular focus on keeping our people safe and healthy, reducing our environmental impacts, and creating benefits and opportunities beyond our mines.

Delivering value through responsible business practices

Our commitment to operating safely and responsibly stretches from the Board to front line operations. In 2023, 25% of OceanaGold's 2023 objectives in the Company-wide annual incentive program were related to health, safety, energy-use and decarbonization, environmental and social performance, and our culture. This has been increased to 29% in 2024 to further reflect the importance we place on delivering our results in a responsible way.

During the year we strengthened the sustainability capability of our Board with the appointment of Linda Broughton in April 2023. Linda has significant experience in environmental geochemistry, water and tailings management, and mine reclamation and closure. In addition, the Board undertook training on climate change and new mandatory climate change reporting in December 2023. The Board will undertake refreshed human rights and diversity, equity, and inclusion training in 2024.

The Board also approved two important strategies in 2023 — the updated Sustainability Strategy and updated Climate Change Strategy — reflecting our awareness of evolving stakeholder expectations and the ongoing focus required to meet our stated aspirations across the sustainability spectrum, including in relation to operational emissions. We also updated our Sustainability Committee Charter to ensure it appropriately reflects the Company's priorities. Focus areas of the Board in 2023 included safety, occupational hygiene, environmental compliance, tailings management and improvements to our Risk Management Framework.

"Throughout OceanaGold we seek to embed sustainability in our daily practices, with a particular focus on keeping our people safe and healthy, reducing our environmental impacts, and creating benefits and opportunities beyond our mines."

Gerard Bond
President and Chief Executive Officer

Ian Reid
Chair of the Sustainability Committee

2023 year in review

2023 was another solid year of delivering value for our shareholders. Record average realized gold prices and strong annual production of 477,313 ounces of gold — in-line with our Guidance — allowed us to achieve our highest-ever revenues, be free cash flow positive and increase returns to shareholders through the re-introduction of a semi-annual dividend.

We ended the year in a solid financial position. Our liquidity, overall financial strength and projected performance positions us to continue to operate the business in a safe and responsible manner, progress the organic growth opportunities in our portfolio and increase returns to shareholders.

Keeping our people safe

The health, safety and wellbeing of our people remains of paramount importance. Our unwavering goal is that everyone working at OceanaGold returns home safely every day.

Though our Total Recordable Injury Frequency Rate (TRIFR) per million hours worked increased from 2.3 in 2022 to 4.4 in 2023, our overall injury severity was lower in 2023. During the year, we launched the OurSafe Behaviours program to personalise, encourage and empower everyone to work safely. The program identifies peer-selected safety leaders across operational sites to help embed specific safe behaviours in their respective work environments. We also refreshed our Stop and Think program, to ensure safety is front of mind prior to undertaking tasks.

During the year we increased our focus on understanding and managing occupational health and hygiene. All sites completed occupational exposure monitoring baselines which will help us develop and evaluate better long-term controls throughout 2024 and beyond.

We remain committed and energized to keep the safety and health of our workforce as an area of unrelenting focus in 2024.

Building a winning culture

Our people and culture are integral to our success. To be a company where people want to work requires our people to feel valued, respected and empowered to contribute their skills, abilities and perspectives. This starts with having a culture that reflects our Values, not just on paper but in how we interact every day. To recognize our people who exemplify our Values in their work we launched a Living Our Values recognition program in 2023. We are proud of our first cohort of winners of this award, who are inspiring their colleagues through their actions.

In 2023, we also invested in developing frontline leadership capability in order to better equip our leaders with the skills required to lead, which in turn will benefit the teams they lead. This program will continue and be expanded upon in 2024.

To further align, incentivize and recognize the contributions of our people to our business performance, we expanded our Long-Term Incentive Program to include all salaried employees. We believe this is a powerful and effective way to have our people working together to achieve our common goals.

Finally, our efforts to build a winning culture are bearing fruit. In our 2023 Culture Survey, 75% of our employees reported feeling engaged, which is higher than the industry benchmark average and 76% of employees reported an intent to stay with the Company for over three years. 74% of our workforce participated in the survey, which is 40–50% more than in 2022.

Investing in communities

We seek to provide opportunities for host communities to benefit from our operations and the revenues we generate.

We are a significant employer in the communities where we operate and we aim to use local suppliers where commercially practical to maximize the economic development of the communities near our mines. In 2023, we spent almost $200 million on procuring goods and services from local suppliers.

We contributed over $9 million to social investment projects in communities around our operations. At Didipio, this included a scholarship program for local Indigenous People and the ongoing building of local roads to facilitate the movement of farm produce to markets. At Waihi, we continued our annual donation to the Waihi Gold Mining Education Trust to help fund local students' university studies.

Managing our environmental impacts

Ensuring we are managing our impacts today for the world we want tomorrow is at the forefront of our business decisions. We are proud to report we had no significant environmental incidents in 2023 and all sites continued to maintain and implement their biodiversity management plans.

We established and implemented Energy and Carbon Reduction Plans at each site to deliver key initiatives helping reduce our emissions intensity by 30% by 2030. These include initiatives to commence decarbonizing mobile equipment and electricity supply and to improve energy efficiency.

We commissioned an external gap assessment of our Tailings Storage Facilities (TSFs) against the Global Industry Standard for Tailings Management requirements, which subsequently informed the development of a 2-year alignment plan that we aim to implement throughout 2024 and 2025. All of our sites have conducted Comprehensive Dam Safety Reviews on their TSFs.

Strengthening human rights and supplier governance

Operating with integrity is a value of the Company and an expectation of all our stakeholders. In 2023, we progressed Human Rights Impact Assessments at all our operations. All our Executives completed human rights training and we continued to conduct focused training across our workforce. We also developed and released a Supplier Code of Conduct, which provides high-level guidance on responsible business practices we expect our suppliers to adhere to.

Looking ahead: delivering on organic growth safely and responsibly

As we look ahead, we will continue to explore opportunities that will unlock further value across OceanaGold. Responsible business practices are integral to this as it is only through listening to our stakeholders, minimizing our impacts and delivering on our promises that we can continue to be a preferred and trusted partner. Our business objectives are achieved not only by what we do but also how we do it.

2024 is set to be an exciting year for us as we deliver organic production growth and, subject to operating and market conditions, strong free cash flow. We plan to deliver on our Vision to a company that people want to work and partner with, supply and invest in, to create value.

Gerard Bond
President and Chief Executive Officer

Ian Reid
Chair of the Sustainability Committee

Message from our Chief Sustainability Officer

During my first 12 months with OceanaGold, I have had the pleasure of meeting our many talented teams and have built a strong understanding of the business and our sustainability practices, risks and opportunities. In this time, I have seen firsthand the strong sustainability platform we have in place and the personal commitment our people demonstrate to operating safely and responsibly.

Across our business I have consistently observed strong integrity in action, a caring culture, an unwavering commitment to building and maintaining trusting and respectful relationships with stakeholders — particularly with our host communities, iwi in New Zealand, and our regulators everywhere — and a genuine desire to continuously learn and improve in everything we do. Coupled with our commitment to the Responsible Gold Mining Principles and the United Nations Global Compact, which are foundational to how we operate, we have a strong platform on which to build.

Standing still is not an option however, as we know that to keep pace with evolving stakeholder needs and expectations, we must closely monitor and adapt to our changing external environment.

With this in mind, we developed two key strategies in 2023 — an updated Sustainability Strategy and an updated Climate Change Strategy. Both take a 3-year view and consider material issues for our stakeholders as well as new and emerging requirements, issues and trends. These have been approved by our Board of Directors.

Our Sustainability Strategy reflects OceanaGold's commitment to safe and responsible mining and a business-wide focus on continuous improvement. It is based on four strategic focus areas, each of which will be supported by annual performance metrics from 2025:

1. Health and Safety;

2. External Affairs and Social Performance;

3. Environment (including water, biodiversity and circularity); and

4. Decarbonization and Climate.

The Sustainability Strategy aims to build on our strong foundations to be excellent in sustainability relative to our intermediate gold mining peers. We intend to deliver on our commitments consistently and will systematically consolidate, strengthen and embed the things that really matter. By doing so, we aim to further enhance the trust we have with our stakeholders and build an even more resilient business.

"Across our business I have consistently observed strong integrity in action, a caring culture, an unwavering commitment to building and maintaining trusting and respectful relationships with stakeholders and a genuine desire to continuously learn and improve in everything we do."

Megan Saussey
Chief Sustainability Officer

Our updated Climate Strategy reflects our pursuit of reducing our carbon emissions per ounce of gold produced by 30% by 2030. In 2024, we will develop a Climate Transition Plan that will strive to be robust, practical, commercially sound and achievable. In addition to demonstrating how we will achieve our goals, we are doing this to ensure the business is able to meet the heightened climate change disclosure requirements while progressing decarbonization efforts at sites.
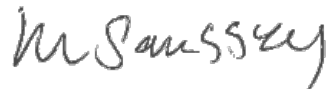
These two updated strategies are timely. 2023 represented a step change in global corporate sustainability reporting with the International Sustainability Standards Board (ISSB) launching its new Sustainability Disclosure Standards — IFRS S1 and IFRS S2 — under the International Financial Reporting Standards (IFRS) umbrella. These were developed to provide globally comparable sustainability-related disclosures for investors.

Concurrently, leading mining industry bodies — the World Gold Council, The Copper Mark, the Mining Association of Canada, and the International Council on Mining and Metals — also announced a commitment to consolidate their voluntary best practice responsible mining standards into a single responsible mining standard, and multi-stakeholder oversight system. This new standard is expected to be launched in 2024.

These global developments have brought enhanced alignment around responsible business expectations, disclosures, measurement, and accountability, particularly regarding climate change. For companies like OceanaGold, who operate across multiple jurisdictions, these changes remove some of the complexity and enable us to demonstrate our strengths. Simultaneously however, we are confronted with an increased reporting burden as different jurisdictions create their own mandatory playbook on the new standards, and we are faced with navigating multiple timelines and boundary definitions.

For us to meet these requirements effectively and efficiently, we will continue to evolve our approach to address mandatory reporting requirements, while also evaluating which frameworks and standards make the most sense for us and which resonate most clearly with our stakeholders.

OceanaGold's commitment to safe and responsible mining is foundational to our Purpose of mining gold for a better future. We will continue to strive to do what we say we will, well, everyday, to create value for our stakeholders.

M Saussey

Megan Saussey
Chief Sustainability Officer

"OceanaGold's commitment to safe and responsible mining is foundational to our Purpose of mining gold for a better future."

Megan and our Process Manager onsite at our Didipio Mine.

Education Centre at Waihi, New Zealand.

Overview

About This Report

This 2023 Sustainability Report ("Report" or "Disclosure") is OceanaGold Corporation's annual Company disclosure of sustainability performance.

This Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and the GRI G4 Mining and Metals Sector Disclosures and is reviewed by the responsible operational and Company representatives, relevant Management, and the Executive Leadership Team. It has been approved by the OceanaGold Board Sustainability Committee.

We have adopted the same boundary and approach as we have in previous years. This Disclosure incorporates all operating assets, development projects and exploration projects during the 2023 reporting period (1 January to 31 December 2023).

Our operating assets comprise:

- Haile Gold Mine, South Carolina, United States of America (USA);
- Didipio Mine, Luzon Island, Philippines;
- Waihi Operation, North Island, New Zealand; and
- Macraes Operation, South Island, New Zealand.

Our exploration activity in 2023 was focused on tenements on or near the above-mentioned mining operations. The Report also includes some information about our corporate offices and sites undergoing closure or relinquishment.

This Report should be read in conjunction with OceanaGold's year-on-year Interactive Environment, Social and Governance (ESG) Data and the Basis of Preparation.

Unless otherwise stated, all financial figures in this report have been converted to US dollars (USD) using a weighted average provided in the table below.

References to "OceanaGold", "the Company", "we" and "our" refer to OceanaGold Corporation and our subsidiaries unless explicitly stated otherwise.

TABLE 1 – 2023 Weighted average exchange rates

Currencies	Rate
AUD/USD	0.66
NZD/USD	0.61
PHP/USD	0.0179
GBP/USD	1.24
SGD/USD	0.74
CAD/USD	0.74

Bureau Veritas Australia (BV) provided independent limited assurance for select 2023 sustainability reporting disclosure data and statements, in conformance with International Standard on Assurance Engagements (ISAE) 3000 (see Appendix 2). BV has also undertaken assurance assessments on:

- OceanaGold Corporation's 2023 Responsible Gold Mining Principles Implementation and Conformance Report
- OceanaGold Corporation's 2023 Conflict-Free Gold Statement

We welcome feedback on this Sustainability Report or any aspect of our sustainability performance via sustainability@oceanagold.com.

Other reports and information available on our website include our:

- Responsible Mining Framework, governance policies, statements of position, standards and guidelines;
- Modern Slavery Statement;
- Annual Information Form;
- Quarterly Financial Reports and Management's Discussion and Analysis;
- Extractive Sector Transparency Measures Act (ESTMA) Report;
- Annual General Meeting Circular, corporate presentations, news and insights; and
- Information on our operating assets, development projects, offices and exploration.

Forward-Looking Statements

This Report contains "forward-looking statements and information" within the meaning of applicable securities laws. "Forward-looking" statements or information may include, but are not limited to, statements with respect to the Company's Sustainability Strategy; short-term and long-term sustainability goals including greenhouse gas emissions goals; strategic priorities and related goals, targets, commitments and plans, and the Company's expectations regarding same; expectations regarding pilot projects; expectations regarding the Didipio Treatment Plan; expectations the Company will stabilize and reduce arsenic levels at Didipio; continued development and implementation of a Climate Change Strategy; expectations regarding the integration of GISTM tailings management requirements into the Company's Tailing Governance Framework; ongoing and future restoration projects; expectations regarding completion of the water treatment plant at Haile; expectations regarding the Company's responsible supply chain program; expectations regarding the Cultural Balance Plan with iwi/Māori; expectations regarding increasing local employment; implementation of additional training with respect to equity, inclusion, diversity, human rights, as well as occupational health and safety; ethics and integrity initiatives. Often, but not always, forward-looking statements and information can be identified by the use of words such as "may", "plans", "expects", "projects", "is expected", "budget", "scheduled", "potential", "estimates", "forecasts", "intends", "targets", "aims", "anticipates", "goal", "with the intent", "strategy", or "believes" or variations (including negative variations) of such words and phrases, or may be identified by statements to the effect that certain actions, events or results "may", "could", "would", "should", "might" or "will" be taken, occur or be achieved. Forward-looking statements and information involve known and unknown risks, uncertainties and other factors which may cause the actual performance of the Company to be materially different from any future performance expressed or implied by the forward-looking statements. Such risks, uncertainties or factors include, among others: consequences of climate change; costs; risks relating to new technology or lack of necessary technologies; changes in law, governmental, or regulation; actual or anticipated results of production; revisions to operating parameters; operational failures; natural disasters; adverse weather; legal challenges to permits; general business, political, social, labour, economic and market risks, or uncertainties, as well as those factors discussed in the section entitled "Risk Factors" contained in the Company's Annual Information Form in respect of its fiscal year-ended December 31, 2023, which is available on SEDAR+ at www.sedarplus.com under the Company's name. Although the Company has attempted to identify important factors that could cause actual performance to differ materially from those described in forward-looking statements and information, there may be other factors that cause actual performance to differ from that anticipated, estimated or intended. Forward-looking statements and information contained herein are made as of the date of this Report and, subject to applicable securities laws, the Company disclaims any obligation to update any forward-looking statements and information. There can be no assurance that forward-looking statements and information will prove to be accurate, as actual performance could differ materially from that anticipated in such statements. Accordingly, readers should not place undue reliance on forward-looking statements and information due to the inherent uncertainty therein. All forward-looking statements and information made herein are qualified by this cautionary statement.

Sustainability Performance Summary

● Achieved
▶ Partially achieved
◆ Deferred/Ongoing
○ Not achieved

This table summarises the status of sustainability metrics and indicators that were outlined in our 2022 Sustainability Report and progressed during 2023.

Area	Indicator	Status	Comment
People and Culture	Maintain female leadership representation at or above 20%	●	Overall female leadership 21.7%. Executive Leadership Team 33% female.
	Maintain 20% female participation	▶	Close to target, 19.3% female at year-end 2023.
	Develop a consistent job management framework across the Company	●	Completed.
	Implement an internship and graduate program across Company	▶	Partially achieved. Intern program in place in New Zealand, traineeship program in place in Philippines, graduates in place across jurisdictions.
	Develop an Employee Value Proposition Strategy	▶	Partially achieved. New Long-Term Incentive Program (LTIP) program deployed in 2023 as part of total Employee Value Proposition review.
	Deliver module four of Gold Leadership Training and develop Frontline Leadership Program	●	Gold Leadership Training replaced by newly updated Frontline Leadership Program; first cohort of leaders trained in Q4.
	Achieve a leadership effectiveness rating of 59%	●	New and improved culture survey introduced in 2023, with higher employee participation and new calculation methodology. Leadership effectiveness rating in new survey improved to 75%, largely equivalent to 59% in the old survey methodology.
	Build the Diversity and Inclusion brand communication	●	Respect at Work roll-out. Female employees profiled and articles published.
	Fair Employment Committee development of workplace-inclusion objectives	▶	Committee met in 2023 to review objectives and progress against previous commitments. Fair employment practices now embedded in hiring process for 2023 and initiatives included in site business plans. Hiring and promotion outcomes monitored and reported. Focus for 2024 will be Respect at Work.
Safety	Total Category 4 (and above) Injury Frequency Rate (Cat 4 IFR) of <0.25	●	The actual result in 2023 was 0.22, which was less than half of prior year.
Health	Complete baseline Occupational Hygiene (OH) sampling programs across all sites	●	Baseline OH sampling programs completed across all sites.
	Undertake statistical review of sampling data and review exposure risks at all sites	●	Complete as at end of January 2024.
Environment	Integrate GISTM tailings management requirements into the Tailings Governance Framework	◆	Targeting alignment with GISTM in 2025.
	Complete a GISTM alignment audit	●	Gap analysis completed and work plan implementation commenced.
Climate Change	Emissions-reduction budgets approved	●	Emissions and energy-reduction projects incorporated in the life of mine planning and budget processes.
	Update scenario analysis with refined modelling	◆	To be progressed in 2024 as part of Climate Change Strategy implementation.
	Improve measurement and monitoring capabilities	●	Measurement and monitoring improved through fuel management systems across the sites.
	Embed climate change risks into operational risk registers and strategic risk registers	◆	Transitional risk assessment to be completed in 2024 as part of Climate Change Strategy implementation.
	Revise Scope 3 emission assessment with updated material emission factors from source data	◆	To be progressed in 2024 as part of our Climate Change Strategy implementation.

Our Company

OceanaGold is a growing intermediate gold and copper producer committed to safely and responsibly maximizing the generation of free cash flow from our operations and creating value for stakeholders.

We are listed on the Toronto Stock Exchange (TSX) under the stock-symbol "OGC" and OceanaGold's shares are also available to be traded over the OTCQX Best Market platform in the US under the ticker "OCANF". We have a portfolio of four operating mines: the Haile Gold Mine in the USA, the Didipio Mine in the Philippines, and the Macraes and Waihi Operations in New Zealand. Our operations are supported by a global workforce with significant exploration, development and operating experience. Our growth strategy is focused on the Americas and Asia-Pacific regions, reflecting our operational base and expertise.

In each of the regions we operate, we contribute to improved socio-economic outcomes through our contribution to jobs, tax revenue and by investing in local communities. We achieve this by providing employment and skills-development opportunities, and through community, and environmental initiatives and collaboration. We provided direct employment for 2,638 employees and 1,579 contractors in 2023.

The gold, silver and copper we produce are essential metals in our global economy. Gold plays a key role as a strategic investment and safe-haven during periods of economic uncertainty, while silver and copper are important to the renewable energy, electric vehicle and transport sectors. Additionally, these metals are used to produce life-saving medical devices, in technologies that connect communities around the world, and in products that support the transition to a lower carbon economy.

Our Purpose is mining gold for a better future

We care deeply about the impact of our operations and seek to integrate sustainable practices to continuously improve how we operate while minimizing negative impacts. Our Vision is to be a company people trust, want to work for and partner with, supply and invest in, to create value.

This Vision is brought to life by our Values: Care, Respect, Integrity, Performance and Teamwork. Our Values guide our behaviours and put our people, host communities, the environment and our stakeholders at the forefront of our decision-making.

We are a member of the United Nations Global Compact (UNGC) and align our strategy and standards with the UNGC's ten universal principles. We submit an annual Communication on Progress to the UNGC.

As a member of the World Gold Council (WGC), we are committed to complying with the Responsible Gold Mining Principles (RGMPs) and the Conflict-Free Gold Standard (CFGS).

Our Vision, Values and Strategic Pillars

Strategic Pillars

- Safely & responsibly deliver gold production
- A premium rating with the investment community
- Increase Resources & Reserves cost effectively
- A caring, inclusive & winning culture
- Financial strength & returns

Care · **Respect** · **Integrity** · **Performance** · **Teamwork**

OUR PURPOSE IS MINING GOLD FOR A BETTER FUTURE

Our Vision is to be a company people trust, want to work for and partner with, supply and invest in, to create value.

Our Business

OceanaGold is a multinational gold and copper producer with four producing mines: the Haile Gold Mine in South Carolina, USA; the Didipio Mine on Luzon Island, Philippines; the Macraes Operation in New Zealand's South Island; and the Waihi Operation in New Zealand's North Island. Our headquarters are in Vancouver, Canada, and we have support offices in Brisbane and Melbourne (Australia), Manila (Philippines) and Dunedin (New Zealand).

Haile Gold Mine, USA.

Vancouver HQ

Haile Operation

Location: South Carolina, USA

Profile: Open pit and underground operation producing silver and gold as doré bars.

2023 production:
152.5 koz gold and 177.8 koz silver

Employees: 699
Contractors: 222

Didipio Operation

Location: Luzon Island, Philippines

Profile: Underground operation producing gold as doré bars and copper/gold in concentrate.

2023 production:
138.5 koz gold, 176.6 koz silver and 14.2 kt copper

Employees: 826
Contractors: 1,102

Waihi Operation

Location: North Island, New Zealand

Profile: Underground operation producing gold as doré bars.

2023 production:
49.3 koz gold and 172.8 koz silver

Employees: 364
Contractors: 112

Macraes Operation

Location: South Island, New Zealand

Profile: Open pit and underground operation producing gold as doré bars.

2023 production:
137.0 koz gold and 4.5 koz silver

Employees: 613
Contractors: 143

What We Do

Our products and customers

Each of our operations produce gold doré bars that are stamped with the mine of origin. At the Didipio Mine in the Philippines, we also produce copper-gold in concentrate. Our gold doré is refined and cast into London Bullion Market Association Good Delivery Standard bars and marked with the refiner stamp. Our gold is then sold to financial institutions or refineries.

Our major customers, the Perth Mint, Metalor, ABC Refinery and Trafigura have stated commitments to socially responsible and conflict-free metals sourcing.

Our value chain

The diagram to the right outlines the steps involved in OceanaGold's gold mining life cycle. Our value chain involves all areas of our business from exploring new sites and development to rehabilitation, the refinery stage and other end uses.

Our Value Chain

Inputs
Materials, Goods and Services

Exploration
Drilling Services
Consulting Services

Development
Construction and Engineering Services
Construction Materials

Processing
Grinding Media (Steel)
Reagents and Chemicals
Electric Power

Mining
Mining Equipment
Fuel and Lubricants

Outputs
Gold, Silver and Copper

Transport to Customers
Air, Ocean and Road

Rehabilitation
Consulting Services
Diversified Support Services

Refinery/Smelter

Relinquishment

End Use
Gold Bars, Coins
Industrial Uses
Jewelry

TABLE 2 – Operations, products and customer information

Operation	Product	Customer
Didipio Operation	Gold doré	ABC Refinery, Australia
	Gold doré	Bangko Sentral ng Pilipinas (Philippines Central Bank)
	Copper concentrate	Trafigura (offtake agreement)
Haile Operation	Gold doré	Metalor, USA
Macraes Operation	Gold doré	Perth Mint, Australia
Waihi Operation	Gold doré	ABC Refinery, Australia

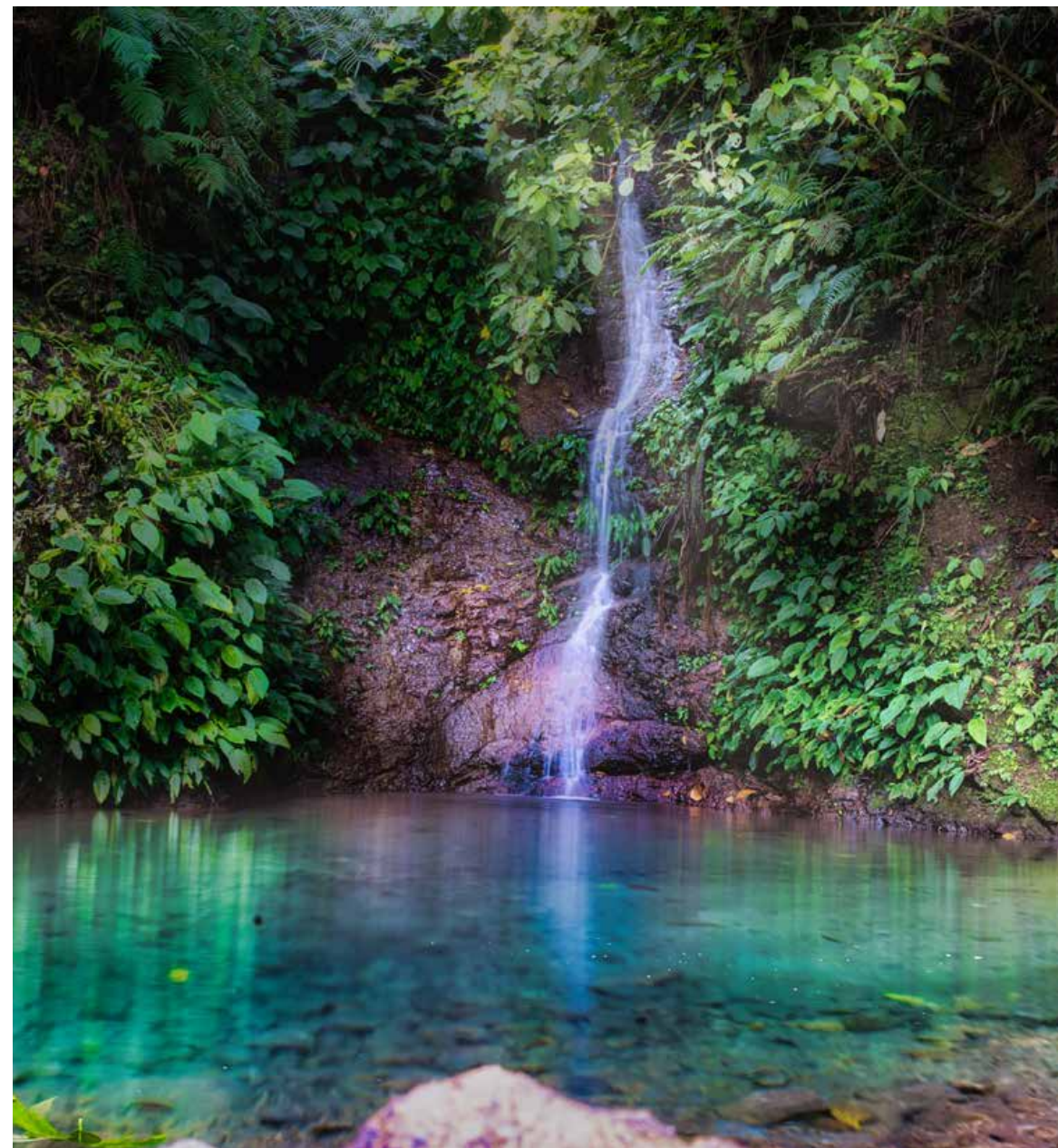Employees celebrating our Values at Didipio Mine in the Philippines.

Our Approach

Our Approach

Upholding high standards of responsible business practices is integral to our business success. It ensures we deliver enduring value and sustainable outcomes across our business, from exploration to operations and closure.

Sustainability is fundamental to the way we do business. It matters to our host communities and other stakeholders where we operate; it matters to investors who increasingly consider sustainability performance in their valuations and investment decisions; and it mattters to our employees who want to work for a values-driven organization – and to our customers who want to partner with socially and environmentally responsible businesses.

Our commitment to responsible mining shapes the way we develop and operate our mines and how we manage our impacts and identify opportunities to enhance value for our shareholders and local communities from the earliest stages of mine planning. This includes striving to protect the environment and creating opportunities to generate value throughout the mine life cycle by continually reviewing and improving how we operate.

Waterfalls in Didipio, the Philippines.

Sustainability Strategy

OceanaGold recognizes that sustainability performance is a business-wide responsibility and that a comprehensive and integrated approach to sustainability can protect and create value for an organization. Our Sustainability Strategy enables us to continue to build a resilient business and enhance trust with stakeholders.
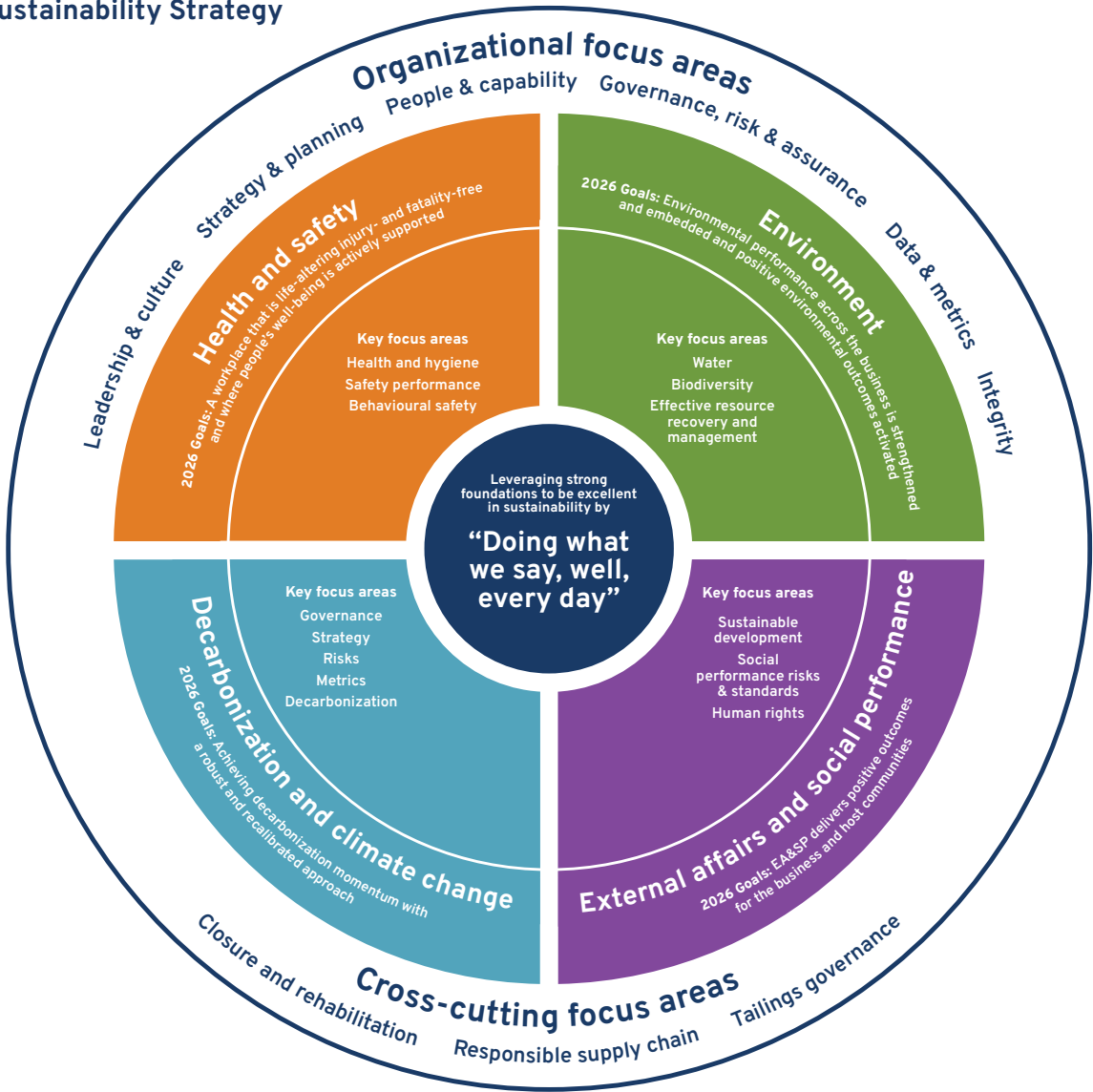
In 2023, we developed a new, comprehensive Sustainability Strategy to leverage the strong foundations and values that exist across the Company. This three-year (2024–2026) Board-endorsed Strategy provides clear direction for the business and identifies key milestones and deliverables to continue to mature our sustainability approach and outcomes. The Strategy was developed in collaboration with the broader business and through consideration of our key stakeholders and material business risks and opportunities.

Our initial focus is to ensure our standards, processes and practices are fit-for-purpose and effective. We then aim to continue to iteratively embed sustainability excellence[1] within the business to drive momentum, consistency and discipline to continue to mature our approach and strengthen our performance. Over the three-year period, we aim to enhance our areas of strength for greater impact and differentiation.

The Sustainability Strategy considers the most material topics identified in the materiality assessment (page 19) and highlights our priority areas for sustainability performance. The Strategy is structured around four key pillars: health and safety, external affairs and social performance (EA&SP), environment, and decarbonization and climate change. Each pillar has specific focus areas, with certain focus areas running across all four pillars. Various organizational and interlinked workstreams will underpin the achievement of our focus areas and ensure a holistic approach. Each strategic pillar is supported by annual milestones and key deliverables.

In 2024, we plan to develop a Sustainability Scorecard and metrics to measure impact and track performance more effectively over time, for implementation in 2025.

1 Relative to our intermediate gold peer group.

Sustainability Strategy

Materiality

OceanaGold aims to improve performance and disclosure outcomes, especially in the areas where we can have the greatest impact.

In 2021, we undertook a detailed materiality assessment, looking into OceanaGold's major sustainability areas of impact. Guided by the GRI, we identified the material sustainability topics that matter most to our business and stakeholders.

The material topics help inform governance, stakeholder engagement and reporting, and were a key input in the development of our Sustainability Strategy. They are reviewed annually, and no major changes were identified during the reporting period.

In 2024, OceanaGold plans to complete an updated materiality assessment to reflect new international standards.

TABLE 3 – List of material topics

Most material

Topic	Aspect
Health and safety	Worker injury and fatality risk, disease control, mental health and wellbeing, security, emergency response, crisis management
Tailings storage management	Global Industry Standard on Tailings Management (GISTM), communities, transparency, collaboration
Economic impact and social investment	Direct and indirect economic value created, local hire, local procurement, social investment, tax transparency
Social performance	Community relationships, grievances, land access, artisanal scale mining
Climate change and energy	Strategy, governance, risk management, metrics and targets
Biodiversity	Livelihood impacts, reclamation and habitat protection, mining impacts
Closure planning	Closure risk and liability, post, closure management, life cycle planning
Human rights	Due diligence, equity, Indigenous Peoples, resettlement, security, cultural heritage, supply chain, modern slavery
Water and effluents	Water context at sites, operational risk, management, efficiencies

Material

Topic	Aspect
Workforce	Diversity & inclusion, labour management, training & education, employment
Business integrity and compliance	Business conduct, anti-corruption, policy influence, compliance, memberships, lobbying
Waste	Waste, overburden, hazardous materials handling, storage and transport, spills

Important

Topic	Aspect
Other emissions	Hazardous/criteria air pollutants, volatile organic compounds (VOCs)
Responsible supply chain	Supplier screening, engagement, social, environmental impacts
Product stewardship	Value chain, product life cycle, chain of custody

Stakeholder Engagement

Our stakeholders are individuals and organizations who are impacted by, or who can influence, our business. We actively seek to understand how our business impacts people; we listen to their perspectives, and we collaborate to build and maintain support for our operations. To do this, we take an Informed Consultation and Participation approach to engagement, based on transparency, open dialogue, inclusiveness, and mutual responsibility.

Our External Affairs and Social Performance teams are responsible for managing many of our stakeholder engagements. We facilitate engagement through a wide range of mediums including one-on-one meetings, presentations and community forums. Effective stakeholder engagement with a wide variety of stakeholders on matters that are important to them is essential for us to earn and sustain the trust we seek as part of our Vision. At OceanaGold, we undertake engagement by knowing our stakeholders and understanding what is important to them.

TABLE 4 – Stakeholder interests and engagement types

Stakeholders	Areas of interest	Engagement type
Government and regulators	• Compliance • Environmental management • Safe production • Project development	• Face-to-face engagement • Written correspondence • Performance reporting • Policy submissions and advocacy
Suppliers	• Supplier Code of Conduct • Performance • Health and safety • Competitive reward and compensation	• Contractor/supplier meetings • Onboarding • Inductions
Our people	• Health and safety • Environmental management • Responsible business practices • Career development and performance • Job satisfaction • Operational performance • Business performance • Project development	• 24-hour (Speak-Up) hotline • Employee surveys • Town halls • Workforce briefings • Internal communications (emails, portal)
Community	• Socio-economic development • Environmental management • Employment opportunities • Safety and security • Services & infrastructure • Land impacts & interests • Social cohesiveness • Project development and permitting	• Grievance mechanism • Community meetings, forums and engagement • Face-to-face engagement • Shopfronts • Written correspondence

Stakeholders	Areas of interest	Engagement type
Investors	• Share price performance • Business performance • Safe production • Responsible business practices • Value creation and protection	• Press releases • OceanaGold website • Investor presentations and meetings • Sustainability Report • Analyst site tours • Written correspondence
Customers	• Responsible business practices	• Reporting and OceanaGold website • Face-to-face engagement • Written correspondence
International and industry bodies	• Industry performance • Compliance with regulations and standards • Responsible business practices • Impact management	• Industry engagement forums • Memberships • Representation in industry groups • Written correspondence
Indigenous Peoples	• Cultural impacts • Environmental management • Cumulative impacts • Acknowledgement and awareness • Human rights • Project development and permitting	• Participation in cultural practices/ceremonies • Community meetings • Informal engagements • Written communications and agreements
Unions	• Health and safety • Environmental management • Job security • Worker compensation	• Collective bargaining meetings • Face-to-face engagements • Written communications
Civil society groups and NGOs	• Responsible business practices • Human rights • Environmental protection	• Reporting and OceanaGold website • Face-to-face engagements • Informal meetings
Media	• Operational performance • Stories of interest • Impacts to community or environment • Issues management/updates	• Media statements • Meetings • Reporting and OceanaGold website

Sustainability Governance

Upholding high standards of governance is vital to the sustainability of our Company and delivering long-term value to our stakeholders. Our workforce – from our Board and Executive Leadership Team (ELT) to operations and contractors – are guided by a Responsible Mining Framework that supports our Vision and Values at each level of our Company. Operating safely and responsibly is an inherent principle within our management and governance framework and ensures the consideration of health and safety, people, the environment, communities and society. More information about our governance systems is available on our website.

The Board and Board Committees

The Board of OceanaGold is responsible for providing strategic direction, defining broad issues of policy and overseeing the management of the Company to ensure it is conducted appropriately and in the best interests of its stakeholders.

The Board has established five committees to assist the Board in its responsibilities. Each committee is governed by a formal charter, documenting the committee's composition and responsibilities.

Sustainability Committee

The Sustainability Committee assists the Board in its oversight of following key areas:

(a) OceanaGold's strategy, policy and performance relating to health, safety, environment, climate change, external affairs, social performance and sustainable development (collectively Sustainability or Sustainability Matters);

(b) OceanaGold's compliance with applicable legal and regulatory requirements associated with Sustainability Matters;

(c) Management of Sustainability-related risks; and

(d) Various other governance responsibilities relating to Sustainability Matters including Sustainability assurance and performance reporting.

In addition, the Sustainability Committee reviews, oversees and recommends to the Board for approval, sustainability-related policies, strategies, and targets that are adopted with respect to Sustainability and climate change-related matters.

The Committee meets as frequently as required but not less than four times per financial year. Sustainability Matters are regularly discussed in the Board meetings. Day-to-day management of sustainability-related issues rests with Management.

Remuneration, People and Culture Committee

The Remuneration, People and Culture Committee provides the Board with oversight of the remuneration framework and people and culture strategy and policies as well as other key sustainability-related performance indicators, such as employee experience, workforce diversity, organizational culture and aspirational behaviours.

Audit and Risk Committee

The Audit and Risk Committee ensures key governance processes exist for the identification and management of all business risks including sustainability, and that assurance and internal audit processes are undertaken to test the implementation of controls across the business. The Committee also receives regular updates on the Speak-Up (whistle-blower) disclosures, including the oversight of disclosures made, investigation status, outcomes and actions.

Technical Committee

The Technical Committee's purpose is to assist the Board in its reporting and oversight of the Company's mineral Resources & Reserves, technical activities and governance of dams and tailings storage facilities.

The Technical Committee acts primarily in an advisory capacity to the Board. Day-to-day management of technical and operational issues rests with Management.

Governance and Nominations Committee

The Governance and Nominations Committee assists the Board in its oversight of OceanaGold's governance-related matters including corporate governance framework, policies and practices, public disclosure documents and processes, the impact of applicable material corporate governance developments and various other responsibilities in relation to Board composition, diversity, development, and performance

Executive Leadership Team (ELT)

The Board of Directors has delegated certain authorities and responsibilities to the President & Chief Executive Officer (CEO) and the ELT to enable them to conduct the Company's day-to-day activities, subject to certain limitations set out in an Authority Matrix approved by the Board. Matters arising beyond the scope of those limitations require Board or Board Committee approval.

The Executive Vice President (EVP) & Chief Sustainability Officer (CSO) is responsible for leading the strategy for, and overseeing the management of, sustainability including climate change matters.

Performance and reward

We have a Short-Term Incentive Program (STIP) that applies to eligible employees. Each year we review how corporate performance is measured, including which Key Performance Indicators (KPIs) are appropriate and the relative balance of indicators. In 2023, sustainability-related measures[1] accounted for 25% of the overall weighting of our Corporate Scorecard, with the inclusion of a KPI relating to occupational health performance as well as strengthened climate change expectations.

In 2024, the relative weighting of sustainability-related outcomes will increase to a total of 29% of the STIP.

Risk management

Effective risk management is essential to generate long-term stakeholder value, reduce the potential impacts of hazards, and ensure workforce safety across all operations. The Board is ultimately responsible for ensuring that OceanaGold has in place an adequate and effective risk management framework, and in discharging its responsibilities, they are aided by the Board Committees and the ELT to monitor the effectiveness of that framework in managing the risks to the organization.

The Risk Management Framework comprises internal policies, controls and procedures that aid risk identification, abatement measures and regulatory compliance requirements. Risks are recorded in risk registers at corporate and operational levels and include stakeholder, environmental, safety and business interruption risks.

In 2023, OceanaGold commenced an external review of our Risk Management Framework seeking opportunities to improve the integration of risk knowledge with our business planning and work focus areas. The review also seeks to ensure that our Risk Management Framework and processes are efficient and effective in informing our business decision-making.

In 2024, the Company plans to make several program improvements including (but not limited to):

- Confirming the organization's risk taxonomy;

- Clarifying accountability for management of individual risks;

- Defining risk appetite for each risk category; and

- Aligning operational risks with our company-level risks.

This work is being led by Management, with oversight from the Audit and Risk Committee, pursuant to its charter from the OceanaGold Board of Directors.

1   This includes health and safety, environment, climate, external affairs and social performance, and people and culture metrics.

Drill rig at our Waihi Operation, New Zealand.

Our Responsible Mining Framework

Our Responsible Mining Framework is a governance tool that helps embed sustainability into our business strategy, planning and operational processes. It guides business decisions and activities and commits us to high standards of governance and ethics. The Framework complements our Sustainability Strategy and the systems and processes for monitoring, enhancing and disclosing our sustainability performance.

Our Responsible Mining Framework includes Board-endorsed policies covering key sustainability areas including environment and climate change, human rights, community, health and safety, fair employment, anti-bribery and corruption, and government & civil society. These policies are supported by statements of position, performance standards, operational processes and systems, internal and external assurance, and regular, transparent reporting on our sustainability performance.

The Responsible Mining Framework is supported by an Integrated Management System (IMS), which is reviewed annually by an external management systems expert to ensure it aligns with and meets the requirements of the following standards:

(a) ISO 14001:2015 Environmental Management System Standard; and

(b) ISO 45001:2018 Occupational Health and Safety Management System Standard.

The Responsible Mining Framework also supports our commitment to meet the World Gold Council's (WGC) Responsible Gold Mining Principles (RGMPs).

Monitoring effectiveness and compliance

A risk-based audit and assurance program is a fundamental governance requirement to test and assure the application of required risk controls and conformance to compliance requirements, company standards and procedures.
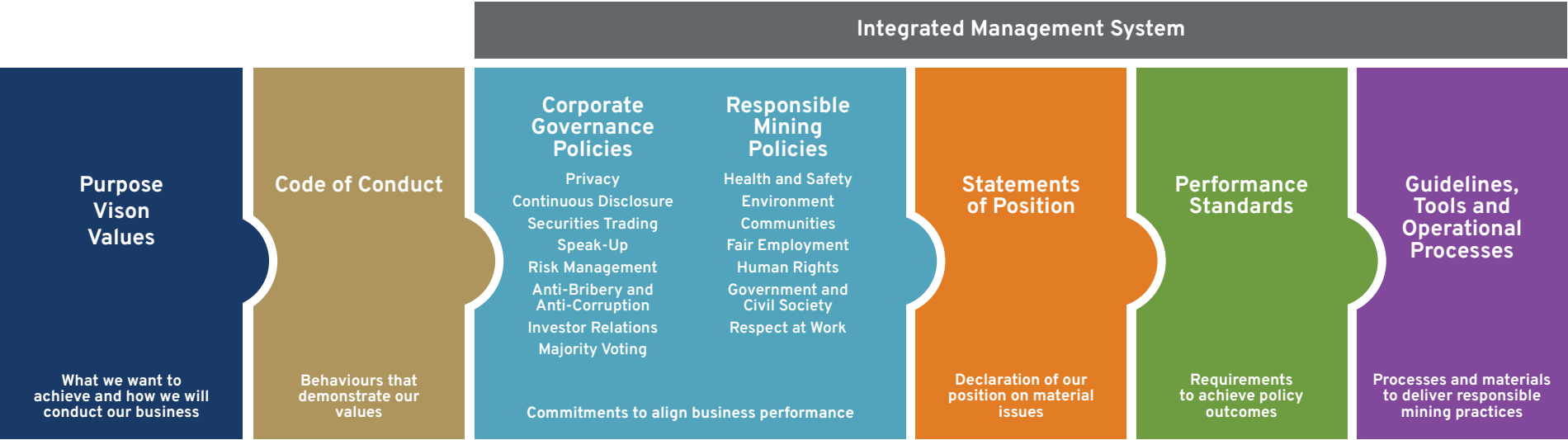
The internal assurance program for key sustainability risks is based on conformance with the operational performance standards for health, safety, environment, external affairs and social performance, and the OceanaGold IMS. The program is led by the Group functions, and it provides year-on-year insights into performance strengths, weaknesses, capability gaps, and where corrective actions are required.

In addition to key data points in this Report, we also obtain independent external assurance for publicly disclosed information including assurance of our conformance to the WGC Conflict-Free Gold Standard (CFGS) and with the RGMPs.

Fines, penalties and legal settlements

In 2023, OceanaGold did not incur any Category 3[1] or greater fines or penalties, nor legally settled with claimants for this amount, across all jurisdictions and operations.

Responsible Mining Framework

Integrated Management System

Purpose Vison Values	Code of Conduct	Corporate Governance Policies / Responsible Mining Policies	Statements of Position	Performance Standards	Guidelines, Tools and Operational Processes
		Corporate Governance Policies: Privacy, Continuous Disclosure, Securities Trading, Speak-Up, Risk Management, Anti-Bribery and Anti-Corruption, Investor Relations, Majority Voting. **Responsible Mining Policies**: Health and Safety, Environment, Communities, Fair Employment, Human Rights, Government and Civil Society, Respect at Work			
What we want to achieve and how we will conduct our business	Behaviours that demonstrate our values	Commitments to align business performance	Declaration of our position on material issues	Requirements to achieve policy outcomes	Processes and materials to deliver responsible mining practices

1 Category 3 financial event has the equivalency between $20,000–$200,000.

Integrity and Ethics

We are committed to upholding the highest standards of integrity, fairness, and ethical conduct and creating an engaged environment where our people feel safe to speak up.

Code of Conduct

Our Code of Conduct outlines who we are and what we stand for. It applies to everyone at OceanaGold: directors, employees, contractors and anyone acting on our behalf. We also expect similar standards from our suppliers, which are set out in our Supplier Code of Conduct.

A refreshed Code of Conduct was launched in February 2023 following internal consultation and a detailed review and update, which commenced in 2022. The enhanced Code of Conduct was developed as a practical guide for everyone at OceanaGold to help us live our Values and create positive, safe and supportive workplaces. At launch, our Code of Conduct was supported by a communications campaign and tools for leaders, designed to improve awareness and engagement. Mandatory annual training is also rolled out to all employees. To support ease of access, it is available in a variety of mediums, including at ourcode.oceanagold.com.

Anti-bribery and anti-corruption

Our Anti-Bribery and Anti-Corruption Policy prohibits bribing government officials, making facilitation payments, commercial bribery, or acting with a conflict of interest. Relevant employees and Board members are required to undertake biannual training as outlined in the Anti-Bribery and Anti-Corruption Standard.

Speak-Up

We strive to create a culture where people feel safe and supported to speak up, have a voice and share ideas in the best interest of the Company and our performance. Multiple internal mechanisms and platforms exist to ensure employees can speak up, raise issues freely, provide constructive feedback and collaborate to advance a culture of care.

In addition, OceanaGold has an independent and confidential 24-hour whistle-blower hotline (Speak-Up hotline) where stakeholders can report concerns relating to potential misconduct, including serious breaches of our Code of Conduct, and do so anonymously should they choose to do so. All matters reported are investigated and, where disclosures are substantiated, we take appropriate remedial action and advise the reporter on the progress and outcome of the process. We will not tolerate any form of retaliatory or discriminatory action against anyone who makes a disclosure or participates in an investigation.

Information summarizing the disclosures made via our Speak-Up whistle-blower hotline is provided in the People and Culture section of this Report.

Details on how to speak up, including in-country contact details, are available in the Speak-Up Policy on our website.

Our Senior Trainer and Mining Superintendent underground at the Didipio Mine in the Philippines.

Responsible Gold Mining Principles and Conflict-Free Gold Standard

In 2019, OceanaGold made a commitment to conform to the WGC's RGMPs at all mining and processing operations it directly controls. An independent assessment of OGC's conformance with the RGMPs was completed by Bureau Veritas Australia (BV) in late 2022 and identified no non-conformances. Subsequently, OGC issued our first independently assured RGMP Implementation and Conformance Report in early 2023.

OceanaGold's ongoing commitment to meet the RGMPs requires that the Company undertake an annual independent assurance of its systems, processes and practices to demonstrate continued conformance against the RGMPs, including the requirements of the Conflict-Free Gold Standard (CFGS).

In October and November 2023, a second independent assessment of OceanaGold's processes, systems and practices was undertaken by BV, to evaluate our continued conformance with the RGMPs. The assessment included a review of OceanaGold's governance requirements, policy documents, standards, guidelines, performance records and site verification at the Haile Mine to confirm the application of corporate requirements. Supplementary conformance testing was conducted at all the operations in line with the WGC Guidance on Implementing and Assuring the RGMPs (Supplement to the Assurance Framework).

The findings from the independent assessment and works undertaken through the year are provided in the OceanaGold 2023 RGMP Implementation and Conformance Report (April 2024). This is supported by a Statement of Assurance from BV and our OceanaGold 2023 Conflict-Free Gold Statement (April 2024).

In 2024, we aim to maintain our conformance with the RGMPs and have this independently assured as well as report against the CFGS.

Gold pour at Haile Gold Mine, USA.

Underground at Didipio Mine, the Philippines.

Health and Safety

Health and Safety

PERFORMANCE SUMMARY

- TRIFR increased year-on-year from 2.3 to 4.4 recordable injuries per million hours worked

- Reduced Category 4 severity injuries year-on-year from four to two

- Relaunched the OurSafe Behaviours program and the Stop and Think pre-task hazard checklist at all operations

- Completed bowtie risk assessments and mapped critical controls for principal risks at all operations

- Completed baseline Occupational Hygiene exposure monitoring at all operations

The health, safety, and wellbeing of our employees, contractors and communities are central to our Value of Care and the success of our business. We continuously strive to inspire and ingrain safe behaviours into the mindset of our people, to improve health and safety outcomes and to integrate them into decision-making and planning. We do this by consulting and communicating with our workforce and community to ensure we have the processes, resources and information available to maintain a strong culture of safety and transparency. Every person who works at an OceanaGold site is integral to this process so as to collectively support and promote the safety of themselves and others across the business.

Our goal is to provide a workplace that is free of fatalities and life-altering injuries and where people's wellbeing is actively considered and supported. To track our performance across all OceanaGold sites, we report, investigate and learn from our performance on an ongoing basis – striving for continuous improvement across all aspects of health and safety.

New haul-truck tray enroute to our Macraes Operation in New Zealand.

Personal Safety

Our total recordable injury frequency rate (TRIFR) increased from a record end-of-year low of 2.3 at the end of 2022 to 4.4 at the end of 2023. This represents 40 recordable injuries for the year compared to 19 recordable injuries in 2022. Some of the increase is due to better reporting of injuries, however small, which is the culture we are encouraging.

The increased TRIFR in 2023 was largely due to an additional 10 hand injuries across the Group (9 caught in machinery/pinch points compared to 1 in 2022) resulting in lacerations and finger fractures, and 10 additional muscular sprain/strain-type injuries (8 from slips, trips, falls in 2023 compared to 3 in 2022).

A focus on injury prevention across these two areas resulted in awareness training to consider line-of-fire for energy release during work activities and housekeeping/work-area inspections to keep work areas and walkways clear of obstructions and trip hazards when undertaking tasks. There is an ongoing focus at all sites to engage workers in the

OurSafe Behaviours program to speak up, report workplace hazards and intervene when they see their workmates in at-risk situations.

Despite the increase in recordable injuries in 2023, the injury severity rate reduced in 2023 with the number of Category 4 consequence injuries[1] declining from 4 in 2022 to 2 in 2023.

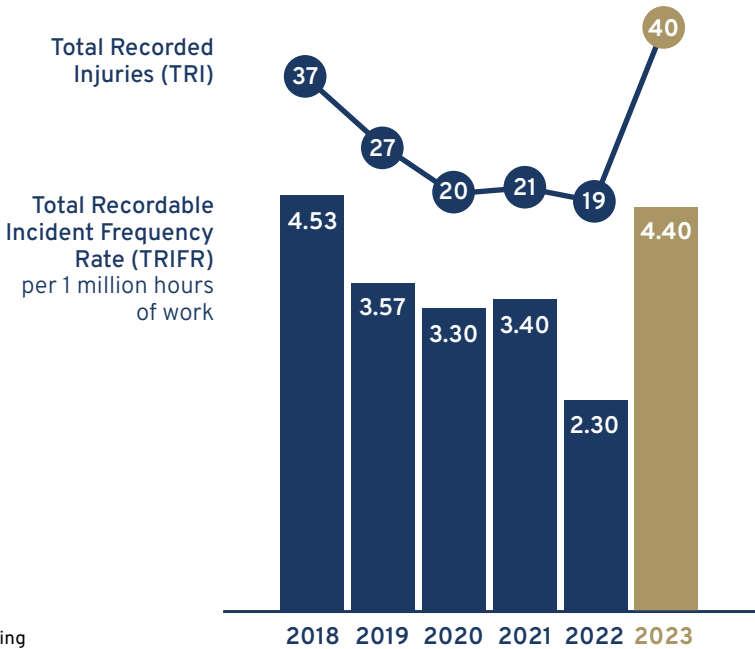## TABLE 5 – Injury severity and consequence

	2019	2020	2021	2022	2023
Category 4[1] consequence injuries	2	1	1	4	2
Category 4 injury rate per 1 million hours of work	0.26	0.17	0.15	0.48	0.22
Category 3[2] consequence injuries	5	5	4	4	9
Category 3 injury rate per 1 million hours of work	0.66	0.83	0.61	0.48	0.98
Category 2[3] consequence injuries	20	14	16	11	29
Category 2 injury rate per 1 million hours of work	2.64	2.31	2.44	1.33	3.15

1   Category 4 consequence injuries are those that result in permanent or irreversible disabling illness, injury, or health impact, or those with long-term impacts requiring greater than 5 weeks off work duties.

2   Category 3 consequence injuries are Loss Time Injuries (LTI) between 1-5 weeks, reversible health impacts of concern, RWI greater than 2 weeks.

3   Category 2 consequence injuries are medical treatments undertaken, reversible health effects, LTI up to 1 week, RWI up to 2 weeks.

FIGURE 1 – Five-year TRI and TRIFR trends

Total Recorded Injuries (TRI)

Total Recordable Incident Frequency Rate (TRIFR) per 1 million hours of work

TRI: 37, 27, 20, 21, 19, 40
TRIFR: 4.53, 3.57, 3.30, 3.40, 2.30, 4.40

2018 2019 2020 2021 2022 2023

Personal Safety continued

OceanaGold is continuously seeking to improve our safety performance and to reduce exposure to potentially harmful workplace environments. During 2023, OceanaGold focussed on two key areas to drive a sustained improvement in safety performance:

1. Building a workforce behavioural safety program; and

2. Managing principal hazards to reduce the risk of disabling and fatal injuries.

TABLE 6 – Safety focus areas and programs implemented (2023)

Safety focus areas	Safety behaviours	Principal safety risks		
Safety programs or initiatives	**OurSafe Behaviours program** • Instilling individual accountability and commitment to a safe workplace • Re-engaging opinion leaders to help maintain the focus • Collective commitment by sites and teams • Embedding safety as core way of working	**Stop and Think program** • Bring attention to fatal energy hazards in the workplace • Critical control checklist review prior to undertaking tasks	**Bowtie risk analysis** • Known principal risks • Identification of critical controls	**Critical control assurance** • Test implementation and effectiveness of controls

One of our Process Operators onsite at the Macraes Operation, New Zealand.

Behavioural Safety and Workplace Engagement

The OurSafe Behaviours program encourages our workforce to lead safety in their work areas. It requires teamwork and, in some cases, speaking up. It focuses on developing site-specific behaviours defined and articulated by the workforce, influencing others to follow those safe behaviours and stopping work when it is not safe to continue.

Training our workforce is central to the success of this program to drive a shift in culture and mindset on the behaviours required to keep people safe. Another key element of the program is the appointment of peer-nominated Opinion Leaders. Our vision is for Opinion Leaders to help influence the advancement of our safety culture by engaging employees in non-traditional and non-hierarchical leadership through peer and social influence, giving employees an additional mechanism to discuss and resolve issues collaboratively. A combination of frontline leaders, Opinion Leaders and the workforce working together will improve our safety performance.

Implementation will continue throughout 2024 with a view to embedding the OurSafe Behaviours in our way of working.

CASE STUDY

Solon, OurSafe Behaviours Coordinator and Opinion Leader for OurSafe Behaviours program (Haile Gold Mine)

The success of the OurSafe Behaviours program relies on the engagement of all our workforce and the passion and ability of our Opinion Leaders to reinforce, encourage and celebrate the specific safe behaviours identified at each of our operations.

Solon is the OurSafe Coordinator and Opinion Leader at OceanaGold's Haile Gold Mine. Solon is passionate about the program and believes that the program can deliver exceptional safety outcomes for OceanaGold.

"I am an engineer by trade and worked as an equipment operator in several mines, but I have never had a more rewarding role in mining," Solon says. Solon's role sees him working across the site to engage with work teams at pre-shift meetings, providing one-on-one coaching on the OurSafe program, supporting other opinion leaders, and undertaking personal interactions with operators through task observations, challenging and recognizing safety practices and behaviours.

Solon's role is critical to the success of the program as he works with all personnel to adopt these behaviours at our Haile Operation. Solon also provides invaluable feedback to management and the safety team to help improve our safety processes and focus.

"I never saw myself as a safety guy," says Solon. Turns out he is a guy with safety at his core.

Solon, OurSafe Behaviours Coordinator and Opinion Leader at Haile Gold Mine.

Occupational Health and Hygiene

Understanding and managing occupational health and hygiene was a significant area of focus in 2023, with specific KPIs introduced at various levels across the organization to drive and measure progress. This included:

- Tracking progress against the delivery of workplace-exposure monitoring programs; and

- Completion of planned occupational health assessments and functional capacity assessments at each site.

In 2023, all sites completed baseline-monitoring programs to assess worker exposures to noise, dust, silica and other known potential hazards at each site. The data from this baseline program was analyzed and used to develop ongoing, statistically validated hygiene-monitoring plans for implementation in 2024.

A new hygiene data software program was implemented in 2023 with the final stages of configuration and implementation of the health component completed in early 2024. This new software will provide increased oversight of health outcomes and issues across the Group, linking functional-capacity assessments with work tasks, creating enhanced visibility between worker health issues and workplace exposures.

Mobile mammography unit outside our community office near Haile Gold Mine, USA.

Health check at our Waihi Operation in New Zealand.

Our Community Development Officer leads a school group at the Education Centre in Waihi, New Zealand.

Community

SECTIONS

Community

PERFORMANCE SUMMARY

- **Social investment contributions of over $9M**

- **Over $198M spent with local suppliers**

At OceanaGold, we are committed to engaging with the communities we live and work in through meaningful dialogue, respecting local cultures, delivering shared value and creating positive socio-economic opportunities across our operating footprint, from early exploration to project development, operations and the transition to closure. We act with transparency and good faith to be a good neighbour and leave a positive legacy. Our goal is to deliver positive outcomes for both the business and host communities.

Students perform an Indigenous dance during the Didipio Mine Day, a celebration of the Mine and local community.

Community Engagement

Effective engagement is crucial to our continued success. To support our engagement efforts in 2023, all operations updated their stakeholder engagement plans, which map our communities and stakeholders, schedule engagements and document stakeholder interests.

Adhering to these plans helps us ensure effective engagement is being undertaken on a regular basis, which is essential to building and maintaining trust and strong relationships with our local communities.

Throughout 2023, sites participated in a range of community-consultation forums to provide operational updates and seek stakeholder feedback. Examples include:

• Consultation with iwi (Māori Peoples) to progress a Cultural Balance Plan at Waihi. This plan is a condition of consent for the Correnso and Martha Underground operations and aims to identify and integrate iwi cultural considerations into the site's planning processes. Specifically, it proposes initiatives for restoring the Maori (life force) of Pukewa (the Martha Pit). The plan is continuing to be refined as we incorporate feedback from all iwi.

• Consultation with the Napartan community in relation to an exploration area located near the Didipio Mine. The consultations provided information on exploration drilling and facilitated an opportunity for community members to ask questions and raise concerns. The engagement led to agreement from local landowners for the Company to undertake exploration drilling in the area in 2024.

• At the Haile and Macraes operations, there was a continued focus on engaging community through community committees, where community members convene on a regular basis to engage with OceanaGold Management and receive updates and ask questions related to operational performance.

Our Community Liaison Officer engages with members of the Waihi community in New Zealand.

Community Engagement continued

Complaints and grievances

All OceanaGold operations maintain a formal grievance mechanism. The mechanism is a key component in our approach to effective community engagement as it facilitates a process whereby community grievances and concerns can be raised, investigated and resolved in a timely manner. To maximize stakeholder access to the mechanism, grievances can be received in writing, via e-mail, by phone and/or in person. A summary of grievances received through this mechanism is reported to the Board Sustainability Committee on a quarterly basis.
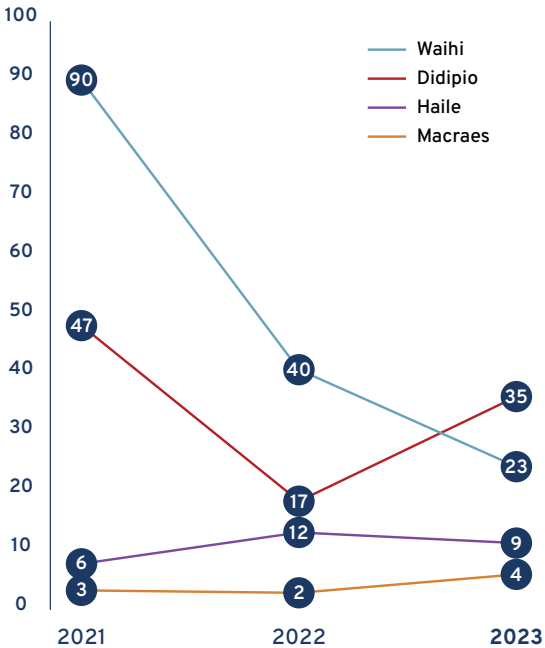
In 2023, our total grievances remained largely consistent with 2022, recording a total of 71 complaints and grievances from community members across all operations. Of these, Macraes received 4, Waihi received 23, Didipio received 35 and Haile received 9.

At Waihi, this represents the lowest number of complaints and grievances received on record and a decrease in complaints of 43% compared to 2022. This is attributed to the sites ongoing proactive engagement and consultation with the local communities. The 25% decrease at Haile can be attributed to increased community engagement and a focus on responding to community feedback in a timely manner. The increase of grievances recorded at Didipio in 2023 is a result of targeted promotion of the mechanism to the local community and improvements in the management system for capturing, tracking and resolving grievances.

Most of the complaints received across our operations in 2023 were related to operational impacts (such as noise, dust or vibration) and were resolved through effective engagement with the relevant parties. There were no incidents of violations of the rights of Indigenous Peoples reported in 2023.

A review of our onsite grievance mechanisms is planned for 2024. The aim is to review current practices and processes with the view to continually improve how we receive, investigate and resolve community grievances and keep pace with evolving industry standards and stakeholder expectations.

FIGURE 2 – Complaints and grievances by operation

Our community office in Didipio village, is called Pundadamuwan, meaning "meeting" or "gathering place".

CASE STUDY

Didipio – Community Office

At the Didipio Operation, access to technology can be challenging for some community members. To ensure local stakeholders can engage the Company directly and raise a grievance, OceanaGold has operated an office within the community since 2021. The community office, called Pundadamuwan (meaning "meeting" or "gathering place"), is located off the mine site, on the main street of Didipio, and is open seven days a week, allowing easy access to mine personnel.

In 2023, the Didipio office recorded over 2,300 visits by local community members who enquired about a wide range of matters related to employment, operations and local contracts, or raised a concern or formal grievance.

Sustainable Development

We invest in the communities that host our operations and align our focus with community identified needs and priorities. OceanaGold considers sustainable development as an opportunity to contribute to positive socio-economic outcomes in the areas where we operate, and we aim to collaborate with a range of local stakeholders to deliver shared value.

CASE STUDY

The Community Development Fund (CDF)

The Community Development Fund (CDF) is a program originating from the renewal of the Didipio Financial or Technical Assistance Agreement[1].

The CDF is a collaborative initiative governed by a multi-stakeholder Steering Committee with representatives from OceanaGold, the Mines and Geosciences Bureau, Department of Environment and Natural Resources and other government agencies, local government units, and non-government organizations.

The CDF supports the implementation of local development projects in the broader area of the operation's host provinces of Nueva Vizcaya and Quirino, including 407 barangays (local villages) with over 700,000 residents.

The initiative is the first of its kind in the Philippines with 58 projects, including a scholarship program for local Indigenous Peoples, approved for implementation in 2023. The development of local roads, known as 'farm to market' roads, has been a key initiative of the CDF, CSR and SDMP. In 2023, the CDF delivered over 5 km of additional concreted roads to support local farmers to move their farm produce to the market.

Delson Delias, one of these local farmers, says, "Life here has been historically challenging. To transport our products we used to wake up early to prepare them and relied on water buffaloes for transportation to market, and it has been challenging to get through the muddy road during the rainy season. That's why we are very grateful for this CDF project. The farm-to-market road will significantly benefit our barangay, and we can now transport with ease, whether it rains or shines."

Since the CDF project commenced in 2021, over 217.5M Philippine Pesos (~$4.1M) has been invested in local community projects.

Local farmer, Delson says his crop is easier to transport as a result of the Didipio Mine's Community Development Fund road project.

1   The State agreement with the Philippine Government that grants the Company exploration and mining rights.

Sustainable Development continued

Social investment

OceanaGold invests in our local communities by contributing to social-investment projects, which align with community-identified needs and can make a positive contribution to those communities.
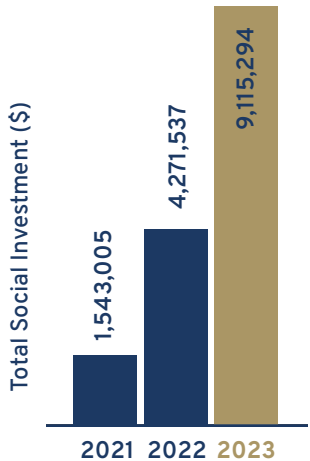
In 2023, we contributed over $9M towards community projects and partnerships across our operating sites. This included contributions to the Social Development Management Program[1] and CDF at our Didipio Operation, where we partnered with local barangay, communities and the Government to identify and deliver on a range of community development projects including health programs, scholarships and infrastructure projects. The infrastructure projects delivered through the SDMP since its establishment has included over 156 km of concreted farm-to-market roads. In 2023, the programs also delivered 75 tertiary scholarships to Indigenous students, the construction of a water system to distribute potable water to households in Didipio, and funding to support the operation of a community health centre in Didipio.

In the USA and New Zealand, OceanaGold supported several important educational outcomes. For over two decades at the Waihi Operation, OceanaGold has provided funding to support educational outcomes for local students through the Waihi Gold Mining Educational Trust. During 2023, Waihi provided five more students with financial assistance for their tertiary studies and at Haile, four scholarships were provided: two at Central Carolina College and two at York Technical College.

Across our operations, we also support our local communities by providing in-kind support, including encouraging employees to find opportunities to give back to the community through volunteering their time. In 2023, examples included:

- At our Haile Operation, we provided support to the local community by actively supporting local not-for-profit organizations. One project involved Haile Gold Mine employees assisting Kershaw Area Resource Exchange (KARE) by remodelling their community resale store including painting, construction and moving of stock. KARE was founded in 1983 and provides support to the community through crisis assistance, hunger relief and resource referrals.

- CanSurf Summer Camp is a program that runs in Waihi Beach each year for young people from Canteen Aotearoa, a peer support network for young people and siblings living with cancer. In late 2023, OceanaGold Waihi was one of several sponsors that helped support CanSurf to deliver this important program.

FIGURE 3 – Social investment contribution

Total Social Investment ($)

2021	2022	2023
1,543,005	4,271,537	9,115,294

Scholarship recipients gather with Education Trust members and the Principal of Waihi College.

CASE STUDY

Waihi Gold Mining Education Trust

The Waihi Gold Mining Education Trust was established in 1992 as a partnership between Waihi Gold Operation and the local high school, Waihi College.

2023 marked 31 years of scholarships being presented to Waihi College students, with five students receiving financial assistance with their tertiary studies.

To date, 175 individual scholarships have been provided. The recipients have gone on to become nurses, vets, dentists, pharmacists, scientists, lawyers, teachers, paramedics, archaeologists and geologists.
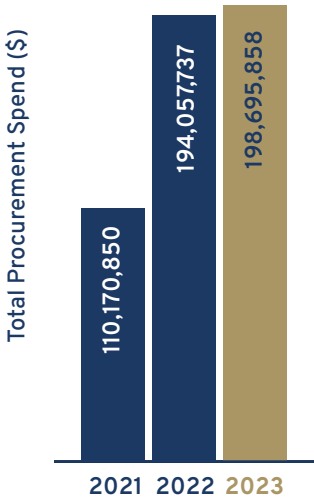
1   The Social Development and Management Program refers to the comprehensive five-year plan required of operating mining companies for the sustained improvement in the living standards of the host and neighbouring communities.

Sustainable Development continued

Local procurement

We prioritize local[1] procurement at our operations to provide employment and business opportunities for host communities and regions. In 2023, across our operations, we spent over $198M with 1,140 local suppliers on procuring local goods and services.

FIGURE 4 – Total local procurement spend across operating sites

Total Procurement Spend ($)

| 2021 | 2022 | 2023 |
| 110,170,850 | 194,057,737 | 198,695,858 |

Our Community Relations team visit with the owners of our local fuel supplier for Haile Gold Mine.

CASE STUDY

Local Procurement at Haile Gold Mine

An increase in local procurement at Haile resulted from the operation updating its local procurement strategy and approach in 2022. This approach was implemented in 2023 and included:

*   The incorporation of a geographically tiered definition of "local", distinguishing between regional suppliers and those within the immediate vicinity;

*   Assessments of local capabilities and repackaging tenders to align with these capabilities;

*   Increased favourable weighting for local suppliers in the tender-assessment process; and

*   Improved measures to capture baseline data to measure the percentage of total spend against the number of contracts.

1   At each of our sites, "local" has the following meaning: Haile – States of South Carolina and North Carolina; Didipio – host barangay and adjacent barangays as defined in the Social Development Management Plan; Macraes – within the Region of Otago; Waihi – Waikato and Bay of Plenty local government areas.

An iwi member of the Waihi Community Marae blesses new equipment at our Waihi Operation in New Zealand.

Human Rights

SECTIONS

Human Rights

PERFORMANCE SUMMARY

- **All sites updated their Human Rights Impact Assessments (HRIAs) in 2023**

- **100% of Executives and 94% of the Senior Leadership Team completed human rights training**

OceanaGold's Human Rights Policy details the Company's commitment to respecting the human rights of everyone impacted by our activities, from exploration to mining and closure, including our employees and contractors, individuals in the communities where we operate, workers in our supply chain, and other rights-holders. Our commitment is to respect the human rights of all people affected by our business activities in alignment with the United Nations Universal Declaration of Human Rights and Voluntary Principles on Security and Human Rights.

Our Superintendent leads her team of water management specialists at the Didipio Mine.

Human Rights Due Diligence

In 2023, each of our operations completed Human Rights Impact Assessments (HRIAs) guided by the OceanaGold Human Rights Policy and the United Nations Guiding Principles on Business and Human Rights. The HRIA reports were undertaken by an independent human rights consultancy and included interviews with Company leadership, employees, contractors and community members as well as mapping of potential human rights risks at each of our operations.

HRIA recommendations to further manage and mitigate human rights risks will be considered and tracked throughout 2024.

Human rights training

As of 31 December 2023, 100% of Executives and 94% of the Senior Leadership Team had completed human rights training. During the year, we continued to conduct company-wide training about human rights, with 414 employees across the Company undertaking the training.

The training addresses OceanaGold's human rights commitments, risks to human rights within the Company's context, and our expectations for identifying and responding to potential human rights breaches.

Our Communications Advisor at the Didipio Mine inspects a bolt of woven cloth with a member of the Alayan Pag-asa Abot Palad Association.

Indigenous Peoples

We recognize the rights, interests, and connections to land and waters of Indigenous Peoples. We recognize the importance of Free, Prior and Informed Consent (FPIC) and are committed to conducting our business activities in a manner that is consistent with FPIC principles when we interact with Indigenous Peoples. We believe in the importance of Indigenous consultation to create mutually beneficial relationships based on trust, respect and open communication.

In New Zealand, we regularly engage with local iwi (Māori Peoples) about our operations and integrate feedback on their cultural values into our planning and operational processes. At our Waihi Operation in 2023, we conducted over 200 formal engagements with local iwi.

The Didipio Operation also continues to support educational outcomes for Indigenous communities through its Indigenous Peoples Scholarship Program under its CDF. In 2023, 75 scholarships were awarded under the program to assist students from the Indigenous cultural communities to achieve their goals through access to quality education.

At our Haile Operation, in 2023, OceanaGold committed to supporting the Catawba Indian Nation (CIN) for three years, beginning in 2024. OceanaGold will aid the CIN with historical research, purchase of artifacts and collections, and repatriation of buried Catawba remains to their land.

A local woman demonstrates weaving techniques as part of Project Mun-Abol.

CASE STUDY

Indigenous Peoples Culture Revitalisation Program, Philippines

In the Philippines, while the Didipio Operation is not located on any ancestral domain, OceanaGold has committed to recognizing and preserving the rich culture and tradition of community members in our host and neighbouring communities who identify as Indigenous Peoples through our Indigenous Peoples Culture Revitalisation Program. This Program includes the Project Mun-Abol, a livelihood project in partnership with the Department of Trade and Industry and the Barangay Capisaan Local Government. Project Mun-Abol aims to provide improved livelihood outcomes to local women weavers and their families and to encourage and sustain the culture of weaving in the area. Six weaving machines have been donated, supported by a 10-day weaving training program with the help of experts from Indigenous Enabol Craft.

Modern Slavery and Responsible Sourcing

We are developing our fourth annual Modern Slavery Statement in accordance with the Australian Modern Slavery Act (2018) and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, S.C. 2023, c 9. This Statement is expected to be released in May 2024 and will outline our work in 2023 to better understand, manage and reduce our exposure to modern slavery risks in our supply chain and operations.
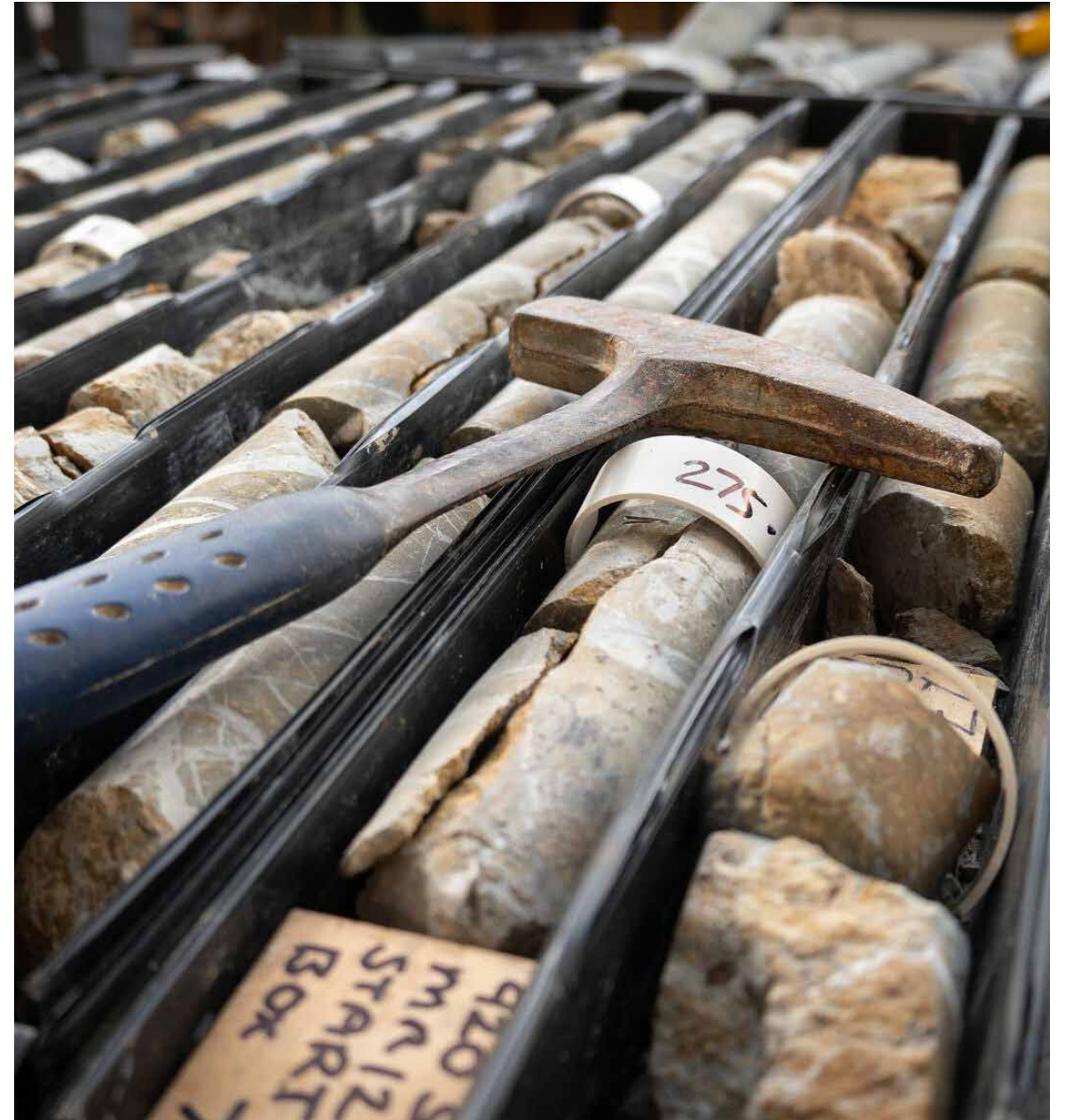
In 2023, as part of the planned continuous improvement of our responsible supply chain program, we:

- Completed a review of third-party technology solutions to support risk assessment and due diligence of Tier 1[1] suppliers;

- Designed an enhanced risk methodology; and

- Configured the chosen technology solution to embed our risk methodology and automate workflow tasks.

The enhanced methodology and technology solution was implemented across all sites on a pilot basis in 2023, and we are continuing a phased roll-out in 2024.

Additionally, to support transparency and collaboration with suppliers, we released our new Supplier Code of Conduct as part of our ongoing commitment to safe, ethical and responsible business practices in 2023. This Supplier Code sets out how we expect our suppliers to work with us and includes principle-based guidance on key sustainability topics such as health and safety, environment, communities, and Indigenous Peoples.

Drill core at Haile Gold Mine, USA.

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1   Tier 1 suppliers relate to the direct suppliers we do business with.

Our Superintendent, Metallurgy and Manager, Process onsite at Haile Gold Mine, USA.

People and Culture

People and Culture

PERFORMANCE SUMMARY

- Launched a new culture survey and achieved above industry-benchmark overall engagement scores

- All collective bargaining agreements were renegotiated with no lost downtime due to industrial action

- Launched a Living Our Values recognition program to celebrate outstanding role models of our Values

- Broadened employee participation in the Company's Long-Term Incentive Program (LTIP)

- Implemented a new frontline leadership program focused on personal and leadership-capability development

At OceanaGold, we strive to build and sustain a work environment that is based on, and embraces, our employees' diversity, skills and alignment with the Company's Values – an environment in which every employee feels comfortable to contribute and work together towards the Company's goals.

In 2023, our workforce reached 4,217 people, of which 2,638 were employees and 1,579 were contractors.

Our Exploration Geologists examine drill core at Haile Gold Mine's Exploration building.

Values-Based Culture

At OceanaGold, we strive to foster a culture that reflects our Values and where our employees are empowered to make a positive impact on the Company's performance and success. Our Values of Care, Respect, Integrity, Performance, and Teamwork were implemented in late 2022 and underpin our Vision for OceanaGold to be a company people trust, want to work for and partner with, supply and invest in, to create value.

In 2023, we implemented a new Living Our Values Awards program to recognize individuals who exemplify our Values within their work. As part of this program, employees nominate their co-workers and, by highlighting great examples of alignment to our Values, collectively drive for alignment to the Company culture. At the end of 2023, there were 208 nominations for awards across all our Company values. This awards program will continue into 2024 and beyond, further embedding employee behaviours aligned to our Values.

In 2023, we also redeveloped and conducted an improved culture survey to gather feedback from our employees regarding their work experiences. Improvements in the survey methodology and a significant increase in employee participation (from 20–30% of employees in 2022 to 74% in 2023[1]) has allowed for a deeper and fuller assessment of our Company's culture. This culture survey shows employee engagement (how connected, motivated, committed and satisfied an employee feels towards their role) of 75%, which is higher than the global industry benchmark average. This survey also indicated that 76% of employees wish to stay working at OceanaGold for longer than three years.

Identified areas of opportunity for improvement included employee wellbeing and internal communication to our workforce. Based on the findings from this survey, our three key culture initiatives being prioritized for 2024 are improving internal communications, driving respectful behaviours in the workplace, and uplifting leadership capability for our frontline supervisors.

1   The 2023 culture survey was open to all employees rather than smaller representative groups in previous years.

Members of our team at the Macraes Operation in New Zealand celebrate their awards for long service with OceanaGold.

Diversity and Inclusion

At OceanaGold, we have a Respect at Work Policy and a Fair Employment Policy. These policies reflect our commitment to creating a safe, inclusive and respectful work environment, free from any form of harassment. We believe that diversity in the workplace is a strength and allows for employees to be themselves, feel included at work and speak up if something is wrong.

In 2023, our gender representation has remained steady, with 81% male and 19% female employees. This signifies a stable gender distribution compared to 2022 when overall female employee representation increased slightly from 18.5% in 2021 to 19%. We remain committed to creating a workplace where everyone feels like they belong, and in 2024, we will specifically focus on creating an inclusive and respectful workplace experience for all employees, male and female alike.

TABLE 7 – Gender representation across organizational levels at 31 December 2023

	Male	Female	Total	Total % of all employees	Gender	
					Male	Female
Executives	6	3	9	0.34%	67%	33%
General Managers	9	2	11	0.42%	82%	18%
Senior & Group Managers	24	10	34	1.29%	71%	29%
Manager, Superintendent & Senior Professionals	211	75	286	10.84%	74%	26%
Supervisor & Professionals	363	152	515	19.52%	70%	30%
General Staff	1,516	267	1,783	67.59%	85%	15%
TOTAL	**2,129**	**509**	**2,638**	**100%**	**81%**	**19%**

CASE STUDY

Didipio Operation's Raniag Minera: Empowering Women to Shine Brighter

At our Didipio Operation in April 2023, we launched Raniag Minera – Didipio's Women in Mining group. Raniag, an Ilocano word meaning "to shine brightly", came about during discussions to establish an organization of women in mining to comply with the provisions of Principle 6.6 of the RGMPs. This principle encourages the identification and resolution of barriers to the advancement and fair treatment of women in the workplace as well as contributing to the socio-economic empowerment of women in the communities. The group also focuses on female advocacy in the mining industry, with around 23% of Didipio's employee workforce being women.

Didipio's Raniag Minera, Women in Mining group.

Workforce Relations

We believe in constructive and direct engagement with our workforce as well as upholding their fundamental right to unionize. We strive to foster an environment of open dialogue, where our employees can communicate their needs, concerns and aspirations without fear of retribution. OceanaGold's employees in both our Philippines and New Zealand operations have collective bargaining agreements in place, with each including consultation and negotiation periods.

In 2023, we renegotiated all our collective bargaining agreements across our operations. Over this period, there was no downtime due to industrial action and the number of employees covered by these collective bargaining agreements increased from 823 to 888. There are 400 employees in collective bargaining agreements that reside in the Philippines and 488 employees in New Zealand, with 34% of employees across all operations now part of collective bargaining units.

Talent Management

As our operational areas are not located in key mining regions with abundant specialized mining talent, we focus on attracting talent and internally developing the experience required to support our business needs. In 2023, we hired 598 employees and grew our overall employee base by 5.6%. This headcount growth was largely driven by development and resourcing of the new underground mine at Haile, sourcing critical skills such as maintenance, and additional specialist skills such as exploration. We experienced some turnover challenges, common across the industry, as the supply for skills in our sector continues to be constrained.

To attract workers, in 2023 we executed various local talent initiatives such as intern and graduate programs, internal talent moves between operations, targeted career fairs and adjustment of compensation in some hard-to-fill roles. In 2024, we will assess our employee value proposition in all jurisdictions to ensure our offering remains competitive. Our continued focus on ensuring we have a respectful and inclusive workplace will further support retention of our people.

Employees get ready to go underground at our Waihi Operation, New Zealand.

Our Capital Projects team meets at Haile Gold Mine, USA.

Leadership Capability

Leadership development is a fundamental pillar within our people strategy and is crucial to the delivery of our Company's strategy and culture aspirations.

In 2023, we began the development of a new multi-level leadership program that aims to upskill our leaders at their current level of work and includes a clear transition between levels. As part of this program, we began with the piloting of our Supervisor Program to 15 supervisors from all operations. This pilot program proved successful and a valuable learning experience, with participants attributing a high net promoter score of 92.

We also began developing an induction program for newly promoted or hired supervisors. This program is due to be completed in May 2024, and will be incorporated into a Global Deployment Plan.

The multi-level leadership program will continue to be developed and expanded upon in 2024, including the roll-out of our supervisor program across all sites. Further programs for superintendents and managers will also begin to be developed in accordance with our Senior Leadership Team requirements.

Employee Benefits

In 2023, we opened our Long-Term Incentive Program to a much broader range of our employees. In doing so, we aim to better engage our employees, improve employee attraction and retention, and drive connection of employee rewards with Company performance.

Piloting our leadership development program at our Haile Gold Mine, USA.

Ethics and Integrity

In 2023, we updated our Code of Conduct to integrate our new Purpose, Vision and Values and provide more detailed guidance on expected behaviours. The updated Code was developed following employee consultation across the Company. Key changes included moving from a high-level, principles-based, one-page Code to a more detailed guidebook format with practical actions and guidance across areas including respect at work, safety, health and wellbeing, environment, communities, human rights, responsible supply chain and business integrity (including anti-bribery and corruption, managing information and conflicts).

The refreshed Code was published online, as a mobile-friendly microsite to increase ease of access, and in hard copy[1], with internal communications supporting its effective roll-out. The internal communications campaign included a leader toolkit and workshops run by the Business Integrity Team on key elements of the Code as well as supporting resources on the role of leadership in its implementation.

We also commenced developing an e-learning module to build understanding of the updated Code of Conduct across all Group offices and operational areas. This e-learning module will be released in 2024 and will assist in measuring employee completion.

Speak-Up

During 2023, we received 12 reports via our Speak-Up hotline in two of our jurisdictions. These related to the following types of alleged behaviour: regulatory non-compliance, policy breach, bullying, sexual harassment, retaliation, unfair treatment, discrimination, favouritism, invasion of privacy, abandonment of post, and conflict of interest.

Investigations were conducted in relation to eight of these complaints after engagement with the complainant and assessment of the veracity of the complaint. Two complaints were found to be substantiated, four were found to be partially substantiated and two were not substantiated. The findings resulted in employee terminations, disciplinary actions, coaching, and policy and procedure enhancements.

In 2023, we also conducted a market review of potential new Speak-Up Whistleblower Hotline providers to enhance reporters' experience and to optimize case management and insights, with the expectation that a new platform will be implemented in 2024.

Anti-bribery and corruption

Our Anti-Bribery and Anti-Corruption Policy prohibits all bribery including government officials, making facilitation payments, commercial bribery or acting with a conflict of interest. Relevant employees and Board members are required to undertake biennial training as outlined in the Anti-Bribery and Anti-Corruption Standard.

Our Anti-Bribery and Anti-Corruption Compliance program includes policies, standards, training, and anti-bribery and anti-corruption champions appointed at each of our operations. Relevant roles are also required to complete anti-bribery and corruption training. In 2023, 344 eligible employees completed this training module.

1   Hard copies of the Code of Conduct are available in both English and Tagalog.

Didipio Mine employees witness the blessing of a refurbished production drill.

Environment

Reclaimed Tailings Storage Facility at our Waihi Operation, New Zealand.

Environment

PERFORMANCE SUMMARY

- Zero material environmental incidents in 2023

- Global Industry Standard for Tailings Management Alignment Plan completed and approved by relevant members of the ELT

- Significant progress at the Reefton Restoration Project in New Zealand

The responsible management of the environment across all our business activities is a core commitment of OceanaGold. We recognize the effects that mining operations can have on the natural environment and the subsequent impact this can have on social, cultural and economic values. Our goal is to ensure environmental performance across the business is strengthened, that positive environmental outcomes are accelerated, and good industry practices are embedded.

Reefton Restoration Project in New Zealand.

Tailings Management

The safe and sustainable management of tailings is crucial to the environmental sustainability and safety of OceanaGold's operations. We design, construct and manage tailings storage facilities (TSFs) in compliance with regulatory requirements specific to each jurisdiction where we operate and in alignment with relevant national and international standards[1] and frameworks.

OceanaGold is committed to safe tailings storage facility management through the application of industry standards for TSF management and implementation of a tailings governance framework, aligned to the Global Industry Standard for Tailings Management (GISTM).

In alignment with the GISTM, oversight and governance of tailings management at OceanaGold is led by an "Accountable Executive" (AE). A key Company governance mechanism is the Tailings Governance Committee (TGC), which in 2023 was chaired by the AE and comprised the Chief Sustainability Officer, both Chief Operating Officers, and the Responsible Tailings Facilities Person (RTFP) from each site. Site General Managers and the Group Managers for Environment and Social Performance also participate in meetings.

The Committee receives independent technical support from an external consultant and reports on TSF performance and governance matters to the OceanaGold Board Technical Committee on a quarterly basis. During 2023, the TGC made improvements to the way it operated including by iteratively improving the quarterly site reports, adding oversight of Reefton to the Committee scope and improving knowledge sharing opportunities.

In 2023, we commissioned an external gap assessment of our TSFs against GISTM requirements. This gap assessment has informed the formulation of a two-year GISTM Alignment Plan against the GISTM requirements, which has been approved by the TGC and ELT. We will continue to progress this alignment work in 2024 and in 2025.
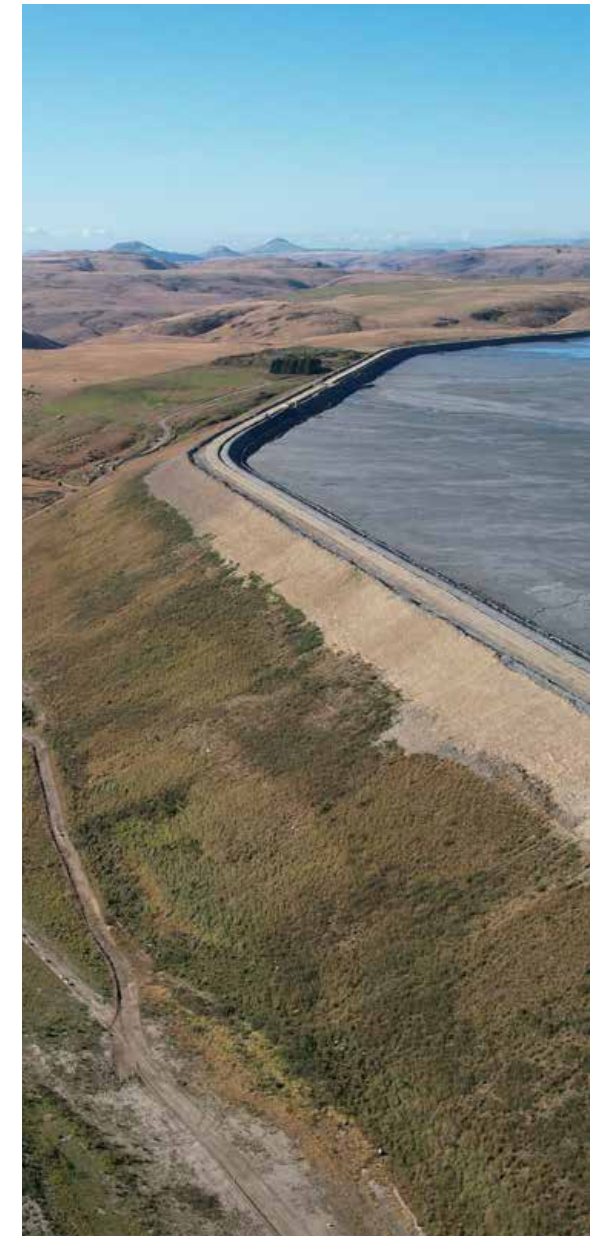
At an operational level, each site has continued to prioritize embedding GISTM requirements into their TSF governance and management. In 2023, this included conducting emergency response scenarios at Didipio and Haile mines. Both activities involved external parties, local emergency responders, local and state regulatory stakeholders, and community members.

At our Waihi operation, we trialled the use of innovative digital response technology for monitoring and management of our TSFs, while at our Macraes operation we implemented telemetry systems on selected piezometers.

In 2023, our Haile mine undertook a Comprehensive Dam Safety Review (CDSR) by an external independent consultant as part of the governance process. All other sites have completed CDSRs in alignment with GISTM expectations.

Additionally, all sites continue to undertake a tiered inspection and review approach for their TSFs on an ongoing basis. During the year, some maintenance requirements were identified during routine inspections at Haile, which are being addressed.

In 2023, no material operational safety findings regarding TSFs were identified at an OceanaGold operation[2].

1 These include International Commission on Large Dams (ICOLD) and Australian National Committee on Large Dams (ANCOLD), New Zealand Dam Safety Guidelines (NZDSG), Canadian Dam Association (CDA), and GISTM.

2 The Haile Dam Safety Review was still in draft and under consideration by Management at the time of writing.

Tailings Storage Facility at the Macraes Operation, New Zealand.

Reclaimed embankments at one of Waihi Operation's tailings storage facilities.

CASE STUDY

OceanaGold pilots innovative digital response for managing the Waihi TSF

In 2023, OceanaGold Waihi Operation partnered with Bentley and Seequent to trial innovative digital-response software at the TSF. The pilot was aimed at trialling online digital software systems to enable digital monitoring and automated, consistent reporting of important dam safety data. This has helped the site to minimise field time, simplify complexity, identify changes, manage risk, and make decisions to improve day-to-day operations, workflows and efficiencies. The site plans to further develop and integrate the digital-response software in 2024.

"Faced with vast amounts of siloed data, we sought to integrate data sets and develop a cloud-based digital twin to support collaborative, proactive and real-time monitoring that also allows interpretive management along with integration with analytical and numerical assessment tools that ultimately helps improve dam safety and holistic facility management."

Andre Alipate
Waihi Senior Geotechnical Engineer

TABLE 8 – OceanaGold's tailing storage facilities

Facility name	Location	Ownership status	Operational status	Raising method	Max. permitted storage capacity (million m³)	Current volume tailings stored (million m³)	Consequence classification	Date of most recent independent technical review[1]	Material findings	Mitigation measures	Site-specific EPRP[2]
Didipio	Philippines	100%	Active	Downstream	36.5	19.9^	High*	2022	No	N/A	Yes
Waihi	Storage 1A	100%	Active	Downstream	14.5	12.5	Very high*	2020	No	N/A	Yes
Waihi	Storage 2	100%	Care & maintenance	Downstream	11	9.3	Very high*	2020	No	N/A	Yes
Haile	Duckwood	100%	Active	Downstream	49	15.6	Very high*	2023	No	N/A	Yes
Macraes	Southern Pit 11A	100%	Active closure	Downstream and upstream	20	20	Very high*	2020	No	N/A	Yes
Macraes	Mixed Tailings Impoundment	100%	Active closure	Downstream and upstream	52	52	Very high*	2020	No	N/A	Yes
Macraes	Top Tipperary	100%	Active	Downstream and modified centreline	46.7	44.4	Very high*	2021	No	N/A	Yes
Reefton	Fossickers	100%	Active closure	Downstream	9.7	9.67	High*	2021	No	N/A	Yes
Reefton	Souvenir	100%	Closed	In former open pit	0.3	0.27	Low (capped)	N/A	No	N/A	N/A
Junction Reefs	TSF	100%	Closed**	Downstream	1.7	1.7 (capped)	Low	N/A	No	N/A	N/A
Junction Reefs	Sheahan-Grants Pit	100%	Closed	In former open pit	0.8	0.8 (capped)	Low	N/A	No	N/A	N/A

*   Rated using GISTM classification. A preliminary GISTM consequence classification was undertaken for the Duckwood TSF at Haile in 2023, which indicated a consequence category of high to very high against GISTM classification. This table excludes non-operated TSFs. The Junction Reefs TSF and in-pit tailings disposal were assessed as being in a state of safe closure at the time of acquisition by OceanaGold in 2016.

**   In 2007, the site was considered rehabilitated to a point whereby the Environment Protection Licence issued pursuant to the Protection of the Environment Operations Act 1997 was surrendered. OceanaGold has since undertaken minor rehabilitation improvements and continued environmental monitoring to ensure that the site is safe and stable for relinquishment in the future.

^   Volume based on bathymetry survey data conducted in February 2024.

1   Independent technical reviews = Comprehensive Dam Safety Reviews, conducted every five years for TSFs with a consequence category of high and very high.

2   EPRP means a site-specific Emergency Preparedness and Response Plan.

Biodiversity

Protecting biodiversity is vital to the functioning health and wellbeing of ecosystems and the legal and social contracts we rely upon to operate. Changing biodiversity can have far-reaching effects beyond the natural environment and adversely affect the health and safety of our communities and workforce. As we operate in and adjacent to areas of ecological significance, we must continue to uphold the highest standards of care to maintain local biodiversity where we operate. Biodiversity is a key focus area within our Sustainability Strategy.

During 2023, all sites continued to maintain and implement their biodiversity management plans. These plans outline which measures will be undertaken to manage the potential impacts to biodiversity within each locality, and prescribe the implementation of onsite monitoring and management procedures to avoid unnecessary disturbance within approved mining tenements.

At Didipio, we implemented Conservation and Management Guidelines, which prescribe controls to effectively manage the conservation risks to existing flora and fauna found within the project area. These controls included the establishment of a new onsite plant nursery (including a macro-somatic propagation facility for endemic species), the establishment and protection of 48 hectares (ha) of reforestation area, and the establishment of 2 ha of reference ecosystem for biodiversity monitoring and conservation.

In 2023, the Waihi North Project continued to demonstrate leading practices in biodiversity management, moving towards a net positive impact for biodiversity. This work has included the application of strict principles to any offsetting proposals, ongoing assessment and monitoring of groundwater and aquatic ecology, and implementation of additional mitigation for pest and predator control. In keeping with best practice, the project has applied proactive engagement with iwi on cultural effects of the project.

At our Waihi Operation, we continued to implement an onsite pest-eradication program that targets invasive species through trapping. This program is run primarily around our existing TSFs in our vegetation and rehabilitation areas.

At Macraes, we have worked proactively with the Department of Conservation (DoC) to establish a future biodiversity offset area in 2024. The area, located on OceanaGold land, has been identified as containing suitable habitat for significant Indigenous biodiversity[1] and requiring rehabilitation management to improve biodiversity outcomes.

In 2024, Haile plans to continue work that will restore habitat in the endangered Carolina Heelsplitter Mussels' home range. This will involve restoring approximately 1,500m (linear) of stream, 3.7 ha of aquatic resource buffer enhancement, 0.9 ha of forested freshwater wetlands, and 1.9 ha of non-wetland waters.

In 2024, we also plan to conduct biodiversity risk and opportunities assessments as well as identify opportunities for nature-positive initiatives existing within our business.

Archey's frog is a species of frog endemic to the North Island of New Zealand.

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1   National Policy Statement for Indigenous Biodiversity, 2023. Ministry for the Environment. "Indigenous Biodiversity" means the living organisms that occur naturally in New Zealand and the ecological complexes of which they are a part, including all forms of indigenous flora, fauna, and fungi, and their habitats.

Closure and Rehabilitation

As a responsible mining company, we consider the entire mining life cycle when planning mining operations and apply a high level of governance to planning and executing the closure of mines at their end of life. Through progressive closure planning, we seek to return disturbed land to a safe and stable condition, consistent with a final land use that complies with regulatory requirements and minimises our impact on the natural environment.

In 2023, we disturbed 179 ha of land across our operational sites and rehabilitated 5 ha to the agreed end use. Areas of land disturbed constituted active mining areas, ancillary mining areas (waste rock dumps, tailings storage facilities), and infrastructure including haul roads and access tracks.

Our approach to planning mine closure is evolving as we consider integration of international good practice, including the International Council on Mining and Metals (ICMM) Integrated Mine Closure Good Practice Guide into our approach. This aims to ensure our people, host communities, environment and other stakeholders are well-informed and considered in our mine closure decision-making.

During 2023, we reviewed our approach to closure planning with a view to aligning with the ICMM's Integrated Mine Closure approach. In 2024, we plan to review our standards and guidelines to improve alignment. Over time, we will also develop operation-specific forward work plans informed by updated risk and closure maturity assessments.

Following a pilot of the Closure Planning Template, we identified and planned improvements to be progressed in 2024. These include incorporating learnings from the Reefton Restoration Project and improving alignment to industry best practices. This regular review and updates to our systems and processes ensure that we apply the latest industry knowledge and learnings to our closure planning and continuously improve practices at each of our operations.

Sites under active closure and relinquishment

Within our portfolio, we currently have two sites under active closure/relinquishment: the Reefton Restoration Project in New Zealand and the Junction Reefs site in Australia.

During the reporting period, we made significant progress at our Junction Reefs site in New South Wales, Australia. Having completed all closure risk assessments in 2023, our focus is now on developing a comprehensive program of work for the relinquishment of southern leases and continuing a program of technical studies, including geophysical investigations, across all leases.

Reefton Restoration Project

In 2023, we continued significant work on the closure and rehabilitation of the former Globe Progress Operation located in Reefton on the South Island of New Zealand. We completed the removal of processing plant infrastructure, commenced construction of our Visitor Experience Project, decommissioned the remaining large equipment, and conducted major earthworks across the site. Additionally, we planted 59,000 beech/manuka trees as well as hydroseeding 4.5 ha of land. These supplement the 148 ha and 1 million seedlings (including littoral plants) already restored onsite. Field studies were undertaken by Cardiff University to test performance of the passive water-treatment system.

Stakeholder engagement has been a key factor in the success of this closure and restoration project. The site has continued to build on strong working relationships with the DoC, the local iwi (Māori peoples), and community board representatives to facilitate the handover of the site once restoration is completed. Reflecting the quality of this rehabilitation work, the Reefton Restoration Project was featured in the World Gold Council's documentary *Gold: A Journey with Idris Elba*.
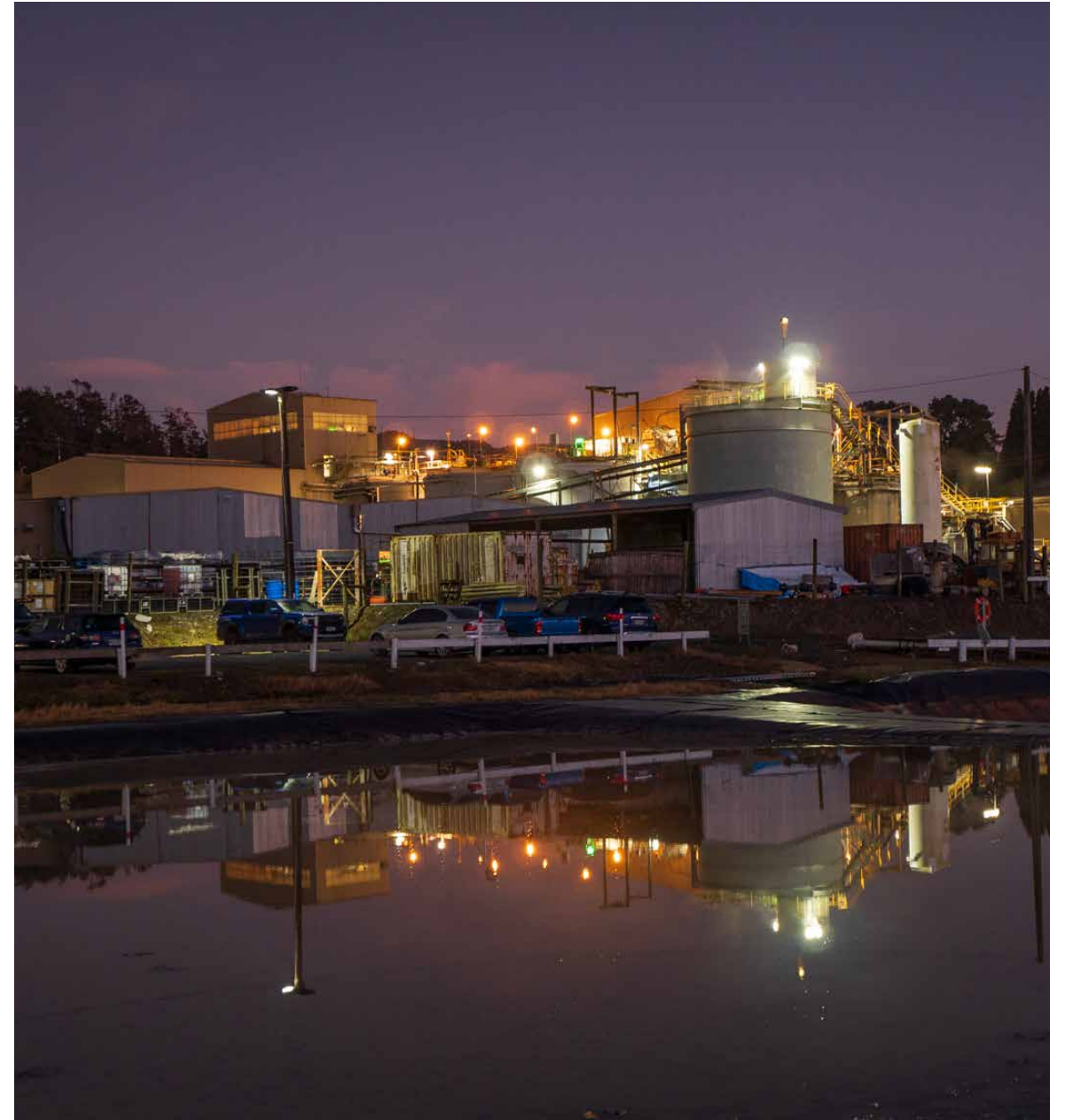
Hazardous Materials and Chemical Substances

The effective handling of hazardous materials across our operational sites is paramount to prevent environmental contamination and ensure the safety of our workforce and communities. Hazardous materials such as cyanide, heavy metals and sulfides pose a serious risk to people and the environment and require robust strategies to ensure effective management.

In 2023, we had zero Category 3 and 4[1] severity-level environment spills (incidents) at our operations, continuing a long-standing record of zero incidents in these categories.

Our operational sites maintain and implement management plans for hazardous materials and chemical substances. Except for Didipio, which does not use cyanide in its processing, we implement site-specific Cyanide Management Plans which meet regulatory requirements and align with the principles of the International Cyanide Management Code (ICMC). This Code outlines a set of best practice principles and standards of practice for the handling and management of cyanide to ensure responsible use and to prevent harm to people and environment.

Each site undertakes an independent third-party audit against their respective Cyanide Management Plan. In 2023, the Macraes and Waihi sites completed their independent audit, and both sites were determined to be compliant with their plans and conformant with the ICMC requirements. Our Haile site was audited in 2022 and has maintained certification to the ICMC.

1 Category 3 event is an event or spill where there is a measurable short-term impact off-site (lasting less than two months post remediation) or reoccurring low-level events that could have a cumulative level 3 impact. Category 4 event or spill is one where there is a measurable medium-term impact off-site (lasting less than six months post remediation).

Processing plant at our Waihi Operation, New Zealand.

Water Management

Effective and responsible water management is imperative when operating a gold mine to preserve water quality and availability. If not managed effectively, the depletion and contamination of local water resources can severely impact individuals, the environment, wildlife, local communities and other businesses. We are committed to reducing our impacts on water resources by minimizing water-take, identifying opportunities to maximize water reuse and recycling within our operations, and protecting the health of aquatic ecosystems. This is a key environmental focus area within our Sustainability Strategy.

In assessing the scarcity of water resources at our operations, we incorporate internal factors alongside assessment against the World Resources Institute (WRI) Water Risk Atlas to inform our approach. Didipio is our only site which is located in an area considered under water stress ("medium-high" as rated by the WRI).

At Didipio, we aim to maximize reuse and recycling opportunities of water in our processes. In 2023, 86% of total water demand at the operation was satisfied by recycled and reused water. We also completed works that allow the site to pretreat underground dewatering water before it is discharged. Didipio has continued to maintain a proactive partnership with the Didipio Barangay, including the implementation of the Water Is Life program, which aims to work with community stakeholders to protect the surrounding catchments in which the site operates. In 2024, the operation plans to undertake an information and education campaign with the community, aimed at protecting the waterways, as well as installing online monitoring for water quality.

In 2023, we also completed the commissioning of an expanded water-treatment plant at Haile, which has enabled the site to effectively satisfy up to 96% of site total-water demand from reused and recycled water. At Waihi, we installed a passive treatment trial for TSF seepage water quality. This treatment system was installed at two locations and sampling has commenced to confirm the systems are effectively performing to reduce heavy metals.

A key focus for water management in 2024 will be to establish Company water-related metrics, conduct risk assessments to continue to improve our understanding of water-related risks to the operations, and continue to identify and pursue other improvement opportunities.

Members of the Environmental Protection and Enhancement team at Didipio Mine conduct water sampling.

Protected treed area onsite at Haile Gold Mine, USA.

Climate Change

Climate Change

PERFORMANCE SUMMARY

- **Updated Climate Change Strategy developed in 2023**

- **Continued to deliver on sites' Energy and Carbon Reduction Plans**

OceanaGold remains committed to responsible climate change management across all our business activities and supporting the objectives of the Paris Agreement. Our long-term goal is to achieve net zero operational (Scope 1 and 2) GHG emissions by 2050. This is supported by an interim target to reduce greenhouse gas emissions per ounce of gold produced by 30% from 0.52 tCO_2-e per oz. Au in 2019 to 0.36 tCO_2-e per oz. Au by 2030 (based on 2019 performance levels).

We recognize that the mining sector can make an contribution to managing and mitigating the effects of climate change. Climate change has created new challenges for mining operations, including water management and supply chain disruptions, and we need to continue to adapt and innovate our approach. In 2023, we updated our Climate Change Strategy with a focus on continued decarbonization and improving the robustness of our systems and processes in readiness for future climate disclosures.

New electric-hydraulic shovel at our Macraes Operation, New Zealand.

Climate Change Strategy

Our updated Climate Change Strategy's main goal is to achieve decarbonization momentum and outcomes at sites, while ensuring our processes, systems and approach are grounded in a robust and cohesive Climate Transition Plan (CTP). The Strategy, which will result in the development of a CTP, has five key focus areas: governance, strategy, risks, metrics and decarbonization. Each focus area has defined outcomes to be achieved through a series of a key deliverables mapped out over a two-year period from 2024.

The strategy aims to strengthen our overall approach to ensure readiness for mandatory climate-related standards and preparation of the CTP. This includes:

- Reviewing and strengthening of metrics and targets, how they are reported on, and how our targets will be achieved;

- Our assessment and management of climate-related risks and opportunities, including decarbonization activities and opportunities, and how scenario analysis is conducted;

- Continuing to integrate climate-related factors in the broader business strategy and planning; and

- Enhanced climate assurance in accordance with International Financial Reporting Standards (IFRS) S2 and jurisdiction-specific requirements.

As part of the strategy, we will also strengthen our GHG emissions reporting approach by reviewing our methodologies for calculating Scope 1, 2 and 3 emissions, and aligning these with the GHG Protocol, including completing a Scope 3 screening and materiality assessment and associated 2024 emissions inventory.

The Climate Change Strategy was informed by a comprehensive third-party review in 2023, with the objective of identifying opportunities to improve our approach and respond to the changing regulatory landscape. The Climate Change Strategy is embedded within, and is an integral part of, the broader Sustainability Strategy.

Our Climate Change Strategy anticipates and prepares OceanaGold for the movement towards mandatory climate reporting in the jurisdictions we operate in, including the IFRS Sustainability Disclosure Standards on Climate-related Disclosures published in June 2023 (IFRS S2).

TABLE 9 – Climate Change Strategy focus areas

Goal	Achieving decarbonization momentum at sites while processes, systems and approach are grounded in a robust and cohesive Climate Transition Plan				
Focus areas	**Governance**	**Strategy**	**Risks**	**Metrics**	**Decarbonization**
Outcomes	Clear governance structures and accountabilities for climate-related responsibilities across the organization	A cohesive and robust CTP aligned to TCFD/ISSB S2	Qualification and quantification of company and site-specific climate risks and integration into broader business processes	Emissions accounting practices are robust, transparent, timely, accurate and consistently applied	Site decarbonization momentum and alignment with the CTP

Climate Change Governance and Risk Management

OceanaGold aims to have clear governance structures and accountabilities for climate-related responsibilities across the organization.

Governance

The Board is responsible for approving the Climate Change Strategy, the CTP, and the Climate Change Policy, supported by the Sustainability Committee. The Chief Sustainability Officer is accountable for overseeing the Climate Change Strategy implementation and effective risk management, while the Chief Operating Officers oversee site decarbonization plan execution.

In 2023, OceanaGold increased capability through the recruitment of a dedicated full-time resource for energy and climate to improve the consistency and quality of emissions accounting and governance and to support site evaluation and measurement of decarbonization initiatives.

Our operational Energy and Carbon Reduction Plans identify site-specific energy and GHG emission reduction initiatives for investigation or implementation. These plans are updated annually by each operation. In formulating each site plan, we consider opportunities aligned with an emissions mitigation hierarchy, based on site-specific focus areas including decarbonization of mobile equipment and electricity supply, and improving energy efficiency.

In 2023, energy and GHG emission reduction initiatives were incorporated into the sites' Life of Mine plan and budgets, commencing the process to embed consideration of climate change into the Company's broader strategy and planning.

In 2024, we plan to strengthen our decision-making framework for evaluating, tracking and prioritizing initiatives.

Risk management

OceanaGold remains focused on improving our understanding of climate-related risks and opportunities, decarbonization, and the integration of climate change management into broader business processes. A key deliverable of our Climate Change Strategy is to update and strengthen our Company-wide transition scenario analysis and complete a physical climate risk and opportunity assessment. The risk assessment will build upon the initial climate risk assessment work completed in 2021.

Haul truck at our Macraes Operation, New Zealand. The truck's tray is new and lightweight, which increases haulage capacity and can assist in reducing diesel use and associated emissions.

Performance, Metrics and Targets

Delivery on our long-term goal of net zero operational emissions will require step changes to identify, plan for, and adopt new and emerging technologies, decarbonization of electricity supply and mobile equipment use, and incrementally improving energy use, efficiency and reducing energy consumption.

In 2023, we established and implemented operational Energy and Carbon Reduction Plans to deliver key initiatives at our mine sites to progress towards our goal. OceanaGold's 2023 operational Energy and Carbon Reduction Plans included the following key initiatives:

Decarbonizing mobile equipment

- Started transitioning the Light Vehicle (LV) fleet to hybrids at Macraes.

- An electric excavator was procured and arrived at Macraes in 2023. It commenced full operation in early 2024.

Decarbonizing electricity supply

- Continued to seek and increase renewable energy supplies across our portfolio.

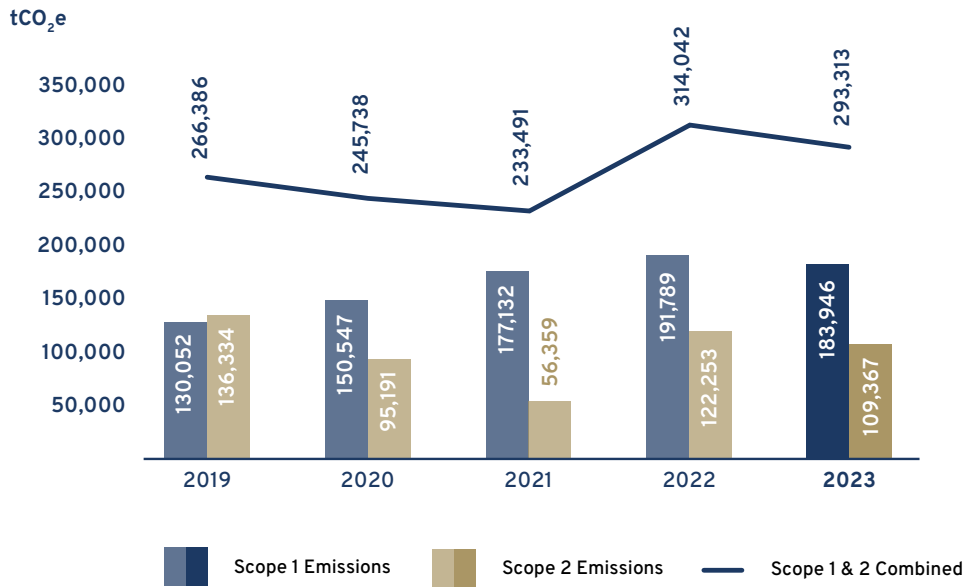- Installation of a solar photovoltaic system for the nursery at Didipio.

Improving energy efficiency

- Haile conducted a Level 2 Energy Audit, which identified potential opportunities for improving energy efficiency. The site installed additional solar lighting towers and commenced a trial of a technology solution to improve haul truck performance and fuel efficiencies. The trial is continuing in 2024.

- Didipio changed from diesel-powered pontoon dewatering pumps to electric-powered, replaced 80 "high-bay" lights with more energy efficient LED lights, and has begun reducing the number of LVs used onsite through improved pedestrian access and bus transit for large work groups.

- Waihi identified and implemented an opportunity to reduce the haul distance for the transportation of waste, reducing diesel use.

- Macraes purchased an electric gold barring furnace[1] to reduce liquid petroleum gas usage.

In 2023, our total operational (Scope 1 and 2) emissions were 293 ktCO_2-e, representing a decrease of 7% from 314 ktCO_2-e in 2022. This decrease has been primarily driven by increased renewable electricity purchases across all sites as energy consumption remained consistent. Renewable electricity purchases across the four sites reduced our reported Scope 2 emissions by approximately 70 ktCO_2-e.

The Company's emissions intensity in 2023 was 0.61 tCO_2-e / oz Au produced, a reduction from 0.67 tCO_2-e / oz Au in 2022. This reduction in intensity is due to the decreased overall emissions and an increase in production from 472.2 koz Au in 2022 to 477.3 koz Au in 2023.

FIGURE 5 – OceanaGold emissions profile (Scope 1 and 2)

tCO$_2$e

	2019	2020	2021	2022	2023
Scope 1 Emissions	130,052	150,547	177,132	191,789	183,946
Scope 2 Emissions	136,334	95,191	56,359	122,253	109,367
Scope 1 & 2 Combined	266,386	245,738	233,491	314,042	293,313

1   A gold barring furnace is a smelting furnace designed to recover gold.

Sunset at our Macraes Operation, New Zealand.

Appendices

Appendix 1 – List of Acronyms

Acronym	Definition
AE	Accountable Executive
CIN	Catawba Indian Nation
CDF	Community Development Fund
CEO	Chief Executive Officer
COOs	Chief Operating Officer(s)
CSO	Chief Sustainability Officer
CTP	Climate Transition Plan
CDSR	Comprehensive Dam Safety Review
CFGS	Conflict-Free Gold Standard
DoC	Department of Conservation
ESG	Environment, Social and Governance
ELT	Executive Leadership Team
EVP	Executive Vice President
ESTMA	Extractive Sector Transparency Measures Act
FPIC	Free Prior and Informed Consent
GISTM	Global Industry Standard on Tailings Management
GRI	Global Reporting Initiative
GHG	Greenhouse Gas

Acronym	Definition
HRIA	Human Rights Impact Assessment
IMS	Integrated Management System
ICMC	International Cyanide Management Code
IFRS	International Financial Reporting Standards
KARE	Kershaw Area Resource Exchange
KPI	Key Performance Indicators
LOM	Life of Mine
LV	Light Vehicles
LTIP	Long-Term Incentive Program
OH	Occupational Hygiene
OGC	OceanaGold Corporation
RGMPs	World Gold Council Responsible Gold Mining Principles
STIP	Short-Term Incentive Program
TGC	Tailings Governance Committee
TSFs	Tailings Storage Facilities
TSX	Toronto Stock Exchange
TRIFR	Total Recordable Injury Frequency Rate
UNGC	United Nations Global Compact
WGC	World Gold Council
WRI	World Resources Institute

Appendix 2 – 2023 Sustainability Report Independent Assurance Statement

INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of OceanaGold Corporation

Introduction and Objectives of Work

Bureau Veritas Australia Pty Ltd ("Bureau Veritas") was engaged by OceanaGold Corporation ("OceanaGold") to undertake a limited assurance engagement on selected subject matter information ("the Information") presented in the 2023 OceanaGold Sustainability Report ("the Report"). This Assurance Statement applies to the related information included within the scope of assurance described below.

Scope of Limited Assurance

The scope of assurance consisted of a review of the disclosures made by OceanaGold within the Report and the associated underlying systems, processes and performance applicable to its four operating assets: Haile Gold Mine (USA), Didipio Mine (Philippines), Waihi Operation (New Zealand) and Macraes Operation (New Zealand) for the period of 1st January 2023 to 31st December 2023.

The Information was prepared following the criteria set out in the 2023 Sustainability Report Basis of Preparation dated 28th March 2024 produced by OceanaGold.

The complete list of assured disclosures is referred to within the table below.

Subject Matter Information	Report Page	Assured Figure
Total recordable injury frequency rate (TRIFR)	4, 6, 27, 28 ESG Interactive Centre – Health & Safety	4.4
Number of lost time injuries (LTI)	ESG Interactive Centre – Health & Safety	12
% of senior management who are females	12	21.7%
Total employee turnover	ESG Interactive Centre – People & Culture	17.0%
Total economic value distributed: contribution to community programs (USD)	37 ESG Interactive Centre – Financial Contribution	9,115,294
Total expenditure with local suppliers (USD)	6 ESG Interactive Centre – Financial Contribution	198,695,858
Total payments to Government (USD)	ESG Interactive Centre – Financial Contribution	82,607,000
Total direct (scope 1) GHG emissions (tCO2e)	64 ESG Interactive Centre – Environment	183,946
Total indirect (scope 2) GHG emissions (tCO2e)	64 ESG Interactive Centre – Environment	109,367
Total scope 1 & 2 emissions per ounce of gold produced (tCO2e)	64 ESG Interactive Centre – Environment	0.61
Total water withdrawal (m3)	ESG Interactive Centre – Environment	33,222,278
Total water discharge (m3)	ESG Interactive Centre – Environment	28,044,843
Number of category 3, 4 or 5 environmental events	58	0

ESG Data Centre available at https://icrm.indigotools.com/IR/IAC/?Ticker=OGC2&Exchange=TSX#

Our assurance engagement does not extend to any other information included in the Report or information in respect of earlier periods.

INDEPENDENT ASSURANCE STATEMENT

Limited Assurance Conclusion

On the basis of our procedures as described under "Methodology" and the evidence we have obtained; we provide limited assurance that nothing has come to our attention:

- To indicate that the statements reviewed within the scope of our assurance engagement are inaccurate and the Information included therein is not fairly stated.
- That causes us to believe that the Information, within the scope of our assurance engagement, is not prepared, in all material respects, in accordance with the criteria indicated under "Scope of Limited Assurance".

It is our opinion that OceanaGold has established relevant systems and processes for the collection, aggregation, and analysis of the Information.

OceanaGold's Responsibilities

Management of OceanaGold was responsible for:

- Selecting and establishing suitable criteria for preparing the Report and Information subject to our limited assurance;
- Preparing and presenting the Report and Information subject to our limited assurance in accordance with the criteria; and
- Designing, implementing and maintaining internal controls over Information relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

Bureau Veritas was responsible for:

- Planning and performing the engagement to obtain limited assurance about whether the Information included within the scope of assurance is free from material misstatement, whether due to fraud or error;
- Forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- Reporting our conclusion to the Directors of OceanaGold.

Bureau Veritas was not involved in the drafting of the Report and our independence has not been compromised.

Methodology

Our limited assurance engagement was performed in accordance with International Standard on Assurance Engagements 3000 (Revised) *Assurance Engagements other than Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board, and informed by Bureau Veritas' standard procedures and guidelines for external verification and assurance of Sustainability Report.

Our work was planned and executed in a manner designed to produce a limited level of assurance and to provide a sound basis for our conclusions. We undertook the following activities:

- Review of the suitability of the criteria used as the basis for preparing the Information subject to assurance;
- Enquiries of management to gain an understanding of OceanaGold's processes and systems in place;
- Enquiries of staff responsible for the performance of the processes and preparation of the disclosures;
- Review of documentary evidence produced by OceanaGold representatives;
- Audit of performance data and factual information including source verification; and
- Review of OceanaGold's processes for identification, aggregation and analysis of relevant information, report content and performance data.

Inherent Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined reporting period;
- Statements of commitment to, or intention to undertake future actions by OceanaGold;
- Statements of position, opinion, belief and/or aspiration by OceanaGold;
- Financial data audited by an external third party; and
- Other sites and/or activities not included in the scope.

This independent assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

INDEPENDENT ASSURANCE STATEMENT

Statement of Independence, Impartiality and Competence

Bureau Veritas is a global leader in Testing, Inspection and Certification ("TIC") services. The Group's mission is to reduce its clients' risks, improve their performance and help them innovate to meet the challenges of quality, health, safety, hygiene, environmental protection and social responsibility. Leveraging its renowned expertise, as well as its impartiality, integrity and independence, Bureau Veritas has helped build trust between companies, public authorities and consumers for nearly 200 years.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among its personnel in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with OceanaGold, its Directors or Managers beyond that required of this assignment. We have conducted this assurance engagement independently and there has been no conflict of interest.

The assurance team was selected based on its extensive Industry Sector knowledge and experience in conducting independent verification, validation and assurance of Environmental Social and Governance (ESG) information and associated systems and processes.

Jeremy Leu
General Manager – Certification and Sustainability Pacific

2nd April 2024
Bureau Veritas Australia Pty Ltd

Appendix 3 – GRI Index

OceanaGold has reported the information cited in this GRI content index for the period 1 January to 31 December 2023 with reference to the GRI Standards (GRI 1: Foundation 2021) and the GRI G4 Mining and Metals Sector Disclosures.

GRI 2: General Disclosures

GRI Reference	Disclosure	Reference and response
2 - 1	Organizational details	**Our Company – p 13** Address and contact details – back cover
2 - 2	Entities included in the organization's sustainability reporting	**Our Company – p 13** 2023 Annual Information Form – Corporate Structure
2 - 3	Reporting period, frequency and contact point	**About This Report – p 10**
2 – 4	Restatements of information	2023 Sustainability Report Basis of Preparation
2 - 5	External assurance	**About This Report – p 10** Bureau Veritas Assurance Statement – Appendix 2
2 - 6	Activities, value chain and other business relationships	**What We Do > Our Value Chain – p 15**
2 - 7	Employees	ESG Interactive Data Centre – People and Culture 2023 Sustainability Report Basis of Preparation
2 - 8	Workers who are not employees	ESG Interactive Data Centre – People and Culture 2023 Sustainability Report Basis of Preparation
2 - 9	Governance structure and composition	**Our Approach > Sustainability Governance – p 21** Corporate Governance Board of Directors
2 - 10	Nomination and selection of the highest governance body	AGM Management Information Circular
2 - 11	Chair of the highest governance body	Board of Directors
2 - 12	Role of the highest governance body in overseeing the management of impact	**Our Approach > Sustainability Governance – p 21** Sustainability Committee Charter
2 - 13	Delegation of responsibility for managing impacts	**Our Approach > Sustainability Governance – p 21**
2 - 14	Role of the highest governance body in sustainability reporting	**Our Approach > Sustainability Governance – p 21**
2 - 15	Conflicts of interest	Directors Code of Conduct AGM Management Information Circular
2 - 16	Communication of critical concerns	**Our Approach > Sustainability Governance – p 21**

GRI 2: General Disclosures continued

GRI Reference	Disclosure	Reference and response
2 - 17	Collective knowledge of the highest governance body	AGM Management Information Circular
2 - 18	Evaluation of the performance of the highest governance body	AGM Management Information Circular
2 - 19	Remuneration policies	AGM Management Information Circular
2 - 20	Process to determine remuneration	AGM Management Information Circular
2 - 21	Annual total compensation ratio	AGM Management Information Circular
2 - 22	Statement on sustainable development strategy	**Message from the Chief Executive Officer and Chair of the Sustainability Committee – p 5** **Message from the Chief Sustainability Officer – p 7**
2 - 23	Policy commitments	Corporate Governance
2 - 24	Embedding policy commitments	**Our Approach – p 16** Responsible Mining Governance
2 - 25	Processes to remediate negative impacts	External Affairs and Social Performance Manual
2 - 26	Mechanisms for seeking advice and raising concerns	**Our Approach > Integrity and Ethics – p 24** Corporate Governance – Whistleblower Service
2 - 27	Compliance with laws and regulations	**Our Approach > Sustainability Governance – p 21** ESG Interactive Data Centre – Finance ESG Interactive Data Centre – Environment
2 - 28	Membership associations	WGC; UNGC; Transparency International; AMIRA International; CSRM Social Aspects of Mine Closure Research Consortium; Philippines EITI multi-stakeholder group; Association of Mineral Exploration; Prospectors and Developers Association of Canada; Denver Gold Group; US Chamber of Commerce; South Carolina Mining Association; National Mining Association (USA); South Carolina Manufacturers Alliance; South Carolina Chamber of Commerce; Lancaster County Chamber of Commerce; Kershaw County Chamber of Commerce; South Carolina Business and Industry Political Education Committee; Lynches River Conservation Fund; Kershaw County Soil and Water Conservation District • Lancaster County Soil and Water Conservation District • Lancaster County Council of the Arts; Philippine Mine Safety and Environment Association; Chamber of Mines of the Philippines; Philippine Mineral Exploration Association; Diwata-Women in Resource Development Inc.; MinEx National Health and Safety Council for New Zealand; New Zealand Major Energy Users' Group; Straterra Inc; BusinessNZ (and BusinessNZ Energy Council); Australian-New Zealand Chamber of the Philippines; Canadian Chamber of Commerce of the Philippines; American Chamber of Commerce of the Philippines
2 - 29	Approach to stakeholder engagement	**Our Approach > Stakeholder Engagement – p 20**
2 - 30	Collective bargaining agreements	ESG Interactive Data Centre – People & Culture

Other GRI Standards

GRI STANDARD	GRI Reference	Disclosure	Reference and response
GRI 3: Material Topics 2021	3 - 1	Process to determine material topics	**Our Approach > Materiality – p 19**
	3 - 2	List of material topics	**Our Approach > Materiality – p 19**
	3 - 3	Management of material topics	**Our Approach > Materiality – p 19**
GRI 201: Economic Performance 2016	201 - 1	Direct economic value generated and distributed	ESG Interactive Data Centre – Finance 2023 Basis of Preparation
GRI 202: Market Presence 2016	202 - 2	Proportion of senior management hired from the local community	ESG Interactive Data Centre – People & Culture 2023 Basis of Preparation
GRI 203: Indirect Economic Impacts 2016	203 - 1	Infrastructure investments and services supported	ESG Interactive Data Centre – Finance **Community – p 32**
GRI 204: Procurement Practices 2016	204 - 1	Proportion of spending on local suppliers	ESG Interactive Data Centre – Finance **Community – p 32**
GRI 205: Anti-Corruption 2016	205 - 2	Communication and training about anti-corruption policies and procedures	ESG Interactive Data Centre – People & Culture Anti-Bribery and Corruption Standard
GRI 207: Tax 2019	207 - 4	Country-by-country reporting	ESG Interactive Data Centre – Finance 2023 Annual Information Form
GRI 302: Energy 2016	302 - 1	Direct energy consumption	ESG Interactive Data Centre – Environment
	302 - 2	Indirect energy consumption	ESG Interactive Data Centre – Environment
GRI 303: Water & Effluents 2018	303 - 3	Water withdrawal	**Environment > Water Management – p 59** ESG Interactive Data Centre – Environment
	303 - 4	Water discharged	**Environment > Water Management – p 59** ESG Interactive Data Centre – Environment
	303 - 5	Water consumption	**Environment > Water Management – p 59** ESG Interactive Data Centre – Environment
GRI 304: Biodiversity 2016	304 - 2	Significant impacts of activities, products and services on biodiversity	**Environment > Biodiversity – p 56** ESG Interactive Data Centre – Environment
	304 - 3	Habitats protected or restored	ESG Interactive Data Centre – Environment

Other GRI Standards continued

GRI STANDARD	Number	Disclosure	Reference and response
GRI 305: Emissions 2016	**305 - 1**	Direct (Scope 1) GHG emissions	**Climate Change – p 60** ESG Interactive Data Centre – Environment
	305 - 2	Energy indirect (Scope 2) GHG emissions	**Climate Change – p 60** ESG Interactive Data Centre – Environment
	305 - 3	Other indirect (Scope 3) GHG emissions	**Climate Change – p 60**
	305 - 4	GHG emissions intensity	**Climate Change – p 60** ESG Interactive Data Centre – Environment
	305 - 5	Reduction of GHG emissions	**Climate Change – p 60**
GRI 306: Waste 2020	**306 - 3**	Waste generated	ESG Interactive Data Centre – Environment
	306 - 4	Waste diverted from disposal	ESG Interactive Data Centre – Environment
	306 - 5	Waste directed to disposal	ESG Interactive Data Centre – Environment
GRI 401: Employment 2016	**401 - 1**	New employee hires and employee turnover	ESG Interactive Data Centre – People & Culture
	401 - 2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not reported; under consideration for future reporting
	401 - 3	Parental leave	66 employees took parental leave: 18 female, 48 male
GRI 402: Labour/ Management Relations 2016	**402 - 1**	Minimum notice periods regarding operational changes	Minimum notice periods: • At least one month at Didipio • No defined minimum notice requirement in New Zealand; however, there is requirement to provide reasonable notice and consultation. In practice at our sites in NZ, this generally equates to one month • No legal requirement at Haile; however, 7 days' notice is customary practice • No defined minimum timeframe for Australian workforce to consult on operational changes • No defined minimum timeframe for Canadian workforce to consult on operational changes
GRI 403: Occupational Health and Safety 2018	**403 - 1**	Occupational health and safety management system	**Health & Safety – p 26** Safety Performance Standards Manual
	403 - 2	Hazard identification, risk assessment and incident investigation	**Health & Safety – p 26** Safety Performance Standards Manual
	403 - 3	Occupational health services	**Health & Safety – p 26** Safety Performance Standards Manual
	403 - 4	Worker participation, consultation and communication on occupational health and safety	**Health & Safety – p 26** Safety Performance Standards Manual
	403 - 5	Worker training on occupational health and safety	**Health & Safety – p 26** Safety Performance Standards Manual

Other GRI Standards continued

GRI STANDARD	Number	Disclosure	Reference and response
GRI 403: Occupational Health and Safety 2018 continued	**403 - 6**	Promotion of worker health	Health Performance Standards Manual
	403 - 7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	**Human Rights – p 39** Supplier Code of Conduct
	403 - 8	Workers covered by an occupational health and safety management system	ESG Interactive Data Centre – Health & Safety
	403 - 9	Work-related injuries	ESG Interactive Data Centre – Health & Safety
	403 - 10	Work-related ill health	ESG Interactive Data Centre – Health & Safety
GRI 404: Training and Education 2016	**404 - 1**	Average hours of training per year per employee	ESG Interactive Data Centre – People & Culture
	404 - 2	Programs for upgrading employee skills and transition assistance programs	Not reported; under consideration for future reporting
GRI 405: Diversity and Equal Opportunity 2016	**405 - 1**	Diversity of governance bodies and employees	ESG Interactive Data Centre – People & Culture Board of Directors
	405 - 2	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation [17]	(see table below)

Employee category	Corporate (Australia & Canada)	New Zealand	United States	Philippines
Executive Vice President	90%	N/A	N/A	N/A
Asset President	N/A	N/A	N/A	N/A
Senior Vice President	N/A	N/A	N/A	N/A
Vice President/Group Manager	91%	N/A	86%	N/A
Director/Manager/Principal	92%	96%	N/A	96%
Superintendent/Senior Professional	76%	80%	93%	104%
Supervisor/Professional	82%	78%	78%	88%
Operator/Trades/Admin	123%	66%	84%	90%

17 "Significant locations of operation" is interpreted as employing countries with more than 20 employees, noting Canada and Australia have been combined. Where ratio is denoted as N/A, this is due to lack of available male-to-female comparable roles per employee category in a specific location.

Other GRI Standards continued

GRI STANDARD	Number	Disclosure	Reference and response
GRI 406: Non-Discrimination 2016	**406 - 1**	Incidents of discrimination and corrective actions taken	**People & Culture – p 44**
GRI 408: Child Labour 2016	**408 - 1**	Operations and suppliers at significant risk for incidents of child labour	**Human Rights > Modern Slavery & Responsible Sourcing – p 43**
GRI 409: Forced or Compulsory Labour 2016	**409 - 1**	Operations and suppliers at significant risk for incidents of forced or compulsory labour	**Human Rights > Modern Slavery & Responsible Sourcing – p 43**
GRI 411: Rights of Indigenous Peoples 2016	**411 - 1**	Incidents of violations involving rights of Indigenous Peoples	ESG Interactive Data Centre – Community **Community – p 32**
GRI 413: Local Communities	**413 - 1**	Operations with local community engagement, impact assessments and development programs	**Community – p 32** ESG Interactive Data Centre – Community ESG Interactive Data Centre – Financial Contributions
	413 - 2	Operations with significant actual and potential negative impacts on local communities	Not reported; under consideration for future reporting
GRI 414: Supplier Social Assessment 2016	**414 - 1**	New suppliers that were screened using social criteria	Not reported; under consideration for future reporting
	414 - 2	Negative social impacts in the supply chain and actions taken	Not reported; under consideration for future reporting

GRI G4: Mining and Metals Sector Disclosures

Number	Disclosure	Reference and response
MM1	Total amount of land disturbed or rehabilitated	ESG Interactive Data Centre – Environment
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria and the number (percentage) of those sites with plans in place	**Environment > Biodiversity – p 56**
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	ESG Interactive Data Centre – Environment
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	There were no strikes or lockouts exceeding one week's duration at any of our operations in 2023.
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	ESG Interactive Data Centre – Community 3 applicable sites, 12 agreements in place
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	ESG Interactive Data Centre – Community
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	**Community – p 32** ESG Interactive Data Centre – Community
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	ESG Interactive Data Centre – Environment
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	No involuntary resettlements occurred at any of our operations in 2023.
MM10	Number and percentage of operations with closure plans	**Environment > Closure and Rehabilitation – p 57** ESG Interactive Data Centre – Environment

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