

SUSTAINABILITY REPORT

2024





Sunrise at our Macraes Operation, New Zealand

Acknowledgement

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

Front cover: Our Haile Gold Mine is located in Kershaw, South Carolina USA, and employs over 800 people for its open pit and underground operations

Contents

About this Report	4	Governance	23	Environment	45
2024 Key Sustainability Performance Outcomes	6	Sustainability governance	24	Environment performance	46
Message from our Leadership	8	Our Board and Board Committees	25	Biodiversity	46
Company Overview	10	Risk management	26	Rehabilitation	47
Our Company	11	Integrity and ethics	27	Water management	47
Our Vision, Purpose, and Values	12	Monitoring effectiveness and compliance	28		
Our business	13				
Our value chain and customers	14				
Our approach to Sustainability	15	Health and Safety	29	Climate Change	48
Our Sustainability Strategy	16	Personal safety	30	Climate change strategy, governance and risk management	49
Materiality	17	Improving our safety performance	31	Climate Change performance and metrics	50
Stakeholder engagement	18	Occupational health and hygiene	32		
Memberships and associations	20				
Sustainability performance	21				
		People and Culture	33	Closure and Relinquishment	52
		Values-based culture	34	Mine closure planning	53
		Gender diversity	36		
		Workforce relations	37		
		Performance and reward	37		
		Community and Social Performance	38	Tailings Management	54
		Community engagement	39		
		Our approach to External Affairs and Social Performance (EASP)	40		
		Sustainable development	41		
		Human rights	43		
		Indigenous Peoples	44		
		Modern slavery and responsible sourcing	44		

HOW TO USE THIS REPORT

This report uses interactive features to link to various parts of the report or access additional content online.

[Menu](#) Access Contents

 Link to more information

Hyperlinks within content to references externally or within this report

A gold doré bar being prepared for shipment at our Haile Gold Mine, USA



ABOUT THIS REPORT

REPORTING SCOPE AND BOUNDARY

This 2024 Sustainability Report (the Report) provides OceanaGold Corporation's (OGC) annual Company-wide corporate disclosure of our sustainability performance for January 1, 2024 to December 31, 2024.

Unless otherwise stated, references to "OceanaGold", "the Company", "we" and "our" in this report refer to OceanaGold Corporation and our subsidiaries.

Unless otherwise stated, all financial figures in this report have been converted to U.S. dollars (USD) using the weighted average exchange rates in Table 1.

TABLE 1 – 2024 weighted average exchange rates

CURRENCIES	CONVERSION RATES
AUD/USD	0.66
NZD/USD	0.61
PHP/USD	0.0175
GBP/USD	1.28
SGD/USD	0.75
CAD/USD	0.73

This report incorporates all OceanaGold operating assets, development projects and exploration projects during the 2024 reporting period. OceanaGold's exploration activity in 2024 was focused on tenements on or near the mining operations in these areas.

This report also includes information, where material and/or relevant, about sites undergoing closure or relinquishment during the reporting period. OceanaGold's closure or relinquishment sites are:

- Reefton, South Island, New Zealand
- Junction Reefs, New South Wales, Australia

This report should be read in conjunction with the information published in OceanaGold's year-on-year Interactive ESG Data Centre, and 2024 Sustainability Report Basis of Preparation and Reporting Index, available on our website.

ORGANIZATIONAL BOUNDARY

For the purposes of this report, OceanaGold's organizational boundary includes the mining operations we own and control and our main corporate and administrative offices, during the reporting period.

OceanaGold's operating assets:

- Haile Gold Mine, our wholly owned open pit and underground operation located near Kershaw, South Carolina, United States ("Haile" or "Haile Gold Mine")
- Didipio Mine, our 80%-owned underground gold and copper mine and surface stockpile operation located in Luzon, Philippines ("Didipio" or "Didipio Mine")
- Macraes Operation, our wholly owned open pit and underground operation located in the South Island, New Zealand ("Macraes" or the "Macraes Operation")

- Waihi Operation, our wholly owned underground operation, which includes the proposed Waihi North Project, including the Wharekirauponga Underground development project ("WUG"), and early stage exploration permits of Dome Fields North and South, Twin Hills, and Neavesville, located in the North Island, New Zealand ("Waihi" or the "Waihi Operation")

OceanaGold's corporate and administrative offices:

- Vancouver, British Columbia, Canada (head office)
- Brisbane, Queensland, Australia
- Melbourne, Victoria, Australia
- Manila, Philippines
- Dunedin, New Zealand
- Singapore

BASIS OF PREPARATION AND CALCULATION METHODOLOGIES

This report has been prepared with reference to the Global Reporting Initiative (GRI) General and Topic Standards and the *GRI G4 Mining and Metals Sector Disclosures*. In 2024, we expanded our disclosure to include environmental, social and governance (ESG) information with reference to the *International Financial Reporting Standards (IFRS) and Sustainability Accounting Standards Board (SASB) Standards*. This enables us to provide decision-useful sustainability-related financial disclosure to meet the expectations of our investors and other key stakeholders.

The ESG performance indicators and metrics presented have been prepared in accordance with the methodologies outlined in our 2024 Sustainability Report

Basis of Preparation and Reporting Index. To maintain transparency and comparability, any assumptions, estimates, or methodology changes from previous reporting periods are also disclosed in this supplementary report.

RESTATEMENTS OF INFORMATION

Restatements ensure consistency and enable comparability of information between reporting periods. Restatements are also provided in cases of significant changes in reporting parameters (e.g., mergers, acquisitions, divestments). This report may include restatements of information from previous reporting periods to account for changes in measurement, methodologies and/or calculations or to correct an error in previously reported information that may have a potential impact to decision useful information. Restatements related to information contained within this report are included as footnotes where applicable and/or outlined in our 2024 Sustainability Report Basis of Preparation and Reporting Index.

JUDGEMENTS AND MEASUREMENT UNCERTAINTIES

We are committed to transparency and robust governance practices, especially in addressing legal and regulatory challenges. We may be, from time to time, involved in various legal proceedings and claims arising in the ordinary course of business. We cannot predict with reasonable certainty the likelihood or outcome of these matters. We disclose information related to our material ongoing legal proceedings and regulatory actions, as well as associated risks in our Annual Information Form, available on SEDAR+ at www.sedarplus.com under our name and on our website.

CAUTIONARY STATEMENT FOR PUBLIC RELEASE

This report contains certain "forward-looking statements" and "forward-looking information" (collectively, forward-looking statements) within the meaning of applicable Canadian securities laws. All statements other than statements of historical facts included in this report constitute forward-looking statements, including but not limited to statements regarding: our plans, prospects and business strategies; our expectations regarding the results of operations; expected costs; permitting requirements and timelines; and statements about our Sustainability Strategy. 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 involve known and unknown risks, uncertainties and other factors which may cause our actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements. Such risks, uncertainties or factors include those factors identified and described in more detail in the "Risk Factors" section

ABOUT THIS REPORT continued

in our [Annual Information Form](#) for the fiscal year ended December 31, 2024, and our other filings with Canadian securities regulators, which are available on SEDAR+ at www.sedarplus.com under our name and on our website. This list is not exhaustive of the factors that may affect our forward-looking statements, and other factors may cause actual performance to differ from that anticipated, estimated or intended.

Our forward-looking statements are based on the opinions and estimates of Management and reflect their current expectations regarding future events and operating performance and speak only as of the date of this report. We do not assume any obligation to

update forward-looking statements if circumstances or Management's beliefs, expectations or opinions should change other than as required by applicable law. There can be no assurance that forward-looking statements will prove to be accurate, and actual results, performance or achievements could differ materially from those expressed in, or implied by, these forward-looking statements. Accordingly, no assurance can be given that any events anticipated by the forward-looking statements will transpire or occur, or if any of them do, what benefits or liabilities we will derive therefrom. For the reasons set forth above, undue reliance should not be placed on forward-looking statements.

REPORT VERIFICATION AND ASSURANCE

This report was reviewed by the responsible operational and business representatives, and relevant Management and members of the Executive Leadership Team (ELT). It has been approved by the OceanaGold Board Sustainability Committee. Select metrics within this report have also undergone external limited assurance by PricewaterhouseCoopers (PwC), as detailed in the Independent Assurance Statement included in the appendices, to ensure accuracy and transparency of the disclosed information.

ESG ANALYST GUIDE

The following links connect to OceanaGold's published documents which enable readers to make a comprehensive evaluation of our ESG performance beyond the scope of this report:

[ESG performance data](#)

[Responsible Mining Framework](#)

[Sustainability policies](#)

[Financial performance data](#)

[Financial information and reports](#)

[Corporate governance policies](#)

[Board Charters](#)

[Code of Conduct](#)

ADDITIONAL INFORMATION

Each year, we disclose information on our material ESG and sustainability-related risks, opportunities, and performance through annual sustainability reports and disclosures listed below. These reports fulfil both regulatory obligations and the voluntary disclosure expectations of our stakeholders. Copies of these reports are available on our website.

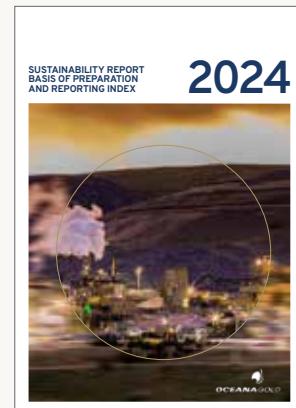
 oceanagold.com

OCEANAGOLD'S OTHER 2024 SUSTAINABILITY DISCLOSURES

2024 Interactive ESG Data



2024 Sustainability Report Basis of Preparation and Reporting Index



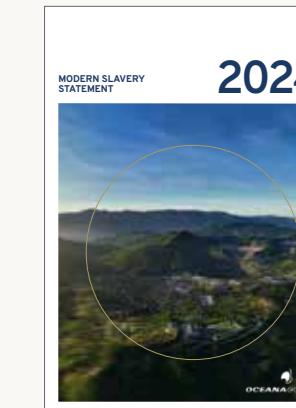
2024 Responsible Gold Mining Principles Implementation and Conformance Report



2024 Conflict-Free Gold Statement



2024 Modern Slavery Statement



2024 Philippines Sustainability Report



 [Contact Us](#)

We invite feedback on this report or any aspect of our sustainability performance via sustainability@oceanagold.com.

2024 Key Sustainability Performance Outcomes

STRATEGY AND GOVERNANCE

Commenced implementation of new three-year (2024–2026) Board-endorsed Sustainability Strategy



Board approval of new policies for Health and Safety, Environment, External Affairs and Social Performance, and Human Rights

Maintained Company conformance to the World Gold Council's Responsible Gold Mining Principles

Maintained a MSCI ESG "AA" Rating



AA

HEALTH AND SAFETY

Two unrelated fatal accidents at Didipio Mine; investigations conducted, and learnings are being embedded across the organization



100%

of occupational hygiene monitoring plans completed at all operations

Continued refinement and implementation of the "OurSafe Behaviours" safety program and critical control management

Total Recordable Injury Frequency Rate (TRIFR) increased from 0.87 in 2023 to 1.02 in 2024, per 200,000 hours worked



100%

of Principal Hazard Critical Control verification checks completed at all operations



PEOPLE AND CULTURE

↑ 5%

year-on-year increase in employee engagement score

"Respect at Work" program commenced across all operations



350

Over 350 employee nominations received for our "Living our Values" awards program

Completed review of gender pay gaps and addressed those effective January 1, 2025

COMMUNITY AND SOCIAL PERFORMANCE

\$125M

total taxes and royalties paid to host governments



\$11M

contributed towards community projects and partnerships

Approximately 250

facilitated engagements with Iwi groups (Māori Peoples) for Waihi North Project



\$193M

spent with local suppliers

Human Rights Impact Assessments (HRIA) formalized at all operating sites

2024 Key Sustainability Performance Outcomes

ENVIRONMENT



Zero material (category 3 or 4 severity level) environmental incidents

Completed water and biodiversity risk assessments at all our operating sites

70%

Company-wide average for water reused/recycled at our operating sites

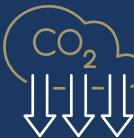
+100ha

Completed over 100ha of progressive rehabilitation of disturbed mine land

CLIMATE CHANGE

Completed portfolio-level Transition and Physical Climate Scenario Analysis

Fully commissioned an electric shovel at our Macraes Operation, reducing Greenhouse Gas (GHG) emissions by 2.2 ktCO₂e compared with the diesel alternative



Updated Scope 1 and Scope 2 emissions accounting methodologies to align with the Greenhouse Gas Protocol

12%

Increased renewable electricity purchases at Haile Gold Mine by 12%

CLOSURE AND RELINQUISHMENT

Reviewed and updated our Closure Standard and Guidelines to align with the ICMM Integrated Mine Closure Good Practice Guide

Completed closure risk and maturity assessments for each of our operating sites



37,000

Completed final rehabilitation planting of 37,000 seedlings across the site



Engagement with regulators and community representatives on Reefton Restoration Project site-based closure and restoration matters

TAILINGS MANAGEMENT



Appointed an Independent Tailings Review Board to support Company-wide tailings governance and management



Deployed the Interferometric Synthetic Aperture Radar (InSAR) high-resolution satellite monitoring across all operational Tailings Storage Facilities (TSF)



Commenced standardization of existing Failure Modes and Effects Analysis (FMEA) across all sites

Message from our Leadership

At OceanaGold, our Purpose is *mining gold for a better future*. Guided by our Vision to be a *company people trust, want to work and partner with, supply and invest in, to create value*, we strive for excellence in sustainability through our Values of Care, Respect, Integrity, Performance, and Teamwork.

Operating safely and responsibly is a strategic imperative for our Company. We know that a comprehensive, integrated and company-wide approach to mining safely and responsibly is fundamental to creating and protecting value for our stakeholders by keeping our people safe, reducing our environmental impact, and creating opportunities and benefits for host communities and other stakeholders.

THE SAFETY, HEALTH AND WELLBEING OF OUR EMPLOYEES CONTINUES TO BE OUR HIGHEST PRIORITY

Tragically, we had two unrelated fatal accidents in mid-2024 at our Didipio Mine in the Philippines. The impact of these fatalities on their families, friends, work colleagues and everyone at OceanaGold was profoundly saddening and deepened our resolve to work even harder to do what is necessary to make our workplaces safe and free of fatalities and life-altering injuries.

36%

of the Company's KPIs in our 2024 Short Term Incentive plan were sustainability-related performance metric

80%

of our people feel a strong level of connection to, and satisfaction, working at OceanaGold

Following these fatalities we conducted thorough investigations to understand the root causes and to ensure the key learnings were reflected in our systems and approach. This resulted in site-specific Safety Improvement Plans for each of our operating sites which strengthened our two key safety programs ("OurSafe Behaviours" and "Stop & Think"), increased infield coaching, and increased hazard identification training to help everyone identify risks and verify critical controls prior to commencing work.

ACHIEVING EFFECTIVE SUSTAINABILITY OUTCOMES IS A COMPANY-WIDE RESPONSIBILITY

The importance of operating sustainably, and delivering on our sustainability goals, is reflected in the Short Term Incentive plan that forms part of the remuneration of Executive Management and over 1000 employees. 36% of the Key Performance Indicators for this incentive plan in 2024 were sustainability-related performance metrics, which helps encourage everyone to operate responsibly.

2024 saw our business commence implementation of our new, three-year (2024–2026) Board-endorsed Sustainability Strategy which reflects the material sustainability-related risks, impacts and opportunities for our Company.

A foundational strategy workstream is strengthening and maturing our systems, standards, processes and practices to ensure they are fit-for-purpose and effective. We reviewed and updated our Risk Management Framework, including development of a new Risk Management



Ian Reid
Chair of the Sustainability Committee



Gerard Bond
President and Chief Executive Officer



Megan Saussey
Chief Sustainability Officer

Policy. We also reviewed and consolidated our Responsible Mining policies and Statements of Position into four updated Board-approved policies for Health and Safety, Environment, External Affairs and Social Performance and Human Rights.

Our Board ensures their knowledge of sustainability-related matters is current and relevant to our business. During the year each Board member participated in comprehensive training sessions on climate change, cybersecurity, and diversity and inclusion, with human rights training completed in early 2025.

In 2024 we proudly maintained our MSCI ESG "AA" Rating, and actively participated in the S&P Global Corporate Sustainability Assessment for the first time in several years, establishing another benchmark to measure our sustainability performance over time.

OUR PURSUIT OF BEING A GREAT PLACE TO WORK IS STARTING TO PAY OFF

We significantly improved employee engagement during the year, with our 2024 Culture Survey results demonstrating that 80% of our people feel a strong level of connection to, and satisfaction, working at OceanaGold. This is a 5-point improvement on 2023, exceeding the global mining and metals benchmark by 8%. In parallel, our year-on-year employee turnover rate reduced by almost 2%.

Though we were very pleased with this result, we continue with our drive to create and sustain a workplace where our people feel valued, respected and empowered to contribute and take action. In 2024 we significantly expanded our parental leave program and successfully launched a "Supervisor Leadership Program". Almost all our frontline leaders at our operational sites have now completed this program and, based on the successful impact it is having across our workforce, we are expanding the program to superintendents and managers in 2025.

Message from OceanaGold's Leadership continued

In 2024, we received more than 350 peer nominations for our annual "Living our Values" awards program which recognizes and celebrates employees who exemplify our Values and support our goal to create a winning culture. The winners of these awards from across our business each had inspiring stories of Care, Respect, Integrity, Performance and Teamwork.

DELIVERING POSITIVE SOCIO-ECONOMIC OUTCOMES TO CREATE SHARED VALUE FOR OUR BUSINESS AND HOST COMMUNITIES

In 2024, we spent \$193 million with local suppliers and contributed \$11 million towards local community projects and partnerships. This supports the development of strong livelihoods and positive employment and business outcomes in our operating regions.

During the year, each of our operations participated in a range of community consultation forums to provide operational updates and seek stakeholder input or feedback. Our Waihi Operation facilitated over 250 discussions with local Iwi (Māori Peoples) regarding our Waihi North Project, and our Didipio Mine engaged widely with local and surrounding community residents on more than 50 community infrastructure projects. These engagements are a crucial part of our commitment to building trust and maintaining open and respectful local relationships.

"Operating safely and responsibly is a strategic imperative for our Company. We know that a comprehensive, integrated and company-wide approach to mining safely and responsibly is fundamental to creating and protecting value for our stakeholders."

WE MAINTAINED OUR LONG-STANDING RECORD OF ZERO SIGNIFICANT ENVIRONMENTAL INCIDENTS

Our strong environmental performance at all our operations reflects our commitment to responsible environmental management at all stages of the mining lifecycle. Reducing both our water and biodiversity related impacts is an objective, and during the year we completed risk assessments across these areas at all sites and had 70% of our Company-wide water needs met through re-used or recycled water.

The integrity of our Tailings Storage Facilities (TSFs) is vital. In alignment with the Global Industry Standard for Tailings Management, in 2024 we appointed an Independent Tailings Review Board to further strengthen governance of our tailings facilities. We also deployed high-resolution satellite monitoring across all our operational TSFs to allow us to effectively monitor and verify the adequacy of our controls for material TSF risks.

Proactive closure planning continued across our assets in 2024. We rehabilitated over 100 hectares of land to agreed end use and completed the final stages of closure and rehabilitation work at the Reefton Restoration site, in readiness for its return to New Zealand's Department of Conservation.

TAKING PRAGMATIC STEPS TO DECARBONIZE OUR OPERATIONS AND BUILD RESILIENCE IN OUR BUSINESS AND SUPPLY CHAINS

Understanding the risks and opportunities associated with climate change underpins our ongoing business success. In 2024 we completed portfolio-level Transition and Physical Climate Scenario Analysis and risk assessment, and matured our Scope 1 and Scope 2 emissions accounting practices in alignment with the Greenhouse Gas Protocol. This work contributes to a solid foundation for the Company's first Climate Transition Plan, planned for Board consideration during 2025, and to comply with new international reporting standards.

We maintained 100% renewable electricity supply agreements (via Renewable Electricity Certificates) for our New Zealand operations and increased total renewable electricity purchases at our Haile Gold Mine to 25% of its electricity needs. At Macraes we commissioned an electric shovel resulting in approximately 2,200tCO2-e emissions reduction for the year. We also continued evaluation of fleet decarbonization opportunities as part of our studies for our Didipio and Haile mines.

2025 IS SET TO BE AN EXCITING YEAR FOR OCEANAGOLD

With organic growth and strong free cash flow, we are focused on opportunities that will unlock further value for our stakeholders. Operating safely and responsibly, and with a winning culture, provides a strong foundation for our long-term success.

One of the unique features of OceanaGold is that the workforce for all of our mine operations is overwhelmingly sourced from the local community. Together with our first Value of Care, this local workforce is what make OceanaGold's care for community, environment and the health and safety our people so authentic and enduring.

We thank everyone who works at OceanaGold for their dedication and passion for making OceanaGold a safe, responsible and sustainable business.

Ian Reid
Chair of the Sustainability Committee

Gerard Bond
President and
Chief Executive Officer

Megan Saussey
Chief Sustainability Officer

Company Overview

Our Purpose: Mining gold for a better future

Our Vision: A company people trust, want to work and partner with, supply and invest in, to create value



4 mines

Multinational gold and copper producer with four producing mines

Committed to safe and responsible operations



Committed to a caring, inclusive and winning culture

4,600



Supported by a global workforce of approximately 4,600 employees and contractors



Significant exploration, development and operating experience

Contributing to positive socio-economic outcomes through creating jobs, paying taxes, and investing in, and supporting local communities



A gold pour at our Waihi Operation, New Zealand

Our Company

We are a Canadian corporation listed on the Toronto Stock Exchange under the stock-symbol “OGC”. Our shares are also traded on the US OTCQX Best Market platform under the ticker “OCANF”.

Our head office is in Vancouver, Canada. Our operations are supported by a global workforce of approximately 4,600 employees and contractors, with significant exploration, development and operating experience.

Our growth strategy is focused on Northern America and Asia-Pacific, where we have existing operations and expertise. We have a portfolio of four operating mines: the Haile Gold Mine in the USA; the Didipio Mine¹ in the Philippines; and our Macraes Operation and Waihi Operation in New Zealand.

Each of our operations produce gold doré bars (containing gold and silver) 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.

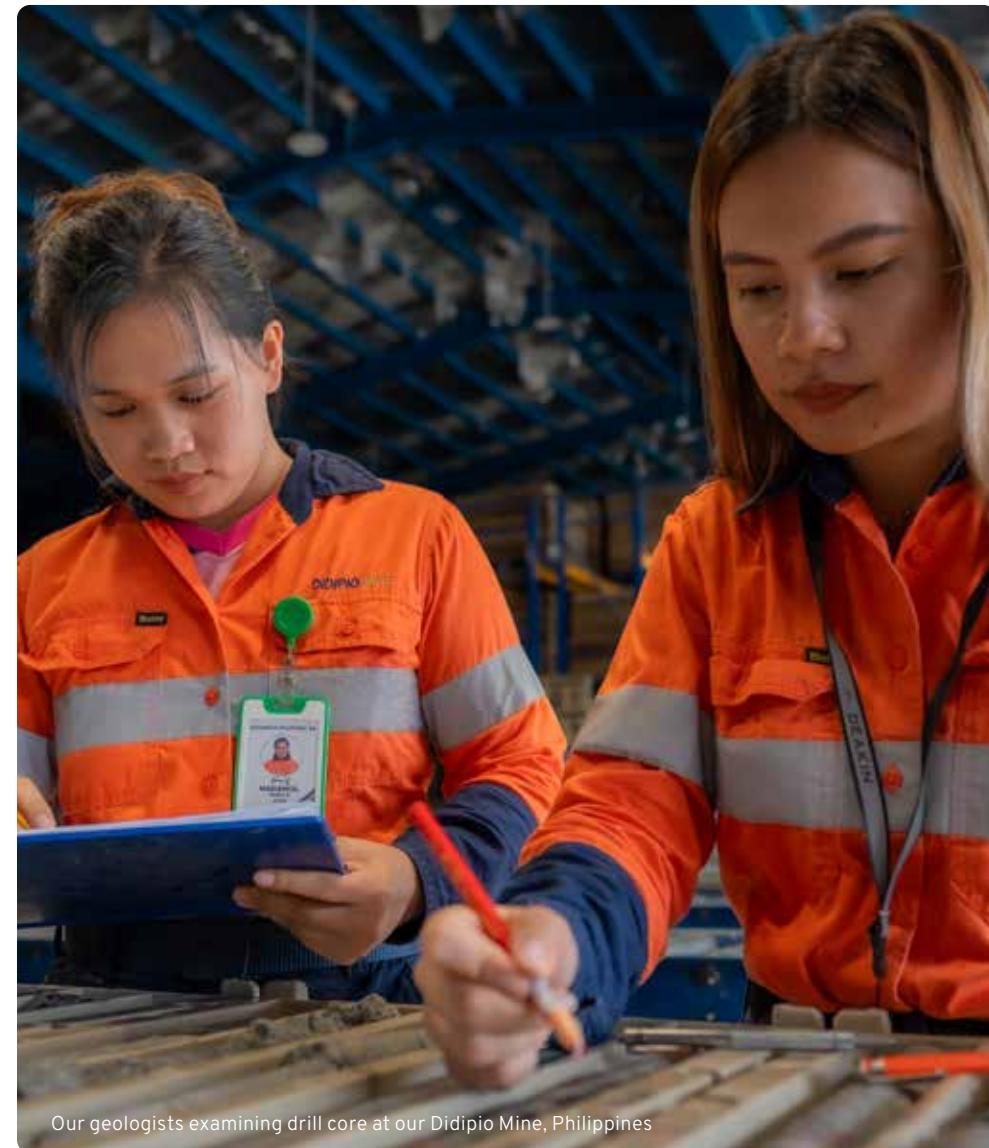
Haul trucks at work at our Haile Gold Mine, USA



Gold, silver and copper are essential metals in the global economy. Gold is used for production and fabrication in multiple sectors including jewelry and electronics and as a medium of currency exchange and investment. Silver and copper are important to the industrial renewable energy, electric vehicle and transport sectors. These metals are also 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.

We are committed to safe and responsible mining. In each operating region, we contribute to positive socio-economic outcomes through creating jobs, paying taxes and investing in and supporting local communities. We give local people and businesses employment and skills-development opportunities, and support community health, education and environmental initiatives.

¹ OceanaGold Corporation owns 80% of OceanaGold Philippines Incorporated (OGPI), the entity which holds the agreement to operate the Didipio Mine, with the other 20% listed on the Philippines Stock Exchange, following an Initial Public Offering in May 2024. The Didipio Mine is wholly-operated by OceanaGold.



Our geologists examining drill core at our Didipio Mine, Philippines

Our Purpose, Vision and Values



Our Purpose is mining gold for a better future. We care about the impact of our operations and use safe and responsible practices to continuously improve how we operate while minimizing negative impacts.

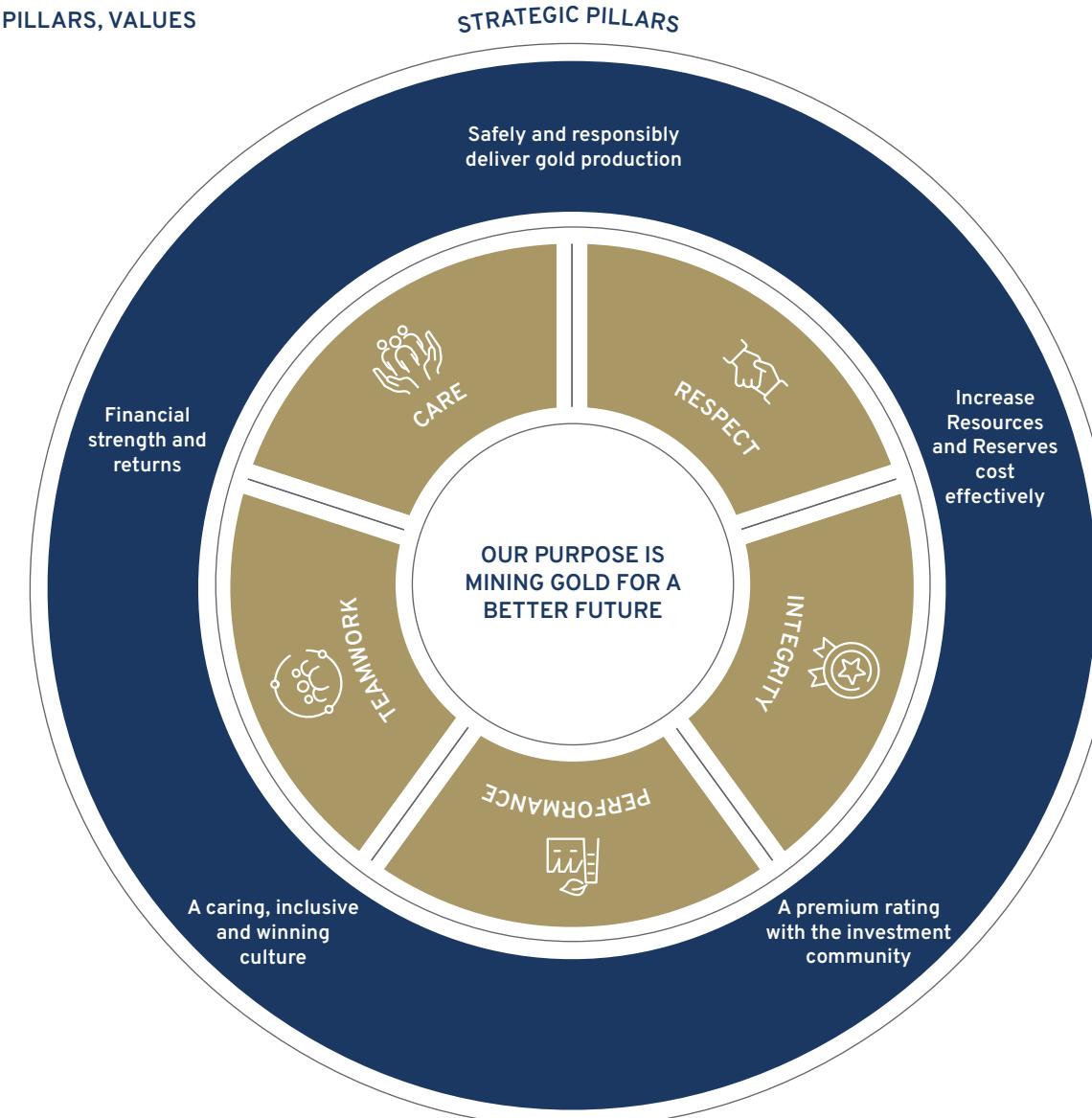


Our Vision is to be a company people trust, want to work for and partner with, supply and invest in, to create value. This Vision is brought to life by our Values: Care, Respect, Integrity, Performance and Teamwork. We are committed to a caring, inclusive and winning culture. We focus on our culture as a core pillar of our Company Strategy.



Our Values guide our behaviours and put our people, host communities, the environment and our stakeholders at the forefront of our decision making. Running our business safely and responsibly is key to our success. It helps us create long-term value and sustainable results at every stage, from exploration to operations and closure.

OUR STRATEGIC PILLARS, VALUES AND PURPOSE



Our Business

OceanaGold is a multinational gold and copper producer with four producing mines. Our head office is in Vancouver (Canada), and we have support offices in Brisbane and Melbourne (Australia), Manila (Philippines), Singapore and Dunedin (New Zealand).



● DIDIPIO MINE

Location: Luzon Island, Philippines

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

2024 production: 97koz Gold, 149koz Silver and 12kt Copper

Employees and Contractors as at December 31, 2024:
Employees: 822
Contractors: 1,249

● MACRAES OPERATION

Location: South Island, New Zealand

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

2024 production: 125koz Gold and 4koz Silver

Employees and Contractors as at December 31, 2024:
Employees: 672
Contractors: 133



● WAIHI OPERATION

Location: North Island, New Zealand

Profile: Underground operation producing gold and silver as doré bars

2024 production: 53koz Gold and 193koz Silver

Employees and Contractors as at December 31, 2024:
Employees: 427
Contractors: 144

● HAILE GOLD MINE

Location: South Carolina, USA

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

2024 production: 212koz Gold and 131koz Silver

Employees and Contractors as at December 31, 2024:
Employees: 769
Contractors: 271

Our value chain and customers

Our value chain involves all areas of our business from exploration and discovery of new ore bodies, through development, mining, processing, transporting outputs to refineries and customers, and rehabilitation and closure.

TABLE 2 – Operations, products and customer information

OPERATION	GEOGRAPHICAL LOCATION	PRODUCT	CUSTOMER
Didipio MIne	Philippines	Gold doré	ABC Refinery, Australia
		Gold doré	Bangko Sentral ng Pilipinas (Philippines Central Bank)
		Copper concentrate	Trafigura Group Pte. Ltd. (Trafigura) – offtake agreement ended April 1, 2024 ¹ Transamine Trading S.A. (Transamine) – offtake agreement commenced April 1, 2024 ¹
Haile Gold Mine	United State of America (USA)	Gold doré	Metalor, USA
Macraes Operation	New Zealand (NZ)	Gold doré	Perth Mint, Australia
Waihi Operation		Gold doré	ABC Refinery, Australia

Our refineries and offtakers – the Perth Mint, Metalor, ABC Refinery and Transamine S.A. – have stated commitments to socially responsible and conflict-free metals sourcing.



¹ Our offtake agreement with Trafigura ended on April 1, 2024, and a new offtake agreement with Transamine Trading S.A. took effect on April 1, 2024.

Our approach to Sustainability

Sustainability is fundamental to the way we do business. We are committed to safe and responsible mining, managing our impacts by continually reviewing and improving how we operate, and identifying opportunities to enhance value for our shareholders and local communities from the earliest stages of mine planning and thereafter.



Commenced implementation of our new three-year (2024–2026) Board-endorsed Sustainability Strategy

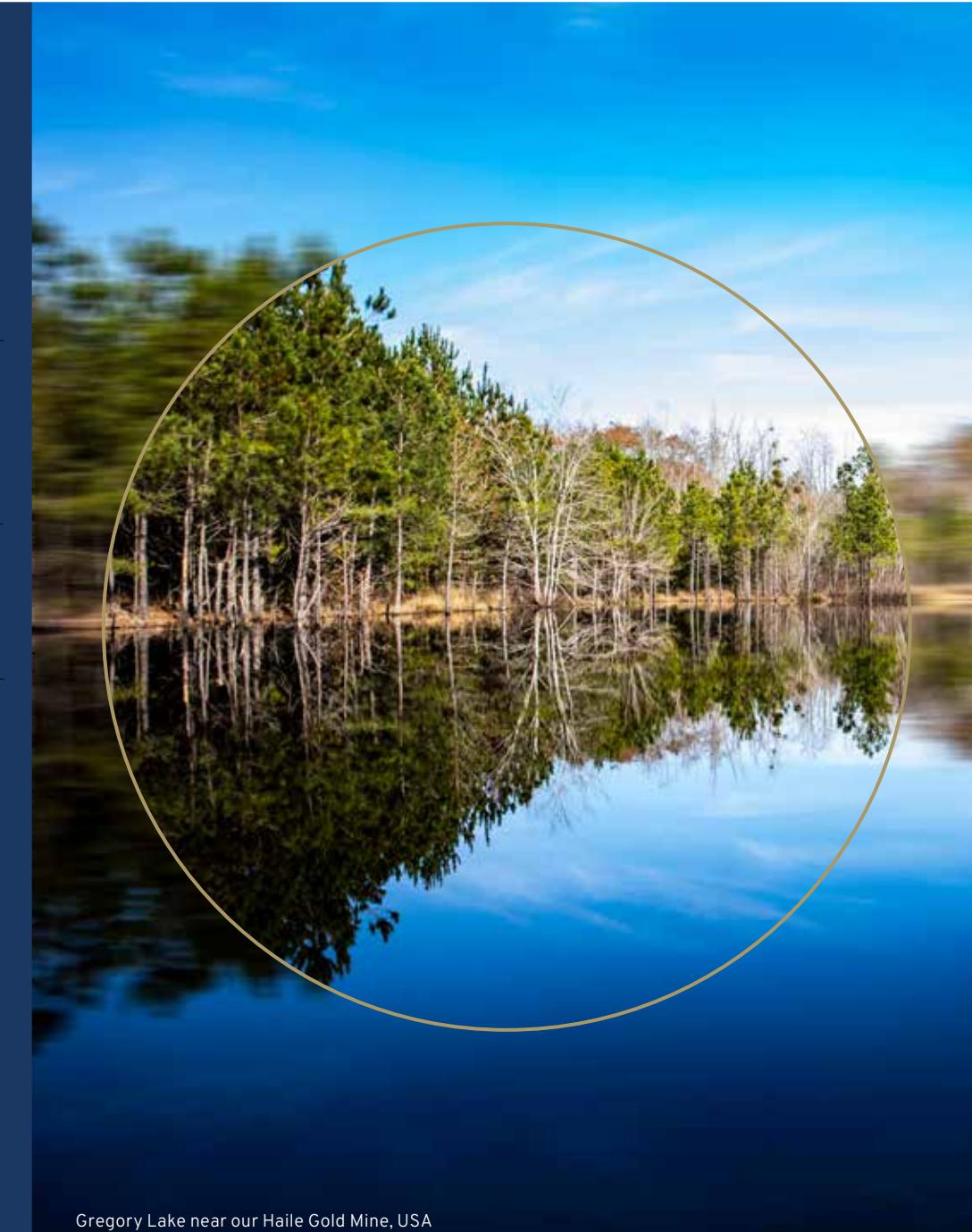


Refined our systems and processes in support of our strategic objectives for sustainability and operational excellence

Reaffirmed our commitment to the United Nations Global Compact and submitted our annual Communication on Progress

“AA” MSCI ESG Rating

Maintained MSCI ESG “AA” Rating, and actively participated in the Dow Jones Corporate Sustainability Assessment for the first time in many years



Gregory Lake near our Haile Gold Mine, USA

Our Sustainability Strategy

At OceanaGold, we aspire to be a company that people trust, want to work and partner with, supply and invest in, to create value. We strive to create a positive benefit in the communities where we operate by building relationships and partnerships that deliver positive and sustainable outcomes.

We communicate respectfully and transparently about our activities, operations and performance. We are committed to respecting human rights in all our interactions. We work collaboratively with our suppliers to do business with integrity and accountability. We recognize our role in respecting and safeguarding the distinct unique rights, interests and connections to land and waters of Indigenous Peoples, and we are committed to genuine dialogue and respectful engagement with governments and communities.

OUR SUSTAINABILITY STRATEGY

Achieving effective sustainability outcomes is a business-wide responsibility. We know that a comprehensive and integrated approach across the facets of sustainability helps us to protect and create value, build a resilient business and earn and maintain stakeholder trust.

In early 2024, we commenced implementation of our new, three-year (2024-2026) Board-endorsed Sustainability Strategy, which builds on our strong foundations to be excellent in sustainability relative to our mid-sized gold company peers.

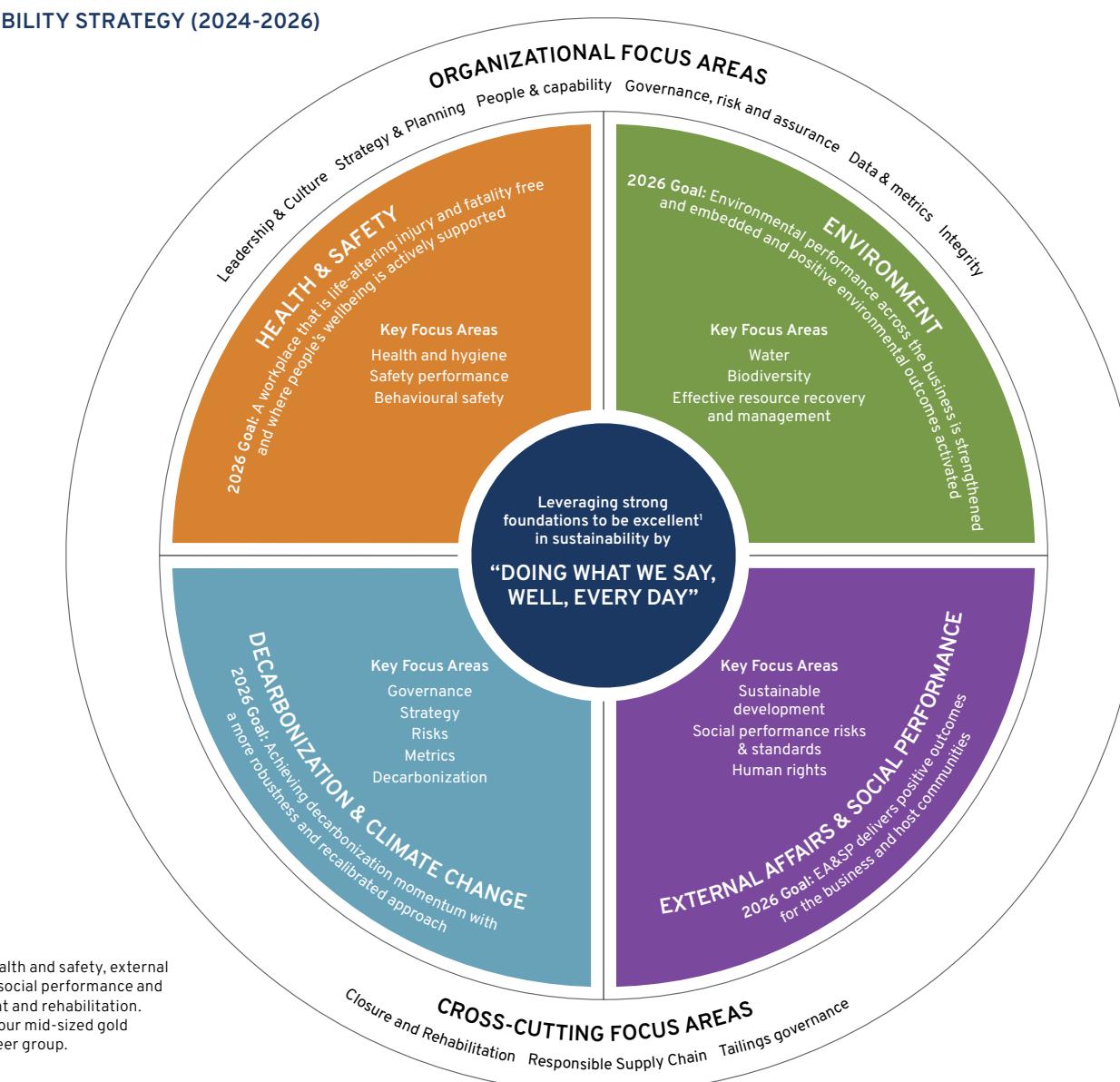
Our Sustainability Strategy highlights focus areas for strengthening sustainability performance by considering our key stakeholders' expectations and the material sustainability-related risks, impacts and opportunities for our business.

The Sustainability Strategy aims to mature our approach to sustainability. It is structured around four key pillars: health and safety; external affairs and social performance; environment; and decarbonization and climate change. Although each pillar has its own focus areas, we aim to take an integrated implementation approach where it makes sense, leveraging cross-functional teams, projects and workstreams. Each strategic pillar has annual milestones and key deliverables to track performance and measure impact where it matters.

In 2024, we continued to refine our policies, systems and processes, and this will progress into 2025. Our approach to responsible mining is planned and deliberate. Our focus is on maturing the practices that matter, to ensure our standards, processes and systems are fit-for-purpose and effective.

During the year, we continued to assess and improve understanding and management of our major risks, impacts and opportunities, with a focus on continuously improving our sustainability performance at our operations. Our aim is to iteratively embed sustainability excellence¹ within our business to drive momentum, consistency and discipline.

SUSTAINABILITY STRATEGY (2024-2026)



¹ Includes health and safety, external affairs and social performance and environment and rehabilitation. Relative to our mid-sized gold company peer group.

Materiality

We understand that by managing our most material sustainability-related risks, impacts and opportunities, we can protect and create value for our business, investors and host communities. We are focused on improving our sustainability performance and disclosure outcomes in areas where we can have the greatest impact.

Guided by the *Global Reporting Initiative (GRI) Standards*, we have assessed materiality considering our stakeholders – the individuals and organizations who are impacted by, or who can influence, our business.

We undertook a comprehensive Company-wide materiality assessment in 2021, to identify the material sustainability topics that matter to our business and our stakeholders, and regularly monitor, review and refine these issues. These material topics informed our Sustainability Strategy and ongoing disclosure considerations for governance, strategy, stakeholder engagement and reporting.

The emergence of mandatory reporting – both current and planned – was the only new material issue to be identified during the reporting period. No issues were removed.

TABLE 3 – Our material sustainability topics

MATERIAL TOPIC	ASPECTS
Most material	
Health and safety	Workforce injury and fatality risk, occupational health, mental health and wellbeing, security, emergency response, crisis management
Social performance	Community relationships, grievances, land access, artisanal mining
Economic impact and social investment	Direct and indirect economic value created, local employment, local procurement, social investment, tax and royalty payment and transparency
Human rights	Due diligence, equity, Indigenous Peoples, resettlement, security, cultural heritage, supply chain, modern slavery
Tailings storage management	Global Industry Standard on Tailings Management (GISTM)
Biodiversity	Habitat protection, mining impacts, rehabilitation
Closure planning	Closure planning, post closure management
Water and effluents	Water management and treatment
Climate change and energy	Strategy, governance, risk management, metrics and targets
Material	
Workforce	Culture, employee relations, training and education, employment reflective of local communities
Business integrity and compliance	Business conduct, anti-corruption, regulatory compliance, memberships, advocacy
Waste	Waste, hazardous materials handling, storage and transport, spills
Mandatory sustainability reporting readiness	Australia and Philippines

Stakeholder engagement

We engage with a wide range of external stakeholders, including the people and organizations impacted by our operations, Indigenous Peoples with rights and interests in the areas where we operate, local and national regulatory bodies and shareholders.

Our engagement principles are centred around open and honest engagement, aimed at building and maintaining positive long-term relationships.

Waikato Operation's external affairs and social performance team conduct an educational walk with the public inside the Martha Mine in Waikato, during the community's 2024 ECHO Walking Festival, New Zealand



TABLE 4 – Stakeholder interests and engagement types

STAKEHOLDERS	AREAS OF INTEREST	ENGAGEMENT TYPE
Government and regulators	Permitting and compliance Environmental management Health and safety Regulatory policy	Face-to-face engagement Written correspondence Performance reporting Policy submissions and advocacy
Suppliers	Supplier Code of Conduct Performance Health and safety Contract terms	Tenders and Requests for Information Supplier Due Diligence Contractor/supplier meetings Onboarding Inductions
Our people	Culture Health and safety Environmental management Responsible business practices Career development and performance Job satisfaction Operational and business performance	24-hour whistleblower hotline Employee surveys Town halls Workforce briefings Internal communications (emails, portal) Culture survey Training and professional development
Community	Socio-economic development Environmental management Employment opportunities Safety and security Services and infrastructure Land impacts and interests Social cohesiveness Project expansion, development and permitting	Grievance mechanism Formal and informal consultation Community meetings and forums Face-to-face engagement Shopfronts Written correspondence
Investors	Operational and financial performance Share price performance Safe production Responsible business practices Value creation and protection Board and executive leadership Culture	Press releases, company disclosures and reports OceanaGold website Quarterly webcasts Investor presentations and meetings Analyst and investor site tours Written correspondence

Stakeholder engagement continued



Our People & Culture Coordinator chatting to Wheels at Wanaka attendees about careers with our Macraes Operation, New Zealand

TABLE 4 continued – Stakeholder interests and engagement types

STAKEHOLDERS	AREAS OF INTEREST	ENGAGEMENT TYPE
Customers	Responsible business practices Contractual performance	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 and meetings Memberships Representation or advocacy in industry groups Written correspondence
Indigenous Peoples	Cultural impacts Environmental management Cumulative impacts Acknowledgement and awareness Human rights Project development and permitting	Respect of and participation in cultural practices/ceremonies Community meetings Formal and informal consultations Written communications and agreements
Unions	Health and safety Environmental management Job security Workforce compensation Employment terms	Collective bargaining meetings Face-to-face engagements Written communications
Civil society groups and NGOs	Human rights Environmental and social impacts Environmental management	Reporting and OceanaGold website Face-to-face engagements Formal and informal meetings
Media	Operational and financial performance Stories of interest Impacts to economy, employment, community or environment Issues management/updates	Media statements Meetings and telephone calls Reporting and OceanaGold website

Memberships and associations

We actively participate in industry associations and multi-stakeholder initiatives to ensure we are engaged in issues relevant to our business and responsible mining practices, sustainability and ethical business conduct.

Our engagement and affiliations with these organizations enables us to stay informed on emerging and current issues, be aware of best practices, contribute to industry standards, and collaborate on initiatives that support environmental stewardship and social and economic development.

We periodically evaluate our participation in these organizations to align with our sustainability objectives and stakeholder expectations. Table 5 below is a list of key memberships and associations we maintained in 2024.

TABLE 5 – OceanaGold’s 2024 memberships and associations

LOCATION	MEMBERSHIP/ASSOCIATION
Global	World Gold Council United Nations Global Compact Cooperative Research Centre Transformations in Mining Economies (CRC TiME)
Canada	Canadian Institute of Mining, Metallurgy and Petroleum (CIM) Canadian Institute of Corporate Directors
USA	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 Denver Gold Group
Philippines	Philippine Mine Safety and Environment Association Chamber of Mines of the Philippines Philippine Mining and Exploration Association Canadian Chamber of Commerce of the Philippines Australian-New Zealand Chamber of Commerce Philippines American Chamber of Commerce of the Philippines
New Zealand	MinEx National Health and Safety Council for New Zealand New Zealand Major Energy Users' Group New Zealand Minerals Forum New Zealand Minerals Council (formerly Straterra)

RESPONSIBLE GOLD MINING PRINCIPLES (RGMP) AND CONFLICT-FREE GOLD STANDARD (CFGs)

As a member of the World Gold Council (WGC), we are committed to conforming with the RGMPs and the CFGs at all the mining and processing operations we directly control.

In November 2024, PwC evaluated our continued conformance with the RGMPs. The assessment included a review of how the RGMPs are integrated with our governance systems, policy documents, standards and guidelines, and site verification at the Waihi Operation to confirm their application in practice. Supplementary conformance testing was conducted at all the remaining operations in line with the WGC *Guidance on Implementing and Assuring the RGMPs*.

In accordance with the requirements of the WGC's CFGs, we also prepare an annual Conflict-Free Gold Statement. This Statement is also independently assured by PwC and summarizes how we conformed with the requirements that year in support of our conformance with RGMP Principle 5: Human Rights and Conflict.

Our most recent RGMP Implementation and Conformance Report and CFGS Statement, including findings from the independent assessments which confirm our ongoing conformance of the WGC's RGMPs and CFGS, are available on our website.

The World Gold Council, in collaboration with the Mining Association of Canada (MAC), ICMM and The Copper Mark are collaborating to consolidate their different responsible mining standards into one global standard. We are actively engaged in the consultation process via the WGC Sustainability Committee, and from early 2025 our Chief Sustainability Officer is a member of the Consolidated Mining Standards Initiative (CMSI) Industry Advisory Group.

UNITED NATIONS GLOBAL COMPACT GUIDING PRINCIPLES

As a signatory to the United Nations Global Compact (UNGC), we align our approach with the *Ten Principles of the UNGC* in the areas of human rights, labour, environment and anti-corruption.

In 2024, we reaffirmed our support of the UNGC's 10 universal principles, and we submitted our annual Communication on Progress to the UNGC.

Sustainability performance

We recognize 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.

2024 SUSTAINABILITY PROGRESS SUMMARY

Table 6 provides a summary of progress against some of the key deliverables across our sustainability focus areas in 2024. Further details are provided throughout this report.

TABLE 6 – 2024 sustainability performance outcomes summary

TOPIC	FOCUS AREA	DELIVERABLE	2024 PROGRESS, ACTION, OUTCOME
Strategy and Governance	Board capability	Undertake Board training – human rights ¹ and diversity and inclusion training	OGC Board completed training for diversity and inclusion, climate change and cyber security
	Risk management	Review and optimize approach to risk management	Reviewed and updated Risk Management Framework, new Risk Management Policy and Risk Management Standard approved, and Risk Categories Map developed
	Ethics and integrity	Release updated Code of Conduct e-learning module across all Company offices and operational areas	Released a new scenario-based Code of Conduct e-learning module to approximately 900 employees, training module completed by 95% of target audience
Health and Safety	Safety	Embed key safety programs across operations	All operating sites updated onboarding processes to integrate the OurSafe Behaviours Program into site-based new starter onboarding Delivered training in the “OurSafe Behaviours Program” to our operating site workforce, including contractors Tailored the OurSafe Behaviours Program to be more culturally relevant and accessible in the Philippines in response to lessons from the two fatalities in 2024
	Health	Implement hygiene monitoring plans and periodic health assessments	All operating sites completed 100% of the hygiene monitoring plan from a certified occupational hygienist, and periodic health assessments for high-risk similar exposure groups, on schedule
People and Culture	Talent management	Review employee value proposition in all jurisdictions	Completed a Total Reward Study, and developed a three-year remuneration and benefits roadmap informed by results of the study Improvement of parental leave benefits designed and implemented in Q1 2025 Gender pay gaps identified in 2024 were addressed in Q1 2025, combined spend adjustments totalling \$107,000
	Respect at Work	Create a respectful workplace	Completed focus group assessments and delivery of associated actions to improve respectful workplace behaviour
	Leadership and capability	Uplift frontline leadership capability	Created a leadership development program, and delivered to 91% of supervisors in the Company

¹ Human rights training occurred in February 2025.

Sustainability performance continued

EXTERNAL ESG RATINGS AND SCORES

We recognize that assessing and improving our sustainability and ESG performance is an ongoing imperative, and we continue to identify, evaluate, and progress opportunities for improvement.

We actively engage with investors and relevant leading external ESG rating agencies to ensure transparency and accountability in our sustainability performance.

In 2024, we maintained our “AA” MSCI ESG Rating, and we also actively participated in the S&P Global Corporate Sustainability Assessment (CSA) for the first time in a number of years, enabling us to establish a benchmark to measure strategy effectiveness over time.

OCEANAGOLD'S 2024 MSCI AND S&P GLOBAL ESG RATINGS AND SCORES



MSCI ESG Rating

S&P Global ESG Score

43

Data Availability: High

S&P Global ESG Score

TABLE 6 continued – 2024 sustainability performance outcomes summary

TOPIC	FOCUS AREA	DELIVERABLE	2024 PROGRESS, ACTION, OUTCOME
Community and Social Performance	Community	Review onsite grievance mechanisms	Review of onsite grievance mechanisms completed
	Biodiversity	Identify opportunities for net-positive initiatives	Biodiversity risk and opportunities assessments completed for all our operating sites
		Establish Company water-related metrics	Water-related metrics identified
Environment	Water management	Conduct water-related risk and opportunity assessments	Water-related risk and opportunity assessments completed
		Update climate transition and physical scenario analysis	Completed portfolio level climate scenario analysis and transition risk assessment, and physical risk screening in alignment with the TCFD recommendations and the ISSB IFRS S2 requirements
	Climate Change Strategy	Develop a Climate Transition Plan (CTP)	Commenced development of CTP – work ongoing in 2025
		Strengthen climate decision-making framework for evaluating, tracking and prioritizing initiatives	Business engagement on options for embedding consideration for climate change risks and opportunities completed – work ongoing in 2025
		Embed climate change risks into operational risk registers and strategic risk registers	Commenced integration of climate change risks into operational risk registers – work ongoing in 2025
Climate Change	Climate Change performance and metrics	Review methodologies for calculating Scope 1, 2 and 3 emissions	Scope 1 and 2 methodologies review completed (in line with Greenhouse Gas Protocol) Scope 3 methodology reprioritized and deferred
		Develop a Scope 3 emissions screening and materiality assessment and inventory	Deferred to 2025
Closure and Rehabilitation	Closure and rehabilitation	Review closure planning standards and guidelines to improve alignment with the ICMM's Integrated Mine Closure approach, improve closure planning. Prepare forward work plans informed by risk and maturity assessments.	Review of closure planning standards completed and forward work plans prepared
Tailings Management	Tailings governance	Integrate GISTM tailings management requirements into the Tailings Governance Framework	GISTM alignment progressed, and integration commenced – work ongoing in 2025 Independent Tailings Review Board (ITRB) established and Haile ITRB review complete
	Tailings facilities design	Develop integrated digital response for managing the Waihi Tailing Storage Facility (TSF)	Deployed Interferometric Synthetic Aperture Radar (InSAR) high-resolution satellite monitoring at Waihi's TSF, and expanded this to all our operational TSFs

Governance

High standards of governance support the sustainability of our Company and help us protect and deliver long-term value to our stakeholders.

Board approval of new Responsible Mining Policies for health and safety, environment, external affairs and social performance, and human rights



Reviewed and updated our enterprise Risk Management Framework, including a new Board-approved Risk Management Policy



95%

Released a new scenario-based Code of Conduct e-learning module to approximately 900 employees, achieving 95% completion for target audience

Maintained Company-wide conformance to the World Gold Council's Responsible Gold Mining Principles

Obtained independent limited assurance for select sustainability metrics we disclose annually



Drill rig at our Waihi Operation, New Zealand

Sustainability governance

Operating safely and responsibly is a strategic imperative of our Company and an inherent principle underpinning our management and governance framework, ensuring we consider health and safety, people, the environment, community and stakeholders.

Our workforce – from our Board and Executive Leadership Team to operations and contractors – is guided by our Purpose, Vision and Values; our Strategy; our Responsible Mining Framework (Framework), and an Integrated Management System (IMS).

OUR RESPONSIBLE MINING FRAMEWORK AND INTEGRATED MANAGEMENT SYSTEM

Our Framework guides our business decisions and activities, committing us to high standards of governance and ethics. It informs our Sustainability Strategy and the systems and processes we have in place for collecting, monitoring, enhancing and disclosing our sustainability performance.

The Framework is supported by an Integrated Management System, which is reviewed annually by an external management systems expert to ensure it meets the requirements of:

- ISO 14001:2015 Environmental Management System Standard; and
- ISO 45001:2018 Occupational Health and Safety Management System Standard.

The Framework includes Board-endorsed policies covering key sustainability areas, including health and safety, environment, external affairs and social performance, human rights, respect at work and fair employment. Some policies are also supported by statements of position to align our position and commitments on these material issues.

Our Sustainability Strategy has an

underpinning principle of “simplify, consolidate and embed”. During 2024, five sustainability policies included within the Responsible Mining Framework and ten Statements of Position were reviewed and consolidated in 2024 to create four updated, simplified and Board approved policies: Health and Safety Policy, Environment Policy, Human Rights Policy and External Affairs and Social Performance Policy.

The Statements of Position will be progressively retired as the correlating Standards are reviewed, consolidated and updated throughout 2025 and 2026.

“Our Responsible Mining Framework guides our business decisions and activities, committing us to high standards of governance and ethics.”

[Learn more](#)

RESPONSIBLE MINING FRAMEWORK



Our Board and Board Committees

Our Board of Directors is responsible for providing strategic direction, and overseeing the governance and management of the Company to ensure we conduct business appropriately and in the best interests of shareholders.

The Board is assisted by five committees, each governed by a formal charter, documenting the committee's composition and responsibilities.

OCEANAGOLD CORPORATION BOARD GOVERNANCE STRUCTURE

BOARD OF DIRECTORS

Provides strategic direction and oversees the governance and management of the Company

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

REMUNERATION, PEOPLE AND CULTURE COMMITTEE

AUDIT AND RISK COMMITTEE

TECHNICAL COMMITTEE

GOVERNANCE AND NOMINATIONS COMMITTEE

 Further information

Risk management

Effective risk management supports long-term stakeholder value by identifying risks to our operations and adopting control strategies to protect our people, our communities and the environments where we work.

- New Risk Management Policy**
- Internal audit of key risk areas**
- External limited assurance of select sustainability performance metrics**

Water monitoring conducted by our environment advisors at Didipio Mine, Philippines



RISK MANAGEMENT

We are committed to applying the appropriate resources, tools and techniques to effectively identify, assess and manage the risks within our business. The Board is ultimately responsible for ensuring that we have an adequate and effective Risk Management Framework, aided by the Board committees in monitoring the effectiveness of that framework.

In 2024, we reviewed and updated our Risk Management Framework, which comprises internal policies, standards and procedures that support the identification, assessment and management of all types of risk, right across our Company. Risks are recorded in risk registers at corporate and operational levels, identifying stakeholder, environmental, safety and business interruption risks.

In addition to updating the Risk Management Framework, Management made several program improvements in 2024, including:

- Developing a New Risk Management Policy approved by the Board and supported by an updated Risk Management Standard;
- Confirming our Risk Categories Map, which describes the universe of risks we may be exposed to;
- Defining executive accountability for risk categories;
- Reviewing and updating our Risk Matrix;



Waihi Operation's processing plant, New Zealand

- Clarifying accountability in the way individual risks are managed and the acceptability of residual risks; and
- Aligning operational and enterprise-level risks.

This work was overseen by the Audit and Risk Committee.

ASSURANCE

In ensuring appropriate management and assurance of risk at OceanaGold, the Company adopts a “three lines of defence” model including:

- The First Line (Management and all employees) is responsible for the identification, management and monitoring of risks including implementing required controls to reduce the residual risk.

- The Second Line includes an internal assurance program for our key sustainability risks, based on operational control effectiveness and conformance with our Company-wide performance standards for health, safety, environment, external affairs and social performance, and the IMS. The program, which has a continuous improvement focus and is led by the Group functions, identifies opportunities for controls improvement, capability gaps and where corrective actions or updates are required.

- The Third Line (Internal Audit) provides independent and objective assurance over the adequacy and effectiveness of controls and business processes to manage key risk areas.

We also obtain independent (external) limited assurance to enhance our accountability and to verify the key metrics and information reported in our annual sustainability disclosures. This includes assuring select sustainability performance metrics we disclose annually, and our year-on-year conformance to the World Gold Council's Responsible Gold Mining Principles (RGMPs) and Conflict-Free Gold Standard (CFGs).

We publish our Independent Assurance Statements received from the independent (external) verifiers in the related report, available on our website.

Integrity and ethics

Ethical practices and high standards of corporate governance are central to how we do business. We are committed to upholding the highest standards of integrity, fairness and ethical conduct – and to creating an engaged environment where our people feel safe to speak up and raise concerns about potential misconduct.

CODE OF CONDUCT

Our [Code of Conduct](#) is a practical guide for everyone at OceanaGold to help us live our Values and create positive, safe, respectful and supportive workplaces.

The Code of Conduct applies to everyone at OceanaGold: Directors, employees, contractors and anyone acting on our behalf. We also expect similar standards from our suppliers, as set out in our [Supplier Code of Conduct](#).

In 2023 we refreshed our Code of Conduct and in 2024 we released our first scenario-based e-learning training to support the new Code. This was completed by approximately 900 employees during 2024 achieving a 95% completion rate for our target audience. To support ease of access, the Code of Conduct is available in English via a variety of mediums, including ourcode.oceanagold.com and in Tagalog in hard copy and PDF.



“Our Code of Conduct is a practical guide for everyone at OceanaGold to help us live our Values and create positive, safe, respectful and supportive workplaces.”

ANTI-BRIBERY AND ANTI-CORRUPTION

Our [Anti-Corruption Policy](#) prohibits bribing government officials, making facilitation payments, commercial bribery or acting with a conflict of interest. The Policy applies to OceanaGold and our subsidiaries, Directors, employees, contractors, consultants, agents and anyone representing or acting on behalf of OceanaGold or its subsidiaries. Failure to comply with the Policy or the related standards is a serious matter and may result in disciplinary action.

The Policy is supported by an Anti-Bribery and Anti-Corruption compliance program, which includes standards, training and anti-bribery and anti-corruption champions at each operation. Relevant employees and Board members undertake biannual training as required by the [Anti-Bribery and Anti-Corruption Standard](#). At the end of 2024, 83% (738 of 888 required employees) completed the required training over the two-year period (with 472 of those employees completing the training in 2024).

During the year, we also refreshed our Anti-Corruption Policy and Anti-Bribery and Anti-Corruption Standard and commenced development of new training material (to be rolled out in 2025). We also procured a new technology platform to manage disclosures and approvals for conflicts of interest, gifts, entertainment, hospitality and travel, and sponsorships and donations; and commenced system configuration, for implementation in 2025.

CODE OF CONDUCT HOTLINE

We want all our people to have a voice and feel safe and supported to share ideas in the best interests of OceanaGold. Multiple internal mechanisms and platforms empower employees to raise issues freely, provide constructive feedback and collaborate.

We also have an independent and confidential 24-hour whistleblower hotline (previously our “Speak Up Hotline”, re-named during 2024 to “Code of Conduct Hotline”) where stakeholders can report concerns relating to potential misconduct, including serious breaches of our Code of Conduct. Users can report anonymously or semi-anonymously if they choose.

In 2024 we transitioned to a new hotline provider to improve the experience for people who raise concerns and enhance reporting and case management capability. We review matters reported and, where matters are investigated and substantiated, take appropriate action and advise the reporter on the progress and outcome of the process, as appropriate.

We do not tolerate any form of retaliatory or discriminatory action against anyone who makes a disclosure or participates in an investigation.

Details on how to report, including in-country contact details, are available in the [Whistleblower Policy](#) on our website.

In 2024, our Business Integrity function received 12 reports via our Code of Conduct hotline or other internal channels. Investigations were assessed to be necessary and conducted in relation to eight of these hotline reports. Five of the eight reports investigated were related to integrity, unfair treatment and environment, and found to be substantiated the resulting in various actions including employee coaching and counselling, identifying process and procedure enhancements, additional training requirements and terminations. The remaining three reports were not substantiated.

Monitoring effectiveness and compliance

2024 CORPORATE SHORT-TERM INCENTIVE SUSTAINABILITY-RELATED KEY PERFORMANCE INDICATORS

Our Company short-term incentive (STI) plan is based on a Scorecard (the Scorecard) that contains a defined list of Key Performance Indicator's (KPIs) used to assess and incentivize our Company-wide performance.

In 2024, sustainability-related measures accounted for over one-third (36.25%) of the overall weighting of our 2024 Scorecard, incentivizing our performance on safety; health; environment; energy and carbon; social performance; and culture.

Overall, the annual Company Scorecard outcomes affect the annual bonus outcomes to varying degrees for approximately 1,000 employees who are STI eligible, based on their organization level.

With the Company Scorecard representing 100% of the CEO's STI and 80% of the ELT's STI, there is explicit recognition of the importance of overall Company performance and in particular sustainability-related matters as a driver of value protection and value creation.

FINES, PENALTIES AND LEGAL SETTLEMENTS

In 2024, we did not incur any Category 3¹ or greater fines or penalties, nor legally settled with claimants for this amount, across any of our jurisdictions and operations.

EVOLVING INTERNATIONAL STANDARDS AND REGULATION

The global shift toward mandatory sustainability reporting, stricter ESG regulations in some jurisdictions, consolidation of industry standards and dynamic stakeholder and regulatory expectations presents both challenges and opportunities for iterating our sustainability strategy, standards and the disclosures we make.

We continue to monitor the rapidly evolving landscape of sustainability regulations and industry standards, including evaluating the potential implications of those changes that may affect our business.

Developments shaping our sustainability disclosure and reporting approach from 2025 onwards may include *Securities Exchange Commission (SEC) Philippines Revised Sustainability Reporting Guidelines* (OceanaGold Philippines); European Union (EU) *Corporate Sustainability Reporting Directive (CSRD)*, *Corporate Due Diligence Directive (CDDD)*, *EU Taxonomy* and *EU Omnibus Bill* also affecting our Philippines subsidiary; Australian Securities and Investment Commission (ASIC) adoption of the *Australian Sustainability Reporting Standards* affecting our New Zealand subsidiaries; the voluntary Canadian Sustainability Standards Board (CSSB) *Canadian Sustainability Disclosure Standards (CSDS)*; and the *Consolidated Mining Standard Initiative (CMSI)*, which will require adoption and integration into Company-wide sustainability systems and processes, when formalized.

In late 2024, we applied for relief under the ASIC requirements, offering OceanaGold Corporation adherence to either the *IFRS International Sustainability Standards Board (ISSB) IFRS-S1 and IFRS-S2 Standards* or CSSB CSDS, as an alternative to a subsidiary report in Australia to avoid duplication. At the time of writing, the implications for the Company under the EU standards remain uncertain, with the introduction of the Omnibus Package by the EU Commission likely to impact at least timing, if not scope of requirements.

In response to these developments, and in preparation for those changes that are most likely, we are taking the necessary steps to align our standards and approach where appropriate now, to keep pace with them and to ensure full regulatory compliance in a timely manner.

In 2024, we assessed and identified any gaps in our existing sustainability data collection and reporting processes, relative to the emerging standards. This assessment has provided us with valuable insights and actions required to meet the regulatory requirements when they start to take effect for us from 2025.

In parallel, we also initiated a review of our sustainability reporting architecture to facilitate the most efficient integration of our financial and non-financial disclosures in accordance with global mandatory sustainability reporting standards.



Our Superintendent Metallurgy and Processing Manager onsite at our Haile Gold Mine, USA

DATA AND SYSTEMS

We are investing in the replacement and improvement of our core sustainability data systems.

In 2024, we launched a multi-phase information technology project designed to upgrade our current suite of Company-wide sustainability data management infrastructure.

This investment is aimed at equipping us with the necessary tools to ensure compliance is maintained, and to optimize information management, analysis and decision making, management reporting, and the efficient disclosure of sustainability-related information across our operational sites and the wider business.

¹ For our 2024 reporting period, a Category 3 or greater fine or penalty has an equivalency of \$20,000 and above.

Health and Safety

The safety, health, and wellbeing of our employees remains our highest priority. Our goal is to have a workplace that is free of fatalities and life-altering injuries and where people's well being is actively supported.

Two unrelated fatal accidents occurred at our Didipio Mine; investigations conducted, and learnings are being embedded across the organization



Improvements to workplace safety through increased hazard identification training and in-field coaching, ongoing training of employees and contractors, and updating onboarding processes

Total Recordable Injury Frequency Rate (TRIFR) increased from 0.87 in 2023 to 1.02 in 2024, per 200,000 hours worked



100%

of Principal Hazard Critical Control verification checks completed to schedule at all operations

100% of occupational hygiene monitoring plans and periodic health assessments for high-risk Similar Exposure Groups (SEGs) completed to schedule at all operations



Our welding technician at work in our stores at Haile Gold Mine, USA

Personal safety



Ensuring the safety of our workforce is paramount. We sadly lost an employee and a contractor in two unrelated accidents at our Didipio Mine in mid-2024. Following each event we conducted thorough investigations to understand the root causes of both incidents and ensure the key learnings were embedded into our approach, systems and processes across the organization.

Following these tragic events, a key action across each of our operating sites was the development of site-specific Safety Improvement Plans, which concentrated on embedding the learnings from both Didipio Mine events as well as further strengthening our safety culture through focused actions to prevent fatalities and/or serious injuries at each site.

As part of this, we increased hazard identification training (particularly in relation to stored energy) and expanded in-field coaching at the Didipio Mine, to help everyone identify critical and high-risk tasks and verify critical controls prior to commencing work.

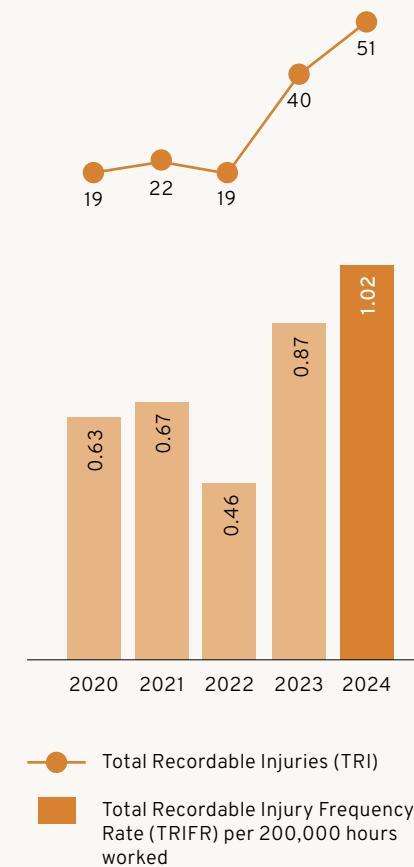
Our Total Recordable Injury Frequency Rate (TRIFR) increased from 0.87 in 2023 to 1.02 in December 2024. This represents 51 recordable injuries for 2024, an increase of 11 injuries compared to 40 recordable injuries in 2023. A contributing factor of this increase was the improved culture of reporting of injuries, an important safety behaviour we are continuing to encourage.

Hand and finger injuries, predominantly resulting in laceration, accounted for 33% of the recordable injuries in 2024. A Hand Safety Campaign that focused on injury awareness and prevention was successfully piloted at our Haile Gold Mine in late 2024. We plan to roll out the program at our other operational sites as part of our Site Safety Improvement Plans in 2025.

We continuously monitor our safety performance across all our operations. We report, investigate and learn from our performance, striving for continuous improvement across all aspects of health and safety.

- Report
- Investigate
- Learn

FIGURE 1 – FIVE-YEAR TRI AND TRIFR¹ TRENDS



¹ Total Recordable Injury Frequency Rate (TRIFR) is inclusive of lost time injuries, medically treated injuries, restricted work injuries, and fatalities.

Improving our safety performance

We value the safety of our workforce and want our employees to reach their full potential. A Company priority is to provide safe working conditions, and we continuously look for ways to reduce potential physical and psychological harm.

We strive to inspire and ingrain safe behaviours, improve health and safety outcomes, and integrate consideration for them into our decision making and planning. We consult and communicate with our workforce and community to ensure we have the processes, resources and information available to maintain a strong culture of safety and transparency about our performance.

Every person who works at OceanaGold has a role to play in collectively supporting and promoting their own safety, and that of others across the business.

In 2024, we focused on three core areas to improve our safety performance:

1. Continuing to refine and implement our workforce behavioural safety program “OurSafe Behaviours”, and affect positive behavioural changes. This included:
 - Delivering training in the OurSafe Behaviours Program to our site-based workforce, including contractors;
 - re-tailoring the program to be more culturally relevant and accessible in the Philippines in response to lessons from the fatalities; and
 - updating site-based new starter onboarding processes to include the OurSafe Behaviours Program.
2. Managing principal hazards to reduce the risk of disabling and fatal injuries. This included commencing a process to:
 - Review, assess and improve awareness and understanding of our principal hazards; and
 - review and update the critical controls for each principal hazard and introduce a new tool to support in-field supervisor and manager verification of controls.
3. Reviewing health and safety risk management processes to align with industry standards and guidelines. This included:
 - Benchmarking and commencing implementation of a safety-critical control management system aligned with ICMM critical control management system guidelines.

Additionally, each of our operating sites developed site-specific Safety Improvement Plans, with focused actions to prevent fatalities and/or serious injuries.

BEHAVIOURAL SAFETY AND WORKPLACE ENGAGEMENT

A critical, ongoing focus at all our operations is to engage our workforce in the OurSafe Behaviours program. This program strongly encourages people to lead safety in their work areas by speaking up, reporting workplace hazards and intervening when they see their workmates in at-risk situations. The program 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.

In 2024, all site onboarding processes were updated to include familiarization with the OurSafe Behaviours. At Haile Gold Mine, Macraes Operation and Waihi Operation, all site-based employees including contractors were trained in the program. Didipio Mine relaunched the program following a Filipino-led review and translation to Tagalog, leading to 78% of OceanaGold site-based employees and 68% of contractors completing the relaunched program by year-end. Implementation will continue throughout 2025 with a view to continuing to embed the OurSafe Behaviours in our ways of working.

Introducing peer-nominated Opinion Leaders is one of the key initiatives under the OurSafe Behaviours program, aimed to advance our safety culture. Opinion leaders engage employees in non-traditional and non-hierarchical leadership through peer and social influence. A combination of frontline leaders, opinion leaders and the workforce all working together to improve our safety performance, they give our employees an additional mechanism to discuss and resolve issues collaboratively.

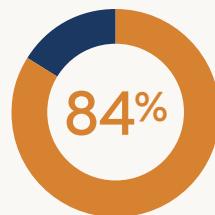
In 2024, our operating sites also conducted “Stop and Think” training awareness for all the workforce, focused on the identification of critical hazards and critical controls at site. This training was supported by revised videos, booklets and posters to promote the importance of this step to achieving safe behaviours. To encourage our workforce to Stop and Think about critical controls, leaders are spending more time in-field verifying critical controls before people start work.

Our 2024 Culture Survey outcomes indicate our focus on safety behaviours is starting to pay off with all three of our new culture-based safety indicators either in line with or exceeding the Qualtrics Survey Global Mining and Metals Benchmark. These measures indicate that our people believe our Executive Leadership Team encourage, support and acknowledge safe behaviours (84%), that they feel safe at work (87%), and that their managers also show a commitment to safety (87%).

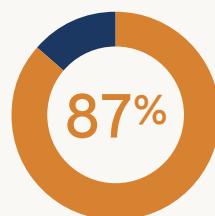
OCEANAGOLD'S 2024 CULTURE SURVEY – CULTURE-BASED SAFETY INDICATORS

■ Responded favorably

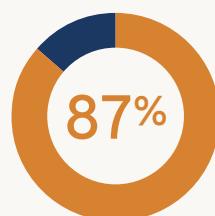
THE EXECUTIVE LEADERSHIP TEAM ENCOURAGE, SUPPORT AND ACKNOWLEDGE SAFE BEHAVIOURS



I FEEL SAFE WHILE I'M AT WORK



MY LEADER'S ACTIONS SHOW A COMMITMENT TO SAFETY



Occupational health and hygiene

We care about creating an environment where the health and wellbeing of our workforce is monitored and reviewed proactively as part of the operational management process and have implemented a global system for reporting and tracking both occupational health exposures and the effectiveness of controls at all our operations.

On site medical staff conduct annual health assessments with employees at our Didipio Mine, Philippines



Understanding and managing occupational health and hygiene for our business remained a significant area of focus in 2024. Our Company STI KPIs included an occupational health and hygiene metric for the second year in a row, to encourage an increased focus on our occupational hygiene exposure monitoring and occupational health assessments, and to drive progress at each operating site.

In 2024, we strengthened occupational health monitoring with updated Exposure Control Plans for monitoring high-risk exposures and the critical controls for arsenic, diesel particulate matter and Respirable Crystalline Silica (RCS). We also implemented a new hygiene data management system to provide increased oversight of health outcomes and issues across the Company.

In 2025, our focus is on reducing respirable crystalline silica risk across our operations.



CASE STUDY

Haile Gold Mine's Mine Emergency Response Team awarded for their efforts assisting a family involved in a serious accident on an interstate highway in 2024, USA

CASE STUDY: HAILE GOLD MINE'S MINE EMERGENCY RESPONSE TEAM (MERT) HONOURED FOR HEROIC CIVIC RESPONSE

In August 2024, Haile Gold Mine's Mine Emergency Response Team (MERT) competed in the Mine Safety and Health Administration (MSHA) National Mine Rescue Competition. The team was tested in a series of complex scenarios, simulating high-pressure mine emergency conditions. In their MSHA competition debut, Haile Gold Mine's MERT took home the First Novice Team Award.

However, their biggest achievement occurred on the interstate highway, enroute to the competition. The team's efforts assisting a family involved in a serious accident resulted in each member receiving accolades from the Joseph A. Holmes Safety Association, presented by the Mine Safety and Health Administration.

Over the past three years, what began as a small surface-only team has expanded from 12 to 25 team members, equipped for handling both surface and underground emergencies. Haile Gold Mine's MERT now has an Emergency Medical Services program, with eight certified Emergency Medical Technician Basics personnel now operating on-site.

People and Culture

At OceanaGold, we foster a culture where our people are cared for, respected, and feel like they belong. To support this, we invest in uplifting leader capability, drive a culture of respect, and recognize when our people live our Values.

80%

employee engagement score for our 2024 Culture Survey, 8% above the Qualtrics Survey Global Mining and Metals Benchmark



over 350

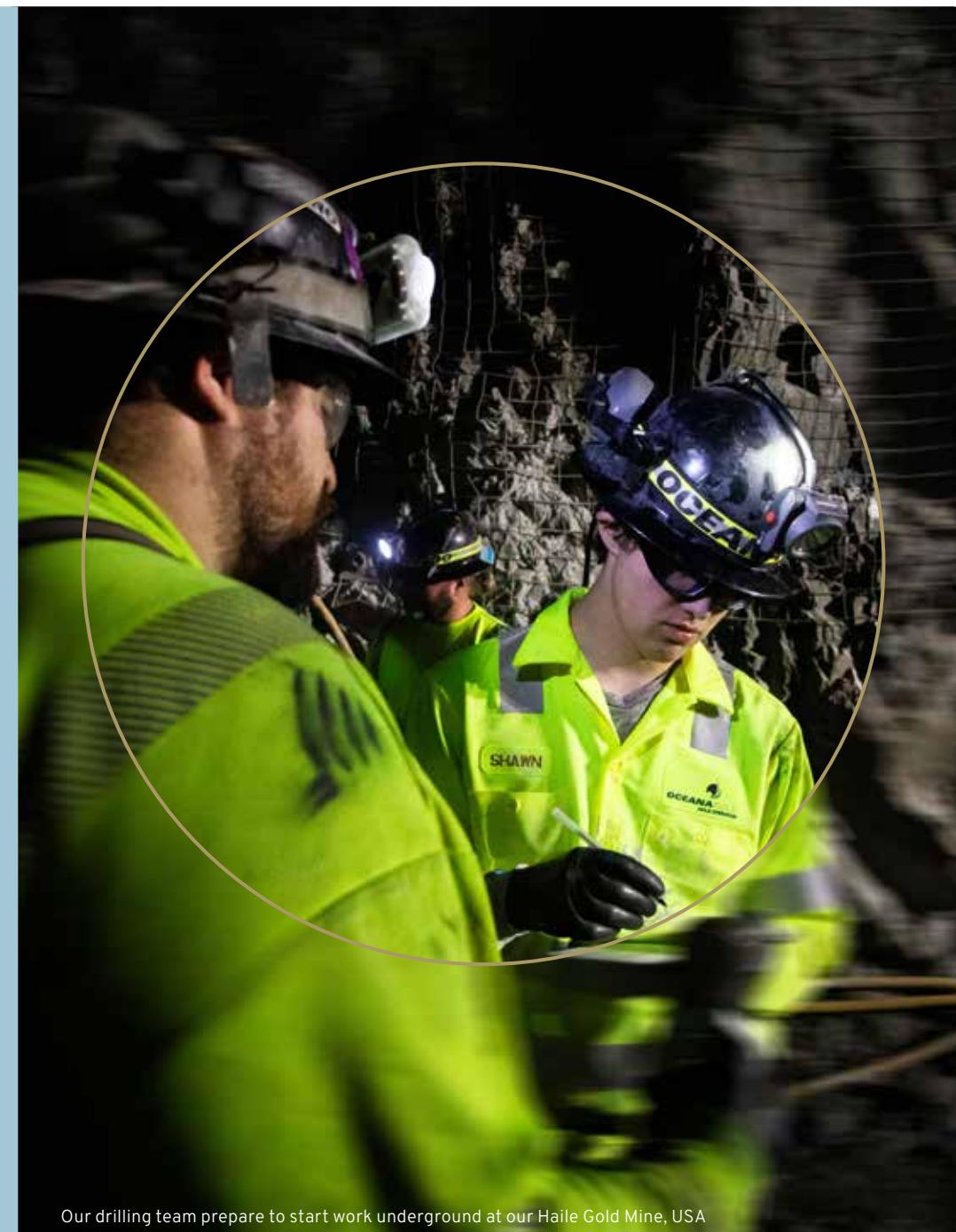
Over 350 employee nominations received for our "Living our Values" awards program

Deployed a new "Supervisor Leadership Program" at all operating sites



"Respect at Work" focus groups and initiatives completed at all operating sites

Enhanced parental leave benefits for employees



Our drilling team prepare to start work underground at our Haile Gold Mine, USA

Values-based culture

At OceanaGold, our culture reflects our Values of Care, Respect, Integrity, Performance and Teamwork. These Values help us achieve our Vision to be a company people trust, want to work for and partner with, supply and invest in, to create value.

OUR 2024 CULTURE SURVEY RESULTS

With a strong commitment to advancing our culture of care, inclusion and winning, in 2024 we prioritized three culture initiatives to drive employee engagement, based on the findings and employee sentiment in our 2023 Culture Survey:

1. Uplifting leadership capability for our frontline supervisors;
2. improving internal communications; and
3. driving respectful behaviours in the workplace.

Pleasingly, our survey results demonstrated significant improvement in employee engagement, which increased by five points to 80%: exceeding the Quartics Survey Global Mining and Metals Benchmark by 8%.



Members of our maintenance and optimization teams in a task observation discussion at Didipio Mine, Philippines

UPLIFTING LEADERSHIP CAPABILITY FOR OUR FRONTLINE SUPERVISORS

Equipping our people with the skills and tools to become great leaders is core to our strategy of building a high-performance culture. After a successful pilot in 2023, in 2024 we rolled out a new “Supervisor Leadership Program” developed specifically for OceanaGold by leadership development experts. During the year, 91% of supervisors across all our operating sites completed the program, with participants giving the program a high Net Promoter Score (NPS) of 71.

With almost all our frontline leaders now having completed the Supervisor Leadership Program, we were pleased to see a positive two-point shift in our 2024 leadership effectiveness score in our annual Culture Survey. We plan to build on the success of the Supervisor Leadership Program in 2025, expanding it to the next level of operational leaders (i.e. superintendents and managers).

IMPROVING INTERNAL COMMUNICATIONS

In 2024, we took active steps to provide our employees with more frequent and transparent communication, including Company announcements and Town Halls for sharing significant announcements and important information, as well as site-specific communication initiatives such as quarterly state of the nation talks, pre-shift toolbox talks, and lunch and learn sessions for topic-specific updates and knowledge sharing.

In addition to the amplified focus on corporate and site communication, further work was commenced to embed the Company's Values and Success Ingredients and to enhance the day-to-day experience of our employees with regular and transparent communication from leaders and to create multiple formal and informal channels for engagement.

Additionally, through our Supervisor Leadership Program, we have specifically focused on uplifting frontline leader capability to provide better feedback to improve employee understanding of business context, Company and individual performance as well as to drive connection with our Vision and Purpose. With a 2-point increase on our 2023 survey outcomes, improving internal communications will be a continued focus area for our business in 2025.

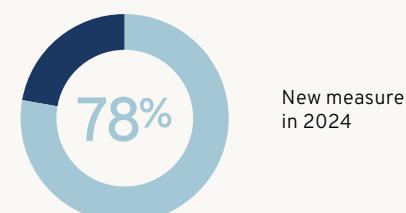
OCEANAGOLD 2024 CULTURE SURVEY RESULTS

Responded favorably

LEADERSHIP EFFECTIVENESS



RESPECT AT WORK



EMPLOYEE ENGAGEMENT



Values-based culture continued

DRIVING RESPECTFUL BEHAVIOURS IN THE WORKPLACE

Our Respect at Work Policy and Fair Employment Policy reflect our commitment to creating a psychologically safe, inclusive and respectful work environment, free from any form of bullying, intimidation or harassment. We believe respect in the workplace is a strength, allowing employees to be themselves, feel included at work and speak up if something is wrong without fear of retaliation.

In our 2024 Culture Survey, we introduced two new questions to dig deeper into the “respect” indicator. While 78% of our employees reported experiencing a respectful workplace, we remain committed to providing a caring and inclusive culture and workplace experience for all employees.

To support this goal, during 2024 we completed “Respect at Work” focus groups and culture reviews at all operating sites and convened a “Respect at Work” Committee to track actions which aim to continue driving respectful behaviours. The Committee includes representatives from each operation and the Executive Leadership Team.

LIVING OUR VALUES

At OceanaGold, our culture reflects our Values of Care, Respect, Integrity, Performance and Teamwork.

These Values help us achieve our Vision to be a company people trust, want to work for and partner with, supply and invest in, to create value.

In 2023 we introduced a “Living our Values” awards program, making 2024 the second year of the program. The program recognizes individuals who exemplify our Values, as nominated by their colleagues. By highlighting these exemplars of our Values we are celebrating and strengthening our culture.

“These awards recognize remarkable achievements that demonstrate a commitment to people, communities and our Company – the winners and runners-up are the very best examples of our people living our Values.”

OceanaGold’s President and CEO, Gerard Bond



“LIVING OUR VALUES” AWARDS PROGRAM

Across our operations, our Values are our universal language, paving the way for connection, collaboration and great outcomes. They shape the standard of work we aspire to, guide how we approach our tasks and interactions, and ensure that we all feel respected, valued and empowered.

The “Living our Values” awards program is an important way we recognize and celebrate the best examples of our people living our Values of Care, Respect, Integrity, Performance and Teamwork at OceanaGold. During the year, we had 357 nominations and announced 19 award recipients (five winners and 14 runners-up).

OceanaGold’s President and CEO, Gerard Bond, says: “These awards recognize remarkable achievements that demonstrate a commitment to people, communities and our Company – the winners and runners-up are the very best examples of our people living our Values.”

Each winner received a specially-minted 99.9% pure gold 1-ounce coin, presented in a custom-made box crafted from repurposed Kauri – a New Zealand timber salvaged from the original underground Martha Mine in Waihi.



CARE



RESPECT



INTEGRITY



PERFORMANCE



TEAMWORK

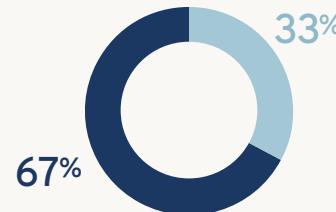
Gender diversity

In 2024, the gender representation of our organization remained steady, with 81% male and 19% female employees. We will continue to focus on creating an inclusive and respectful workplace for all employees, regardless of their gender, race or cultural background. For information related to OGC's Board gender diversity, refer to our Management Information Circular published on our website.

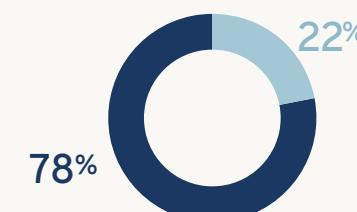
OCEANAGOLD'S GENDER REPRESENTATION ACROSS ORGANIZATIONAL LEVELS AT DECEMBER 31, 2024

Female
Male

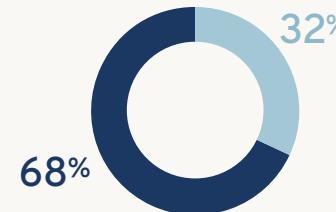
PRESIDENT AND CEO/EXECUTIVE LEADERSHIP TEAM



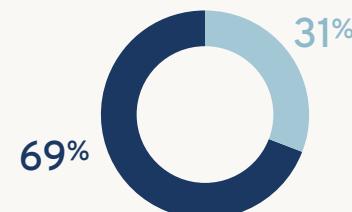
ASSET PRESIDENT/SENIOR VICE PRESIDENT



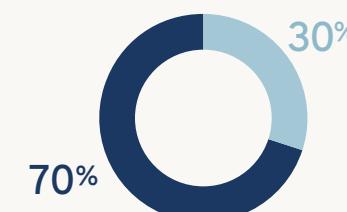
VICE PRESIDENT/HEAD OF (FUNCTION)/DEPARTMENT MANAGER



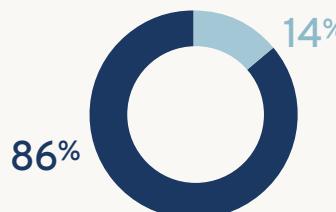
MANAGER/DIRECTOR/PRINCIPAL SUPERINTENDENT/SENIOR PROFESSIONAL



SUPERVISOR AND PROFESSIONAL



GENERAL STAFF (FRONTLINE/BUSINESS SUPPORT, OPERATOR/TRADE, NON-SUPERVISORY)



Talent management

We seek to build a work environment that embraces our employees' diverse experience, talent and skills and where everyone feels that they can fully contribute, develop and work together constructively.

As our operations are not located in major mining regions with abundant specialized mining talent, we provide a market-competitive value proposition in each of our locations, for experienced mining talent to join our operations; and specialized training to develop local talent pools.

In 2024, we hired 603 employees and grew our overall employee base by 7.7%. As at December 31, 2024, our total workforce consisted of 2,841 employees.

To attract talent, in 2024 we ran intern and graduate programs, encouraged internal talent moves between operations, targeted career fairs and adjusted compensation in some hard-to-fill roles. We also assessed our employee value proposition in all jurisdictions to ensure our offering remains competitive.

We know retention is supported by having a respectful and inclusive workplace and culture, and we ensure we have ongoing strategies and programs in place to support this. We also seek employee feedback through onboarding, exit and culture surveys.

In 2024, we improved our employee retention, reducing turnover by 1.9%, indicating the targeted strategies we are using to retain our talent are effective. As at the end of 2024, our 12-month rolling turnover was 14.6%, compared to 16.5% in December 2023.

7.7%
growth

2,841
employees

1.9%
reduction
in turnover

Workforce relations

We aim to create an environment which encourages open dialogue with our workforce so that they can communicate their needs, concerns and aspirations without fear of retribution.

We believe in constructive and direct engagement with employees or, where relevant, employee representatives.

Our employees in our Philippines and New Zealand operations have collective bargaining agreements in place, with each including consultation and negotiation periods.

The total number of our employees covered by collective bargaining agreements increased from 891 in 2023 to 973 (or 34.2%) in 2024. We have 398 employees covered by collective bargaining agreements in the Philippines and 575 employees covered by collective bargaining agreements in New Zealand.

34.2%

employees covered by collective bargaining agreements

398

employees covered by collective bargaining agreements in the Philippines

575

employees covered by collective bargaining agreements in New Zealand

Performance and reward



Supervisor Leadership Training held with frontline supervisors from our Waihi Operation, New Zealand

During 2024, we refreshed our employee Total Reward Strategy to ensure we are creating future-focused, fit-for-purpose reward and performance outcomes for our employees.

As a result of this work, we developed a roadmap of opportunities to improve our value proposition. This reflects our reward philosophy to have a market-competitive, performance-linked, sustainable and employee-focused holistic reward program that supports the attraction, retention and recognition of our workforce.

ENHANCED PARENTAL LEAVE BENEFITS

We are committed to providing a positive early parenting experience for our employees through the provision of paid parental leave. The diverse needs of our workforce require mechanisms that support employees through various life stages.

In late 2024, we enhanced our parental leave benefits across the organization, and extended them to support both female and male working parents with access to the same benefits for the main caregiver to our paid parental leave benefits. These benefits are available to employees from January 2025.

GENDER PAY EQUITY

In 2024, we conducted a Gender Pay Equity Analysis to identify existing pay disparities between male and female employees within our organization, and proposed actionable steps needed to achieve pay equity.

Our analysis identified 77 existing positions in our organization with pay gaps – this represented around 3% of our employee workforce. We addressed these pay gaps for this cohort in our 2025 Annual Remuneration Review (ARR) cycle in early 2025. Annual reviews will include gender equity analysis going forward.

Community and Social Performance

We are committed to creating and maintaining strong relationships in the communities where we operate by building open and respectful engagement with host communities. Our commitment as a responsible mining company means we respect local cultures, listen and respond to community concerns and respect diverse viewpoints. Our goal is to have positive outcomes for both the business and host communities by delivering shared value and creating positive socio-economic opportunities across our operating footprint.

 **\$11M**

contributed toward community projects and partnerships across our operations

250

facilitated engagements conducted with Iwi groups (Māori Peoples) who have indicated an interest in the Waihi North Project

 **\$193M**

spent with local suppliers

Human Rights Impact Assessments (HRIA) action plans established at all operating sites

100%

of Executives and 89% of required employees completed human rights training



Students from local barangay Taji perform traditional dances for the local community as part of the community's Indigenous Culture Revitalization Program supported by our Didipio Mine, Philippines

Community engagement

Effective community engagement is essential to building and maintaining strong relationships with local communities and stakeholders.

At OceanaGold, we recognize the importance of fostering strong, transparent, and enduring relationships with the communities and stakeholders directly impacted by our operations.

We make it a priority to listen to the diverse perspectives within the communities in which we operate and to understand their views on the potential impacts and risks of our activities. This engagement process is essential in addressing any concerns and integrating community feedback into our operational and business planning.



Our Communications Advisor from our Waihi Operation, plants trees with local community members at Gilmour Lake for 2024 Arbor Day, New Zealand

To continue to strengthen and support our community engagement efforts in 2024, all operations updated their Stakeholder Engagement Plans. The cadence of stakeholder engagement plan reviews leads to improved mapping of our communities and stakeholders, scheduling engagements and documenting changing stakeholder interests and priorities. Implementing the plans helps to ensure we engage regularly and effectively and build and maintain trust with our local communities.

During the year, each operation led or participated in a range of community consultation forums to provide operational updates and seek stakeholder input or feedback. Examples include:

- Ongoing engagement with the Iwi groups (Māori Peoples) who indicated they had an interest in the Waihi North Project. We are working with them to complete Cultural Impact Assessments which identify and assess the impact of the Waihi North Project on Māori cultural values and interests. These include recommended measures to avoid, remedy or mitigate negative cultural effects, and enhance any positive opportunities. Throughout 2024, approximately 250 engagements and consultations were facilitated.
- Macraes Operation signed a Process Agreement with the Kā Rūnaka (local tribal council) in Otago to formalize effective and regular engagement processes regarding the mine and any potential development projects. The Agreement builds off the previous agreement and aims to create

positive engagement and consultation processes between the mine and local Kā Rūnaka.

- Didipio Mine facilitated extensive community engagement within the provinces of Nueva Vizcaya and Quirino throughout 2024, including with a range of Indigenous Peoples. Part of the engagement aimed at obtaining Free Prior and Informed Consent (FPIC) from the communities and Indigenous Peoples for activities associated with the implementation of various Community Development Fund (CDF) projects and programs, which included over 50 infrastructure projects.
- At Haile Gold Mine, there are established quarterly Community Committee meetings, where representatives of the community meet with Haile Management regarding operational matters and can provide feedback and raise concerns.

COMPLAINTS AND GRIEVANCES

Each of our operations maintain a formal grievance mechanism, allowing community grievances and concerns to be raised, investigated and resolved in a timely manner.

People can raise grievances via e-mail, phone or in person. The mechanisms have been developed in alignment with the *United Nations Guiding Principles on Business and Human Rights*. A summary of grievances received through this mechanism is reported to the Board Sustainability Committee on a quarterly basis.

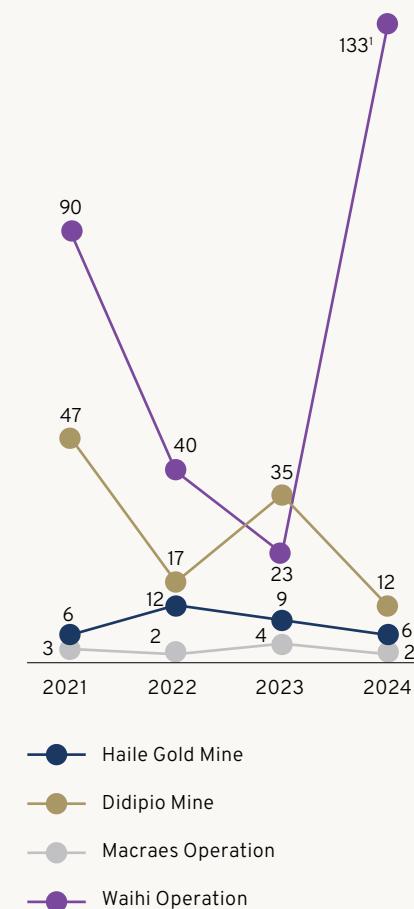
In 2024, total grievances more than doubled compared to the previous year. Community members made 153 complaints or grievances across all operations, compared to 71 in 2023. This increase centred around our Waihi North Project, which received 133¹ grievances, compared to 23 in 2023, and mainly related to noise concerns received from one resident. A total of 148 of the grievances raised have been investigated and resolved through effective engagement with the relevant parties. A small number of remaining grievances are under ongoing review.

Our site grievance mechanisms underwent an internal assurance review during 2024 to consider our practices and processes and identify opportunities to continuously improve the way we manage community concerns and grievances.

Opportunities identified for improvement related to improved promotion of the mechanism in local communities, and increased training for staff managing the process and site senior management on their roles and responsibilities. Actioning these opportunities will be an ongoing process at each operating site.

No incidents of human rights violations or of the rights of Indigenous Peoples were reported in 2024.

2024 COMPLAINTS AND GRIEVANCES BY OPERATION



¹ Majority of grievances received from one resident, predominantly related to noise from helicopter. As part of our ongoing resolutions of community grievances we are exploring flight paths to further reduce potential noise exposure.

Our approach to External Affairs and Social Performance (EASP)



Senior Citizens from the provinces of Nueva Vizcaya and Quirino attending Senior Citizens appreciation events (2024) supported by our Didipio Mine, Philippines

Our External Affairs and Social Performance Management System standardizes our approach for EASP and plays a vital role in helping us understand and manage the impact of our business on the communities where we operate.

This system enables us to identify, plan and manage risks and impacts to local communities, and identify opportunities where our operations can align with local aspirations, values and cultures.

EASP PLANS

In 2024, we continued our focus on maturing our operating sites' EASP plans and to strengthen our social performance capability. The EASP plans form the foundation for proactively managing key risks and deliverables, with each site demonstrating measurable progress against their plan's actions and outcomes. The plans are approved by the site's Asset President and reviewed quarterly with the Group's function lead.

During the year, we worked to more effectively integrate site EASP priorities within a consolidated plan to ensure a consistent approach to EASP planning and reporting across the business.

 [Learn more](#)

Sustainable development

We consider sustainable development as an opportunity to contribute to positive socio-economic outcomes in the areas where we operate. We work in collaboration with the communities that host our operations, suppliers, local government and community representatives, to find mutual benefits and solutions to shared challenges.

SOCIAL INVESTMENT

Where possible, we invest in supporting the needs, aspirations and priorities that have been identified by the communities hosting our operations.

In 2024, we contributed approximately \$11 million towards community projects and partnerships across our operating sites.

This included contributions to the Social Development and Management Program (SDMP)¹ and Community Development Fund (CDF) at our Didipio Mine, where we collaborate with local barangay (districts), communities and the Philippines Government to identify and deliver a range of community development initiatives, including health programs, scholarships and infrastructure projects – such as building or improving farm-to-market roads near Didipio Mine (150km of new or improved roads delivered to date).

In 2024, the programs also supported 75 tertiary scholarships to Indigenous students, a water system for distribute potable water to households in Didipio, the building of a sports center, and funding to support the continued operation of a community health centre in Didipio.

For more than two decades, the Waihi Operation has provided funding to support local schools and sporting clubs, community programs, like Waihi's "Learn to Drive" program, and local students through the Waihi Gold Mining Educational Trust. In 2024, Waihi supported nine scholarships for students undertaking tertiary studies in engineering and law.

Across our operations, we also support our local communities by providing in-kind support, encouraging our employees to give back to the community through volunteering their time. Haile Gold Mine provided over 400 hours of volunteer time during 2024. The support included volunteering for the Emergency Personnel Appreciation Week, and support for KARE, a local not-for-profit organization supporting the community with a range of social services.

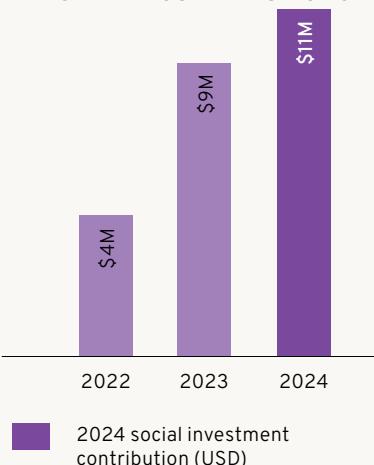
LOCAL PROCUREMENT

We prioritize local² procurement at our operations to provide employment and business opportunities for host communities and the regions in which we operate.

In 2024, across our operations, we spent more than \$193 million with over 3,000 local suppliers, to supply local goods and services for our operations, such as earthmoving, camp administration and catering, transport, consultancy services, equipment hire and fuel.

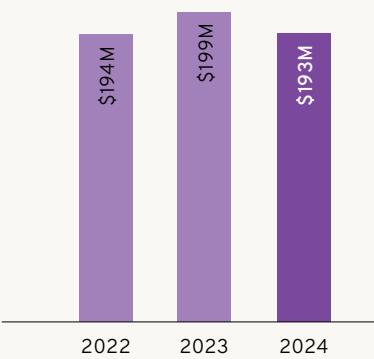
- 1 The SDMP refers to the comprehensive five-year plan required of operating mining companies in the Philippines for the sustained improvement in the living standards of the host and neighbouring communities.
- 2 Our definition of "local" varies by geographic and cultural context: Haile – States of South Carolina and North Carolina; Didipio – host barangay and adjacent barangays as defined in the SDMP; Macraes – within the Region of Otago; and Waihi – Waikato and Bay of Plenty local government areas.

ANNUAL TOTAL SOCIAL INVESTMENT CONTRIBUTIONS



2024 social investment contribution (USD)

ANNUAL TOTAL LOCAL PROCUREMENT SPEND ACROSS OPERATING SITES



2024 local procurement spend (USD)

CASE STUDY



Haile Gold Mine's community development team present the CEO and members of the Medical University of South Carolina with a sponsorship to support the MUSC Medical Education Program, USA

OCEANAGOLD'S SUPPORT TO THE MEDICAL UNIVERSITY OF SOUTH CAROLINA EDUCATION FUND

In 2024, we launched a \$250,000 sponsorship to support the Medical University of South Carolina's Catawba Graduate Medical Education Program with funding provided over five years.

The multi-year program, which aims to attract and retain highly skilled medical talent in rural communities, received more than 4,000 applications. OceanaGold's sponsorship will help to create a talent pipeline of physicians for the region, providing essential health care for our employees and the broader community.

Sustainable development continued

CASE STUDY



DiCorp staff prepare and serve three meals a day to employees and contractors at our Didipio Mine, Philippines

DIDIPIO MINE STRENGTHENS LOCAL PARTNERSHIP WITH DICORP

In 2011, Didipio Mine provided seed funding to establish the Didipio Community Development Corporation (DiCorp), with long-term Didipio residents as shareholders. This community-owned enterprise is one of the mine's most significant local contractors.

The services it provides to the mine include trucking, maintenance, shuttle bus, camp administration and catering, transport, waste management and infrastructure development. DiCorp also supplies the mine with aggregates, fruits, fish and other seafood products.

DiCorp has progressively grown over the years to one of the largest businesses in the provinces of Nueva Vizcaya and Quirino, employing approximately 300 people. DiCorp continues to generate revenue for the area through long-term contracts with Didipio Mine and has been sharing profits via dividends to its community shareholders.

In 2024, our partnership with DiCorp was strengthened by a Memorandum of Understanding Agreement that enshrines our commitment to considering DiCorp's proposals to provide additional services to the mine. Our continued partnership is focused on supporting the development of DiCorp's capability, to help broaden the corporation's business portfolios beyond mining.

Human rights

We respect the human rights of all people affected by our business activities in alignment with the *United Nations Universal Declaration of Human Rights*. Recognizing the importance of human rights and the complex challenge of modern slavery, our efforts are dedicated to identifying, preventing and mitigating potential violations within our sphere of influence. This commitment extends throughout our operations and supply chains.

HUMAN RIGHTS POLICY

Our Human Rights Policy was updated in 2024 to strengthen our commitment to respecting the human rights of everyone impacted by our activities, from exploration to mining operations and closure. This includes our employees and contractors, individuals in the communities where we operate, individuals in our supply chain and other rights-holders.

The updated policy reaffirms our commitment to the *United Nations Guiding Principles on Business and Human Rights*, the *Organization for Economic Co-Operation and Development (OECD) Guidelines for Multinational Enterprises*, the *United Nations Universal Declaration of Human Rights*, *United Nations Declaration on the Rights of Indigenous Peoples* and the *International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work* and is supported by a robust framework that includes our Human Rights Standard and Responsible Mining Framework, with key elements incorporated into our Code of Conduct and Supplier Code of Conduct.

“We are committed to respecting the human rights of everyone impacted by our activities, from exploration to mining operations and closure.”

HUMAN RIGHTS DUE DILIGENCE

The *United Nations Guiding Principles for Business and Human Rights* underpins our commitment to human rights due diligence processes and guides the effective management of potential human rights risks. We are a member of the United Nations Global Compact (UNG) and were represented on the UNGC's Modern Slavery Community of Practice within the Australian network, in 2024.

During the year, each of our operations developed action plans against their updated Human Rights Impact Assessments (HRIAs) which were guided by our updated Human Rights Policy. The HRIAs, which were undertaken by an independent human rights consultancy, mapped potential human rights risks at each of our operations. The assessment included interviews with Company leadership, employees, contractors and community.

In 2025, we will continue to address and track the actions recommended by the HRIAs to further manage and mitigate human rights risks.

HUMAN RIGHTS TRAINING

We conduct Company-wide training on our human rights commitments and expectations for identifying and responding to potential human rights breaches. In 2024, 501 (89%) required employees completed the training.



Iwi (Maori) member of the Wahi Community Marae blesses new equipment during a dawn blessing with team members from our Waihi Operation, New Zealand

89%

of required employees completed human rights training in 2024

100%

of our Executive Leadership Team completed human rights training in 2024

Indigenous Peoples



We recognize the rights and interests of Indigenous Peoples in the communities where we operate.

When we interact with Indigenous Peoples, we conduct our business in a manner consistent with Free, Prior and Informed Consent principles. We believe consultation based on trust, respect and open communication can create mutually-beneficial relationships between communities and our operations.

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 as outlined earlier in the “Community Engagement” section of this report.

In addition to the scholarship program outlined in the “Social Investment” section of this report, the Didipio Mine continued with its Indigenous Peoples Culture Revitalization Program during the year, by supporting the teaching of native dances in seven communities; and supported other community activities promoting Indigenous culture.

While the Didipio Mine is not located on Indigenous ancestral domain, OceanaGold has committed to recognizing and preserving the rich culture and tradition of community members in our host and neighbouring communities through this Program.

We are committed to recognizing and preserving the rich culture and tradition of community members: a barangay Taji student performs an Indigenous dance as part of the Indigenous Culture Revitalization Program supported by our Didipio Mine, Philippines

In 2024, our Haile Gold Mine commenced a three-year partnership (2024-2026) established with the Catawba Indian Nation (CIN), to support the CIN with historical research, purchase of artefacts and collections, and repatriation of buried Catawba remains to their land.

This included a donation of \$10,000 to the Native American Studies Center at the University of South Carolina to support the repatriation of historic Catawba pottery, dating back to the late 1800s. These historical artefacts have been added to the Center’s permanent art collection.

“In 2024, Haile Gold Mine and the Catawba Indian Nation established a partnership to support the Catawba Peoples conduct historical research and the repatriation of Catawba remains to their land.”

Modern slavery and responsible sourcing



DiCorp, a community-owned enterprise from Didipio, delivering fresh produce to our Didipio Mine, Philippines

We have published a Modern Slavery Statement annually since 2021. The 2024 statement outlines the work completed in 2024 to better understand, manage and reduce our exposure to modern slavery risks in our supply chain and operations, and is prepared in accordance with the *Australian Modern Slavery Act (2018)* and the *Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

 [2024 Modern Slavery Statement](#)

In 2024, as part of the planned continuous improvement of our responsible supply chain approach, we continued rolling out a technology solution to support consistency when conducting supplier due diligence for ethical risk (including modern slavery risk).

This process includes capturing specific sourcing and employment conditions for suppliers that operate in industries with higher modern slavery risk. The implementation of this technology solution resulted in an improved understanding of modern slavery risk for new Tier 1 suppliers.

Environment

We are committed to responsible environmental management. We recognize the potential effects that mining operations can have on the natural environment and their subsequent potential impact on social, cultural and economic value. Our goal is to strengthen our environmental performance, accelerate positive environmental outcomes and embed good industry practices across the business.

Zero material (Category 3 or 4 severity level) environmental incidents in 2024

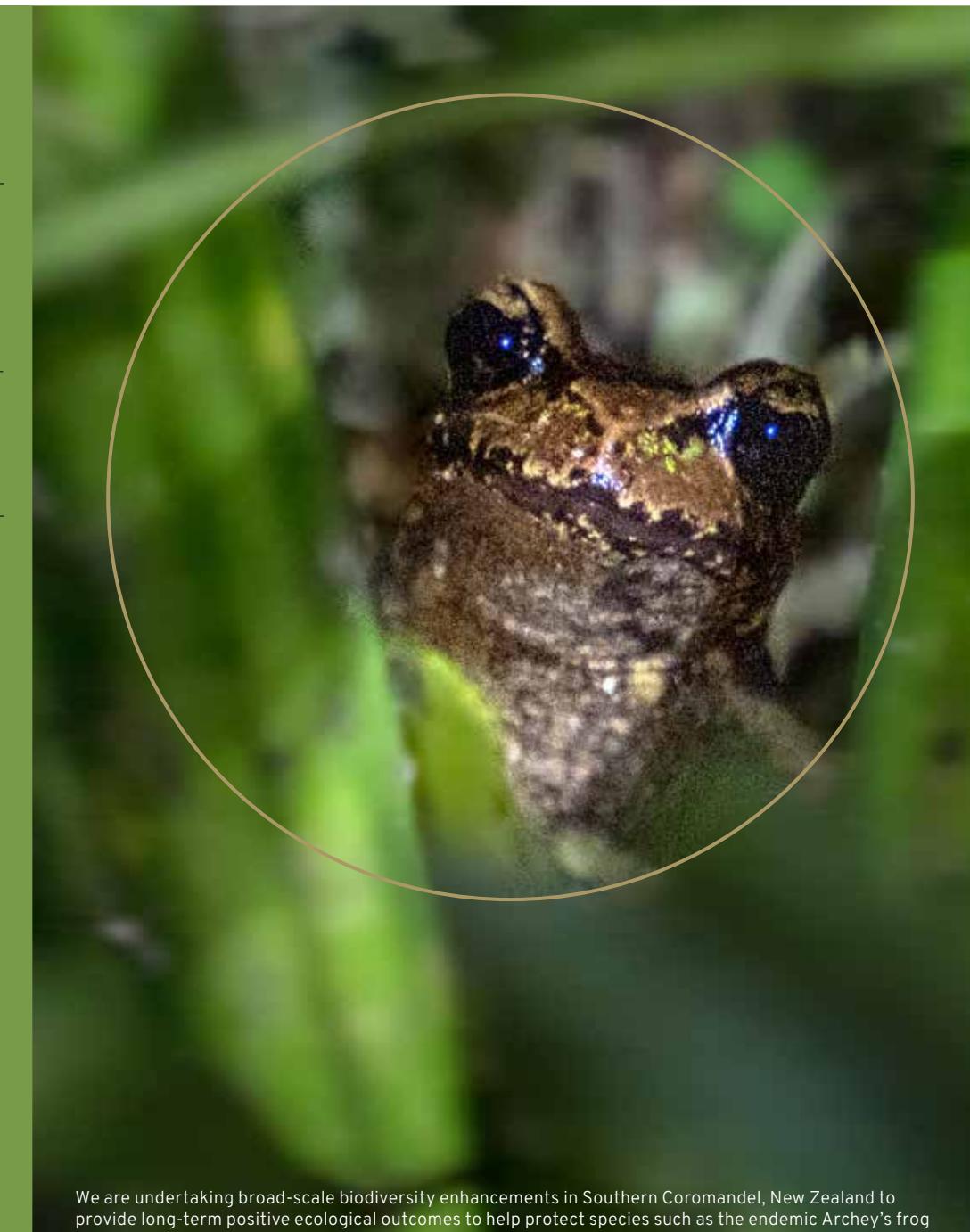
100ha 

Completed over 100ha of progressive rehabilitation of disturbed mine land

 Completed water and biodiversity risk assessments across all our operating sites

70%

70% Company-wide average for water reused/recycled at our operating sites



We are undertaking broad-scale biodiversity enhancements in Southern Coromandel, New Zealand to provide long-term positive ecological outcomes to help protect species such as the endemic Arachey's frog

Environmental performance

In 2024, we maintained our long-standing record of zero Category 3 or 4, severity-level environmental events at our operations.

As part of a broader review of Sustainability policy-level documents, the Board approved an updated [Environment Policy](#) in 2024. We are progressively retiring existing Statements of Position for Water, Biodiversity, Closure, Cyanide Management and Tailings Storage Facilities, as we review and update the associated Environmental Performance Standards throughout 2025/26.

Biodiversity

OceanaGold operates in and adjacent to areas of ecological significance; therefore we strive to maintain high standards of care to ensure we are managing impacts on local biodiversity in accordance with the higher of regulatory requirements and our own standards.

Each mine site develops and implements a site-specific Biodiversity Management Plan or Ecological Management Plan, which outlines measures to manage the potential impacts to ecology and biodiversity within each location. They also prescribe onsite monitoring and management procedures to avoid unnecessary disturbance.

In 2024, we completed risk assessments across our operations to identify any material risks relating to biodiversity and develop action plans to mitigate these risks.

Throughout the year the Waihi North Project continued to demonstrate its commitment to biodiversity understanding and management, including extensive biodiversity monitoring, the application of robust principles for biodiversity offsetting proposals in accordance with legislative requirements, ongoing assessment and monitoring of groundwater and aquatic ecology, and pest and predator control.

In keeping with best practice, the project proactively engages with Iwi (Māori Peoples) on cultural effects of the project, as outlined earlier in the "Community Engagement" section of this report.

At Didipio Mine, our controls to effectively manage conservation risks to existing flora and fauna include an onsite plant nursery, with a macro-somatic propagation facility for endemic species, 45 hectares of protected reforestation area, and two hectares of reference ecosystem for biodiversity monitoring and conservation.

At our Macraes Operation, we maintain a biodiversity offset area on OceanaGold land in consultation with the New Zealand Department of Conservation. The area contains suitable habitat for significant Indigenous biodiversity and requires rehabilitation management to improve biodiversity outcomes.

In 2024, the site worked closely with three Regional Councils to resolve outcomes of a disputed third-party independent audit on matters relating to terrestrial ecology of covenant areas; as well as compliance assessments undertaken against environment monitoring requirements across 62 resource consents. A comprehensive action plan has been submitted and the site continues open dialogue and engagement with the Regional Councils.

In 2025, the Company plans to continue taking steps to align to the *Taskforce on Nature-related Financial Disclosures (TNFD)* and progressing work to understand nature-related dependencies, impacts, risks and opportunities across our business.

CASE STUDY



Our Nursery Operations Advisor in Didipio Mine's onsite nursery with the young plants produced through macro-somatic clonal propagation from a parent plant to create genetically identical copies, Philippines

CLONING CRITICALLY ENDANGERED TREES

Ecological baseline studies at Didipio Mine have identified the presence of Dipterocarp Forest within the broader project area. Dipterocarp forests contain tree species which are listed as threatened or endangered under the International Union for Conservation of Nature (IUCN).

The mine is located in an area which was heavily logged during the 1960s and 1970s, as the Philippines was one of the top exporting countries of Dipterocarp timber. Intense logging led to a decline in the Dipterocarp population.

The Didipio Mine operates a macro-somatic clonal propagation facility that mass produces Dipterocarps to supply community reforestation projects and support mine rehabilitation plans. By utilizing this technology, Didipio Mine has planted and donated 82,600 trees since 2015. The clonal facility and central nursery is designed to support the Company's rehabilitation activities for the life of mine, with a long-term goal to transition to a community-based social enterprise that supports host community livelihoods.

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).

Rehabilitation

Across our four operations we disturbed approximately 70 hectares of land and rehabilitated approximately 103 hectares to the agreed end use in 2024.

Areas of land disturbed and rehabilitated included formerly active mining areas, ancillary mining areas (waste rock dumps and tailings storage facilities), and haul roads and access tracks.



Our Haile Gold Mine's environment team doing restoration works at Flat Creek in South Carolina to expand the home of critically endangered Heelsplitter Mussel, USA

STREAM RESTORATION PROJECT

In 2024, Haile Gold Mine undertook a stream restoration project to expand the native home range habitat of the critically endangered Carolina Heelsplitter Mussel and help to promote its repopulation.

The team restored two Flat Creek tributary sites in Upper and Middle Flat Creek, totalling 1,500 metres of stream, including approximately 6.0 hectares of aquatic resource buffer enhancement, 0.9 hectares of forested freshwater wetlands and 1.9 hectares of non-wetland waters.

Haile Gold Mine is now partnering with U.S. Fish and Wildlife Service and the South Carolina Department of Natural Resources to release the endangered mussel into the wild in Flat Creek.

Water management

Effective and responsible water management is a priority at each of our operations.

Our water management priorities include identifying ways to reduce our impact on water resources, that is: minimizing water-take, identifying opportunities to maximize water reuse and recycling within our operations, and protecting the health of aquatic ecosystems.

This includes operating water treatment facilities across our operations to ensure water is effectively treated prior to discharge. At the Waihi North Project, we continued to monitor surface water ecology and groundwater effects to define baselines and inform planned environmental controls.

In 2024, we continued a focused effort to establish water accounting methodologies in line with internationally accepted standards¹ updating detailed operational site water balances to track water flows and use by task, identifying areas where we can improve our understanding of water flows and efficiencies, and undertaking site water risk assessments to identify water-related risks. In 2025, we will continue to progress this work through the review and update of the Water Management Standard.

Company-wide water metrics for water withdrawal, consumption, discharge and reuse/recycle are now being consistently measured across our operations.

In 2024, we averaged a reused/recycled rate of 70% across the Company, as a direct result of reuse and recycling opportunities, such as reuse of tailings decant water for ore processing and dust suppression at sites.

In assessing the scarcity of water resources at our operations, we consider both internal factors and those of the World Resources Institute *Water Risk Atlas*. In 2024, Didipio Mine was our only site in an area rated "medium-high" by the World Resources Institute.

2024 was a challenging year for some of our mines. Didipio Mine experienced several typhoons (tropical cyclones) resulting in disruption to our operations and a significant increase in water volumes needing to be managed.

¹ ICMM Water Reporting Good Practice Guide, 2nd Edition; Minerals Council of Australia Water Accounting Framework V2.0.

Climate Change

We are striving to understand and manage our climate transition and physical climate change risks, and are taking pragmatic steps to decarbonize our operations and build resilience in our business and supply chains.

Completed portfolio-level Transition and Physical Climate Scenario Analysis



Updated Scope 1 and Scope 2 emissions accounting methodologies to align with the Greenhouse Gas Protocol

↑ 12%

Increased renewable electricity purchases at our Haile Gold Mine by 12% to a total of 25% of electricity consumption



Fully commissioned an electric shovel at our Macraes Operation which is contributing to reduced operational emissions

Progressed assessment and studies to evaluate fleet electrification as part of pre-feasibility studies for Didipio Mine and Haile Gold Mine



Climate change strategy, governance and risk management

STRATEGY

In 2024, we focused on progressing the key priorities established in our multi-year Climate Change Strategy in support of our goal to decarbonize our sites.

We also built robustness in our processes and approach in alignment with the four Financial Stability Board's Taskforce on *Climate-related Financial Disclosure Recommendations*. (TCFD) pillars for governance, strategy, risk management and metrics. These elements are integral to building a robust, cohesive and credible Climate Transition Plan (CTP) and form the basis of our readiness approach for mandatory climate change reporting standards in some of our jurisdictions.

In 2024, we also progressed a review of our existing climate-related metrics and targets to test and assess opportunities to strengthen the foundation, systems and processes that support our interim 2030 target and approach. This work will inform the development of the Company's first CTP and the review of our current targets, which is planned for Board consideration during 2025.

DECARBONIZATION

In 2024, our four operating sites developed and implemented site-specific Energy and Carbon Reduction plans which identified site-specific energy and GHG emissions reduction initiatives. Across our sites we completed 31 carbon and energy initiatives, prioritizing renewable energy supply, energy efficiency projects, and technical studies focused on mobile equipment decarbonization.

Our decarbonization efforts in 2025 will continue to focus on the projects that are material decarbonization levers for the Company. This includes evaluation and progression of acceptable renewable energy supply procurement and supply agreements, and electrification of future mining fleet requirements if they are confirmed as being economically-feasible, technically-proven, and when the underlying power source is sufficiently low-carbon in nature to drive a net reduction in Greenhouse Gas (GHG) emissions.

We continue to seek ways to improve energy efficiency and performance across our organization without increasing our emissions. In 2024, we completed installation of the Cascadia Scientific haul truck monitoring and training simulator at our Haile Gold Mine, an electric furnace and full commissioning of an electric excavator at our Macraes Operation, and off timers on secondary fans in the underground at our Waihi Operation to reduce run time and electricity consumption. Sites continue to monitor and evaluate efficiency improvement opportunities for their operations.

We have identified that renewable electricity supply is our largest near-term decarbonization lever. GHG emissions from electricity account for 44% of OceanaGold's emissions under a location-based methodology. When accounting for renewable energy purchasing and the market-based methodology, this reduces emissions by 27ktCO₂-e and reduces our GHG emissions profile down to 39%.

We have maintained a 100% renewable electricity agreement for our New Zealand operations since April 2021 and plan to continue this agreement as part of a new contract which is expected to commence in May 2025.

Electricity consumption at our Didipio Mine is the largest source of emissions across OceanaGold and will continue to be so in the future without a change in the power source for our energy supply.

We are continuing our pursuit and assessment of potential renewable electricity supply options at both Haile Gold Mine and Didipio Mine with the objective of increasing the level of renewable electricity and reducing our Scope 2 emissions.

GOVERNANCE

Board approval is required for our Climate Change Strategy, CTP and Climate Change Policy, with oversight of performance against the Policy and Strategy by the Board's Sustainability Committee.

The ELT has an integrated and collaborative approach to stewarding and aligning our decarbonization efforts as follows:

- The Chief Sustainability Officer is accountable for driving our overall approach, for overseeing the development and implementation of the Climate Change Strategy and ensuring impact, opportunities and risk management are effective, and ensuring our disclosure is robust.
- The Chief Financial Officer oversees the capital allocation process, including supporting the integration, procurement and assessment of decarbonization opportunities.
- The Chief Operating Officer APAC and the Chief Technical and Projects Officer oversee the execution of site-specific decarbonization plans, initiatives and performance outcomes.
- The Chief Technical and Projects Officer also oversees and integrates the technical studies required to evaluate major decarbonization opportunities.
- Together they make up an executive level Climate Change and Decarbonization Steering Committee, chaired by the Chief Sustainability Officer, to drive climate change and decarbonization outcomes across the Company in an aligned and focused way.

RISK MANAGEMENT

We remain focused on improving our understanding of climate change-related risks, impacts and opportunities across our business.

In 2024, we completed a portfolio-level climate scenario analysis and transition risk assessment and physical risk screening analysis in alignment with the TCFD recommendations and the International Sustainability Standards Board (ISSB) *IFRS S2 Climate-related Disclosures* requirements.

The transition risks are now being further defined and quantified, while the physical climate risks identified in the screening process will be progressively analyzed further to inform site-specific physical climate risk and vulnerability assessments and the development of adaptation plans.

"An executive level Steering Committee drives climate change and decarbonisation outcomes across the Company in an aligned and focussed way."

¹ The TCFD (Taskforce on Climate Related Disclosures) has now been replaced by the ISSB/ IFRS S2 framework.

Climate Change performance and metrics

SCOPE 1 AND SCOPE 2 GREENHOUSE GAS EMISSIONS

In 2024, we completed a comprehensive review and update of our operational emissions accounting practices to align with the *Greenhouse Gas Protocol* – a global standardized framework to measure and manage GHG emissions.

Key changes we have now implemented to our Company-wide operational emissions accounting practices include reporting location-based and market-based Scope 2 (indirect) emissions, updated emission factors, and consistent application of the market-based data quality criteria.

This has resulted in a restatement of our emissions values from 2019 to 2023 and accordingly a change to the 2019 emissions intensity baseline from 0.52tCO₂-e per ounce of gold produced to 0.56tCO₂-e per ounce of gold produced. These changes are reflected in the our [Interactive ESG Data Centre](#), available on our website.

“We have updated our Company-wide operational emissions accounting practices resulting in a restatement of emissions values from 2019 to 2023.”

In 2024, we saw a slight reduction in direct (Scope 1) emissions resulting from a reduction in diesel usage at our Haile Gold Mine and Macraes Operation. The decrease in our total reported GHG emissions is primarily due to an increase in renewable electricity certificate purchases at our Haile Gold Mine.

Our emissions intensity in 2024 was 0.61tCO₂-e per ounce of gold produced, a reduction from 0.65 tCO₂-e/oz Au in 2023. Emissions intensity has increased from 2019 due to increased mining activity and the resumption of Didipio Mine in late 2021.

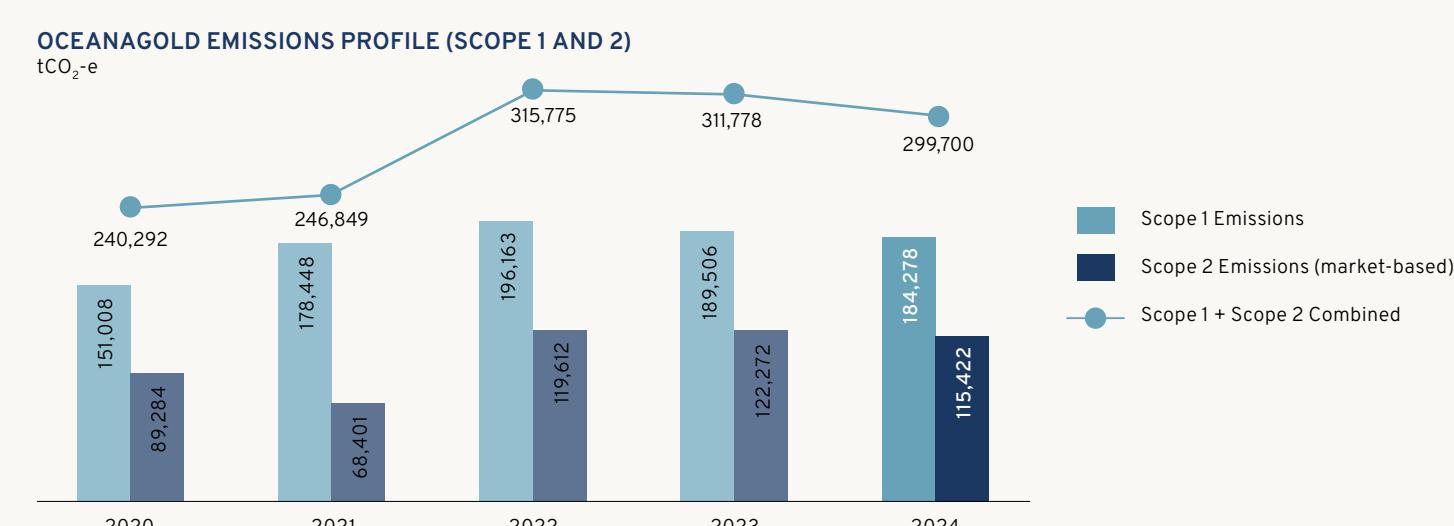
SCOPE 3 GREENHOUSE GAS EMISSIONS

In 2024, we planned a review of our methodologies for calculating Scope 3 emissions. However, this was deferred to enable consideration and evaluation of the likely impacts, gaps and requirements of the upcoming mandatory sustainability reporting in two of our jurisdictions.

Forward plans for considering and reporting Scope 3 emissions will be articulated in our upcoming CTP.

TABLE 7 – OceanaGold emissions profile (Scope 1 and 2)

OCEANAGOLD'S 2024 EMISSIONS PERFORMANCE COMPARED TO 2023:	2023	2024
Energy direct (TJ)	2,646	2,571
Energy indirect (TJ)	1,874	1,927
Total energy: direct + indirect (TJ)	4,520	4,498
Scope 1 (ktCO ₂ -e)	190	184
Scope 2 (location-based) (ktCO ₂ -e)	146	142
Scope 2 (market-based) (ktCO ₂ -e)	122	115
Total: Scope 1 + Scope 2 (location-based) (ktCO ₂ -e)	335	326
Total: Scope 1 + Scope 2 (market-based) (ktCO ₂ -e)	312	300
Emissions intensity (market-based total) (tCO ₂ -e/oz. au)	0.65	0.61



Climate change performance and metrics continued

CASE STUDY



FLEET DECARBONIZATION

OceanaGold's most notable mining equipment decarbonization project implemented to date is the commissioning of an electric shovel at our Macraes Operation. The shovel began operating in February 2024, and reduced emissions at Macraes by approximately 2,200tCO₂-e in 2024, using approximately 34% of the energy per tonne of material moved compared to the diesel excavators on-site.

OceanaGold is a member of the Caterpillar "Pathways to Sustainability" Program a four-year educational program that provides participants with learning opportunities and energy transition project advice.

In addition, OceanaGold has progressed the following investigations into decarbonizing our fleet and equipment:

- Assessment of different material handling options – including conveyors, shaft, battery-electric fleet and diesel-electric fleet – for Didipio Mine
- Assessment of battery-electric and diesel-electric alternatives for Haile Gold Mine underground
- Including the ongoing assessment of underground mining versus open pit mining for Ledbetter 4 at Haile Gold Mine
- Discussions with suppliers regarding lower emissions surface mining fleet including drills and hybrid haul trucks

Our work and investigations to date have highlighted that most technologies are not currently at a level which can be feasibly implemented in the near term. The most promising near-term technology is diesel-electric loaders for underground operations, where the underlying power source is lower-carbon than diesel.

While these will not result in significant emissions reductions, they will improve air quality and begin preparing operators and maintenance teams for longer-term changes to electric-drive equipment.

Various potentially suitable technologies are being monitored for readiness and will be considered for implementation across the organization as the technologies mature and become more feasible.

Closure and Relinquishment

As a responsible mining company, we consider the entire mining life cycle when planning mining operations. This includes continually improving our planning, governance, and executing the closure of mines at their end of life. Through progressive closure and rehabilitation planning, we return disturbed land to a condition consistent with a final land use that complies with applicable regulatory requirements, and which minimizes our impact on the natural environment.

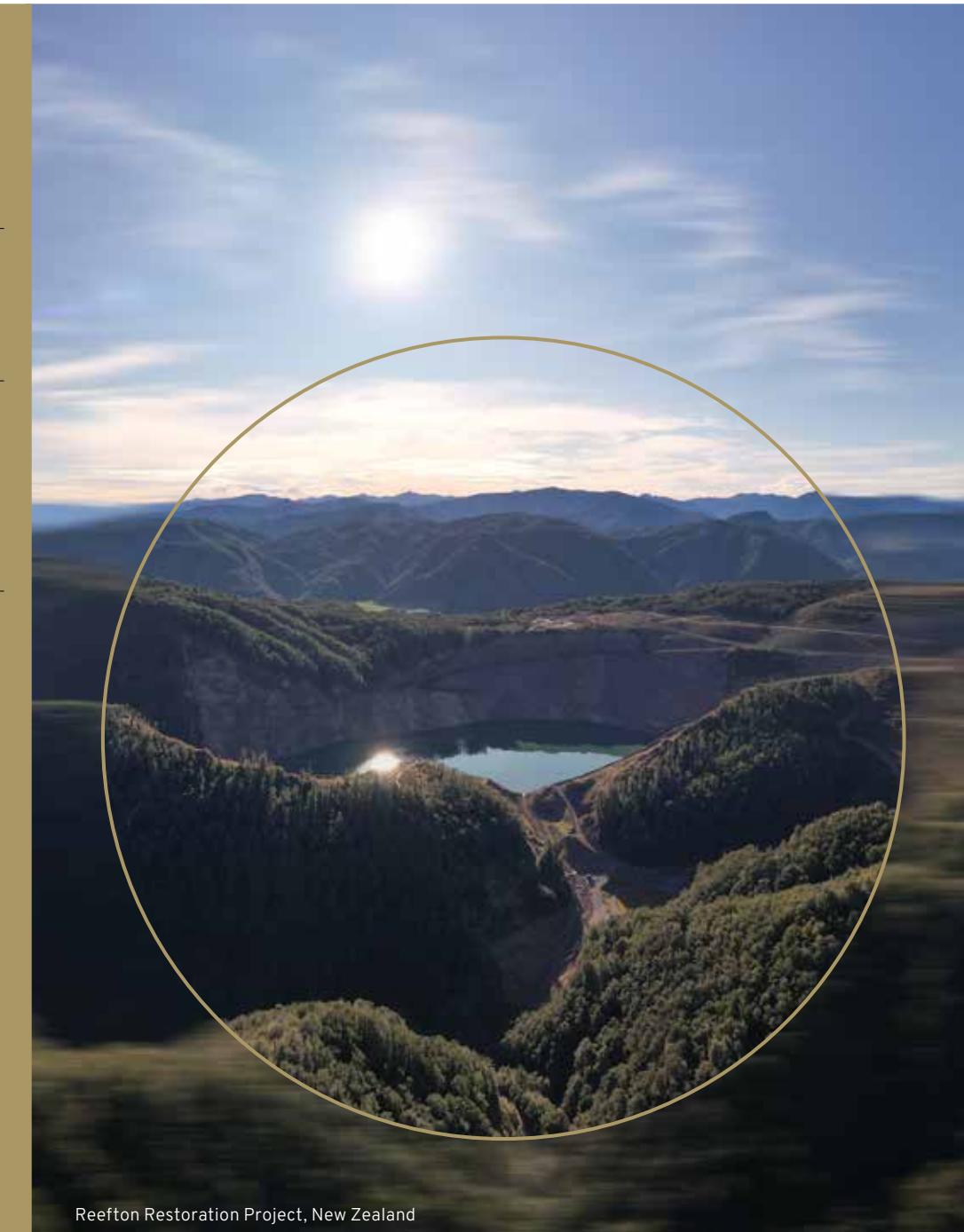
Progressed a review and update of the Closure Standard and Guidelines to align with the *ICMM Integrated Mine Closure Good Practice Guide*



Completed closure risk and maturity assessments for each of our operating sites



Engagement with regulators and community representatives on Reefton Restoration Project site-based closure and restoration matters



Reefton Restoration Project, New Zealand

Mine closure planning

Our approach to mine closure planning is being aligned to international good practice, including the International Council on Mining and Metals (ICMM) *Integrated Mine Closure Good Practice Guide (IMCGPG)*. Our aim is to ensure our people, host communities, environment and other stakeholders are well informed about and considered in our mine closure decision making.

In 2024, we progressed a review and updated our Closure Standard and guidelines to align with the ICMM IMCGPG. This will be finalised for Management approval in 2025.

To improve operational closure planning alignment to the ICMM IMCGPG, we conducted closure risk and maturity assessments at each of our operational sites. In response to these assessments, each operation developed a forward work plan to address identified improvement opportunities.

Our environment team members monitoring rehabilitation planting at the Reefton site, New Zealand.



We continue to regularly review and update our systems and processes to ensure we apply the latest industry knowledge and learnings to our closure planning and continuously improve practices at each of our operations.

One way we are doing this is through our involvement with the *Australian Government's Cooperative Research Centre Program – Transformations in Mining Economies (CRC TiME)*. This is a 10-year program bringing together industry, government, regions and community, Indigenous Australians and research partners to improve closure outcomes. The CRC TiME work focuses on identifying closure planning improvement opportunities, challenges and solutions, undertaking globally leading research and developing tools, resources and education.

SITES UNDER ACTIVE CLOSURE AND RELINQUISHMENT

We currently have two sites under active closure/relinquishment: the Reefton Restoration Project in the South Island of New Zealand; and the Junction Reefs site in New South Wales (NSW), Australia.

Junction Reefs

During the year, we made significant progress at Junction Reefs, including developing a comprehensive program of work to support the mining lease relinquishment including monitoring and rehabilitation projects and technical studies, across all leases.

We continued engagement with key regulatory bodies, including the NSW Resources Regulator, Crown Land, as well as with neighbouring land holders.

Reefton Restoration Project

In 2024, we continued significant work on the closure and rehabilitation of the former Globe Progress Operation located in Reefton in the South Island of New Zealand. This included completing all the major earthworks, removal of administrative and laboratory buildings, construction of the Visitor Experience Project (now referred to as Tāmatahia Te Whenua), construction of the multi-use bike track known as Globe Hill Track, and the design and installation of site-wide interpretation panels.

The final rehabilitation planting was also completed with an additional 37,000 seedlings planted across site. A full vegetation survey was undertaken during 2024 by an independent technical expert, which determined that the restoration plantings are meeting the approved closure criteria.

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 New Zealand Department of Conservation, local Iwi (Māori Peoples), and community representatives to facilitate the restoration and handover of the site.

These relationships have been vital in the Tāmatahia Te Whenua project, which involved significant input from all parties to develop an area where the public can visit the closed mine. This includes rest areas, lookout points, track linkages and interpretation panels about historic and modern mining, the rehabilitation story as well as incorporating a cultural lens throughout the design.



Tailings Management

We design, construct and manage Tailings Storage Facilities (TSFs) to comply with the regulatory requirements specific to each jurisdiction where we operate, and aim to align with the Global Industry Standard for Tailings Management (GISTM).

Appointed an Independent Tailings Review Board (ITRB) to support Company-wide tailings governance and management



Deployed the Interferometric Synthetic Aperture Radar (InSAR) high-resolution satellite monitoring across all operational TSFs



Commenced standardization of existing Failure Modes and Effects Analysis (FMEA) across all sites



Tailings storage facility at our Waihi Operation, New Zealand

Tailings management



A TSF bund rehabilitated with vegetation at our Waihi Operation, New Zealand

Tailings – the waste material left after mineral processing and extraction – can pose serious environmental and safety risks if not considered effectively and handled properly. We design, construct and manage Tailings Storage Facilities (TSFs) to comply with the regulatory requirements specific to each jurisdiction where we operate, in accordance with relevant domestic and international standards, International Council on Mining and Metals (ICMM) and the International Commission on Large Dams (ICOLD) and are working towards alignment with the Global Industry Standard for Tailings Management (GISTM).

GOVERNANCE

Our TSF Framework is governed by the Board and administered through our management-level Tailings Governance Committee (TGC). Our TGC is led by the Accountable Executive (AE) (the Chief Technical and Projects Officer) and also comprises the operational site Asset Presidents (dam owners), Engineers of Record EoR, the Chief Sustainability Officer, Chief Operating Officer (APAC), the Group Tailings Principal, and the Responsible Tailings Facility Engineer (RTFE) for each TSF site.

The AE is answerable to OceanaGold's CEO and is required to report to the Board of Directors, via the Technical Committee, on a quarterly basis with respect to our portfolio of TSFs.

Each TSF has:

- A dam owner, who is the site's Asset President and is assigned responsibility to appropriately resource the TSF;
- an EOR who is responsible for verifying that the TSF is designed, constructed, and operated in accordance with the applicable regulations, standards, and guidelines as well as OceanaGold's TSF Framework; and
- a Responsible Tailings Facility Engineer (RTFE) who has clearly defined, and delegated responsibility for the TSF management throughout the entire life cycle of the facility.

For all TSFs, an Independent Tailings Review Board (ITRB) has been appointed as part of an annual Company-wide tailings assurance program, with the ITRB comprising internationally recognized dam consultants and qualified practitioners.

Our Group Tailings Principal (and delegate of the AE) oversees the day-to-day delivery of the TSF program of work.

Our Environment Policy stipulates the fundamental elements of our approach and commitment to the safe, responsible and sustainable management of our TSFs.

ASSURANCE AND REVIEW

We have implemented prudent assurance processes to ensure effective and responsible management of our TSFs.

Annual Dam Safety Reviews (ADSRs) and Dam Safety Inspections (DSIs)

Our operations are required to assess their TSFs with the appointed Engineers of Record (EoR) on an ongoing basis and conduct Annual Dam Safety Reviews (ADSR) and Inspections (DSI) that identify, assess and manage risk or highlight possible deficiencies or deviances and develop action plans to address. The results and report findings are shared with the Tailings Governance Committee.

Comprehensive Dam Safety Reviews (CDSRs)

We require all our sites to conduct Comprehensive Dam Safety Reviews (CDSRs) in accordance with the required governance cadence set out in the site TSF Operations, Maintenance and Surveillance Manual (OMS) based on the Consequence Classification of the structure.

The CDSR requires independent reviews carried by a qualified engineer or consultant who assesses and evaluates dam safety, including reviewing known and potential hazards and threats to dam performance; appropriateness of failure modes, corresponding loading conditions, instrumentation and monitoring; carries out an on site inspection of the TSF and ancillary structures; and reviews the site's safety management resources, systems and procedures.

Tailings Management continued

Independent Tailings Review Board (ITRB)

In 2024, we formally appointed an Independent Tailings Review Board in alignment with ICMM and GISTM requirements. The ITRB is made up of independent third-party subject matter experts who are not, and have not been, directly involved with the design or operation of the TSF. OceanaGold is committed to annual site-based ITRB meetings as part of our review and assurance program. The ITRB reports to the Board and the Accountable Executive.

TAILINGS FACILITIES RISK MANAGEMENT

The assessment and management of risk is critical to the safe operation of our TSFs across the entire TSF lifecycle. Each site is required to undertake a multidisciplinary risk assessment that considers the applicable Credible Failure Modes and the hypothetical consequences of a failure. Our sites are required to ensure and verify the adequacy and effectiveness of the preventative and mitigating controls for all material risks for each of our TSFs.

In 2024, updating and standardizing existing Failure Modes and Effects Analysis (FMEA) for our assets commenced and will continue across all our sites on a routine basis or whenever there is a material change either to the TSF or the local social, environmental and economic context. The FMEA is supported by multi-disciplinary input to the assessment, which is required to consider Credible Failure Modes and Consequence Classification of the TSF and the adequacy of the preventative and mitigative controls.

TAILINGS FACILITIES DESIGN

Part of minimizing our risk of TSF failure during all phases of the TSF life cycle, including closure and post-closure, requires prudent and robust TSF design for our facilities.

For new or proposed TSFs options at our projects, innovation in technologies and design are being assessed currently to identify opportunities to lessen the demand on tailings storage, reduce potential consequences of a dam failure and support transition to a closure condition that minimizes long-term risk.

Our sites also periodically review new technologies to help manage and monitor TSF facilities and which can support the design process, reduce risk and improve environmental outcomes.

Uncertainties and impacts due to climate change are also considered in the design, operation, maintenance and closure of our TSFs.

Satellite InSAR monitoring

In 2024, we deployed an Interferometric Synthetic Aperture Radar (InSAR) high-resolution satellite monitoring across all our operational TSFs.

InSAR satellite monitoring measures surface movement and deformation at each of the TSFs, which is considered industry best practice. The data is available via cloud-based platforms, ensuring its continuous availability for review and analysis, as well as supporting our operations in making decisions in the event of inconsistent movements or identification of early onset deformation. The cloud-based platforms also enable oversight by our internal and external technical assurance subject matter expert teams.

STAKEHOLDER ENGAGEMENT

We are committed to building and maintaining constructive long-term relationships with our stakeholders. Our site-based grievance mechanisms and various engagement channels described earlier in the "Stakeholder Engagement" and "Community Engagement" sections of this report are tailored to the local contexts to facilitate dialogue, exchange information and provide opportunity for feedback or expressing concerns, including in relation to TSFs.

Site engagement activities are aimed at building community and stakeholder knowledge about our plans, and how we manage our operations, including TSFs. Our Quarterly Tailings Performance reports for the TGC include a record of local level complaints and grievances relating to TSFs. Stakeholders can raise any complaints or grievances they may have via our site-based grievance mechanisms, which our teams then investigate and seek to resolve in a timely and consultative manner.

KNOWLEDGE BASE

In alignment with the GISTM and to support safe tailings management, our sites continue to develop and document knowledge about the local social, environmental and economic context for each of our TSFs. This information forms a Knowledge Base, and work is ongoing to store and manage this information in a centralized digital database.



Tailings storage facility at our Didipio Mine, Philippines

This Knowledge Base will display, manage and allow evaluation of geospatial data and can be used to inform tailings dam Consequence Classification and to prepare for long-term recovery in the event of a TSF emergency. The Knowledge Base also considers uncertainties associated with climate change.

Each site plans to regularly review and update their Knowledge Base or whenever there is a Material change either to the TSF or the local social, environmental and/or economic context.

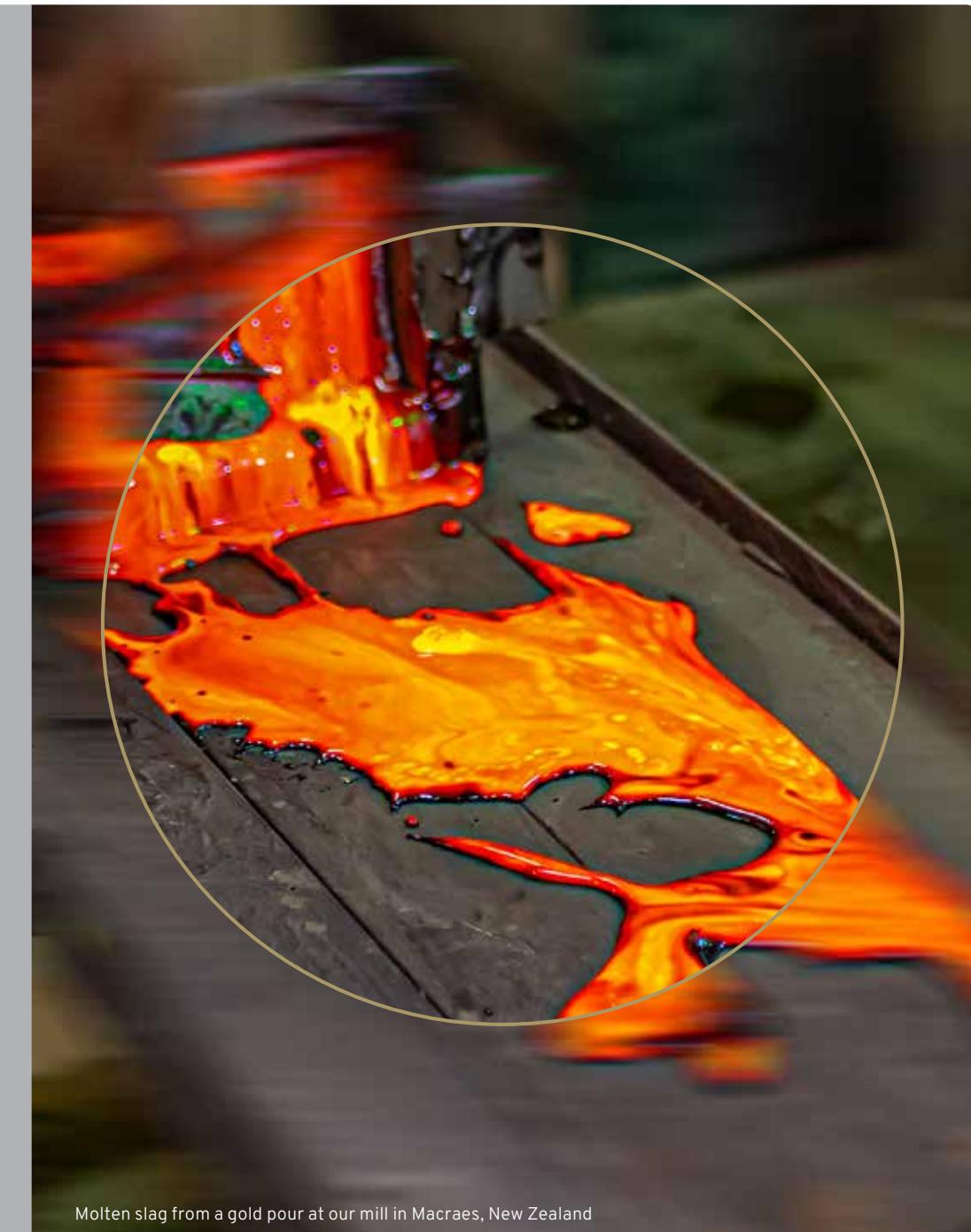
IMPLEMENTATION AND CONFORMANCE

We are working to align our TSF sites, systems and processes to the GISTM requirements.

Where the GISTM requirements are not yet fully aligned or matured, time-bound actions to reach conformance are being managed, progressed and tracked through OceanaGold's Tailings Governance Committee.

We recognize that technology, standards and expectations evolve over time, requiring a continuous improvement approach to implementation.

Appendices



Molten slag from a gold pour at our mill in Macraes, New Zealand

Appendices continued

APPENDIX 1 – GLOSSARY

Key acronyms, terms and definitions in this report.

Acronyms

ACRONYM	TERM
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
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 Indicator

ACRONYM	TERM
LOM	Life of Mine
LV	Light Vehicles
LTIP	Long-Term Incentive Program
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

Drill core from our Waihi Operation, New Zealand



Appendices continued

APPENDIX 2 – 2024 INDEPENDENT ASSURANCE STATEMENT



To the Directors of OceanaGold Corporation

Independent Limited Assurance Report on identified Subject Matter Information in OceanaGold's 2024 Sustainability Report

The Directors of OceanaGold Corporation ('OceanaGold') engaged us to perform an independent limited assurance engagement in respect of the identified Subject Matter Information in OceanaGold's 2024 Sustainability Report and 2024 Interactive ESG Data for the year ended 31 December 2024 (the 'Subject Matter Information').

Subject Matter Information and Criteria

The Subject Matter Information is set out in the table below:

Table 1

Subject Matter Information for the year ended 31 December 2024	
Environment:	
	<ul style="list-style-type: none"> Total freshwater withdrawn (ML) – 31,600 Total freshwater consumed (ML) – 4,227 Total water withdrawal (ML) – 34,682 Total water discharge (ML) – 30,490 Number of category 3,4 or 5 environmental events - 0
	Climate:
	<ul style="list-style-type: none"> Total direct (Scope 1) and indirect (Scope 2) GHG emissions (tCO2e) - 326,210 Total emissions per ounce of gold produced (tCO2e/oz) – 0.61
	Safety and Health:
	<ul style="list-style-type: none"> Number of lost time injuries (LTI) – 19 Total recordable injury frequency rate (TRIFR) - 1.02
	Social Performance and Economic Contribution:
	<ul style="list-style-type: none"> Total social investment contributions (USD) – 11,110,830 Total expenditure with local suppliers (USD) – 192,854,212 Total payments to Government (USD) – 125,110,000
Subject Matter Information as at 31 December 2024	
People and Culture:	
	<ul style="list-style-type: none"> % of senior management who are female (Percentage) – 24.20

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The Criteria used by OceanaGold to prepare the Subject Matter Information is set out within the 2024 Basis of Preparation published on OceanaGold's website, as at the date of this report (the 'Criteria').

The maintenance and integrity of OceanaGold's website is the responsibility of the Management; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Subject Matter Information or Criteria when presented on OceanaGold's website.

Our assurance conclusion is with respect to the year ended 31 December 2024, or as at the period end date otherwise specified within Table 1, and does not extend to information in respect of earlier periods or to any other information included in, or linked from, the 2024 Sustainability Report.

Responsibilities of Management

Management is responsible for the preparation of the Subject Matter Information in accordance with the Criteria. This responsibility includes:

- determining appropriate reporting topics and selecting or establishing suitable criteria for measuring, evaluating and preparing the underlying Subject Matter Information;
- ensuring that those criteria are relevant and appropriate to OceanaGold and the intended users; and
- designing, implementing and maintaining systems, processes and internal controls relevant to the preparation of the Subject Matter Information, which is free from material misstatement, whether due to fraud or error.

Our independence and quality control

We have complied with the ethical requirements of the International Ethics Standards Board for Accountants' (IESBA) *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code) issued by the International Ethics Standards Board for Accountants relevant to assurance engagements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management ISQM 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibilities

Our responsibility is to express a limited assurance conclusion based on the procedures we have performed and the evidence we have obtained.

Our engagement has been conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Revised Assurance Engagements Other Than Audits or Reviews of Historical Financial Information and ISAE 3410 Assurance Engagements on Greenhouse Gas Statements. Those standards require that we plan and perform this engagement to obtain limited assurance about whether anything has come to our attention to indicate that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Criteria, for the year ended 31 December 2024, or as at the period end date otherwise specified within Table 1.

Appendices continued

APPENDIX 2 – 2024 INDEPENDENT ASSURANCE STATEMENT CONTINUED



The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion.

In carrying out our limited assurance engagement we:

- made inquiries of the persons responsible for the Subject Matter Information;
- obtained an understanding of the process for collecting and reporting the Subject Matter Information;
- reconciled the Subject Matter Information with OceanaGold's underlying records;
- agreed the underlying records back to supporting documentation on a sample basis to assess that data had been appropriately measured, recorded, collated and reported;
- undertook analytical procedures over the data utilised within the calculation and preparation of the Subject Matter Information; and
- considered the disclosure and presentation of the Subject Matter Information.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Inherent limitations

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. It is therefore possible that fraud, error or non-compliance may occur and not be detected. A limited assurance engagement is not designed to detect all instances of non-compliance of the Subject Matter Information with the Criteria, as it is limited primarily to making enquiries of the Management and applying analytical procedures.

Additionally, non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating and estimating such data. The precision of different measurement techniques may also vary. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, evaluation and measurement techniques that can affect comparability between entities and over time. In addition, GHG quantification is subject to inherent uncertainty because of evolving knowledge and information to determine emissions factors and the values needed to combine emissions of different gases.

The limited assurance conclusion expressed in this report has been formed on the above basis.

Our limited assurance conclusion

Based on the procedures we have performed, as described under 'Our responsibilities' and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Criteria for the year ended 31 December 2024, or as at the period end date otherwise specified within Table 1.



Use and distribution of our report

We were engaged by the Directors of OceanaGold Corporation on behalf of OceanaGold Corporation to prepare this independent assurance report having regard to the criteria specified by OceanaGold Corporation. This report was prepared solely for the Directors of OceanaGold Corporation for the purpose of providing limited assurance on the Subject Matter Information and may not be suitable for any other purpose.

We accept no duty, responsibility or liability to anyone other than OceanaGold Corporation in connection with this report or to OceanaGold Corporation for the consequences of using or relying on it for a purpose other than that referred to above. We make no representation concerning the appropriateness of this report for anyone other than OceanaGold Corporation and if anyone other than OceanaGold Corporation chooses to use or rely on it they do so at their own risk.

This disclaimer applies to the maximum extent permitted by law and, without limitation, to liability arising in negligence or under statute and even if we consent to anyone other than OceanaGold Corporation receiving or using this report.

PricewaterhouseCoopers

PricewaterhouseCoopers

Scott Thompson

Scott Thompson
Partner

Melbourne
21 May 2025

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