

Sustainability Report

2025



OCEANAGOLD



Core sample containing gold
from our Haile Gold Mine, U.S.A

Cover image: Our Haile
Gold Mine, U.S.A

Contents

2	Acknowledgement	29	People and Culture
3	About this Report	30	People and culture management frameworks and oversight
5	2025 Key Sustainability Performance Outcomes	31	People and culture progress and performance
7	Message from our Chair of the Sustainability Committee and our Chief Executive Officer	34	Community and Social Performance
9	Company Overview	35	Community and social performance management frameworks and oversight
10	Our Company	36	Community and social performance progress and performance
11	Our Purpose, Vision, Values and Strategy	39	Environmental Stewardship
12	Where we operate	40	Environmental stewardship management frameworks and oversight
13	Our value chain and customers	41	Environmental stewardship progress and performance
14	Our Approach to Sustainability	43	Climate Change
15	Materiality	44	Climate change management frameworks and oversight
16	Sustainability strategy	45	Climate change progress and performance
17	Stakeholder engagement	47	Tailings Management
19	Memberships and associations	48	Tailings management frameworks and oversight
19	Responsible gold mining	49	Tailings management progress and performance
20	Sustainability performance	50	Closure and Relinquishment
21	Governance	51	Closure and relinquishment management frameworks and oversight
22	Sustainability governance	52	Closure and relinquishment progress and performance
23	Our Board and Board Committees	53	Appendices
24	Integrity and ethics	54	Appendix A – Glossary
24	Risk management	61	Appendix B – 2025 independent limited assurance statement
25	Auditing and assurance		
25	Data, systems and compliance		
26	Health and Safety		
27	Health and safety management frameworks and oversight		
28	Health and safety progress and performance		



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.

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

About this Report

This OceanaGold Corporation (OGC) 2025 Sustainability Report (this report) provides OGC's disclosure of the Company's sustainability performance for the reporting period January 1, 2025, to December 31, 2025.

This report also contains sustainability-related financial information of the Group, aligned with the reporting period of the Group's audited annual financial statements for the reporting period published on our website.

CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING INFORMATION

This report contains certain "forward-looking statements" and "forward-looking information" (collectively, forward-looking statements) within the meaning of applicable Canadian securities laws which may include, but are not limited to; statements with respect to: our plans, prospects and business strategies; our expectations regarding the results of operations; expected costs; permitting requirements and timelines; our climate-related risks and opportunities; and statements about our Sustainability Strategy and Climate Transition Plan. All statements in this report that address events or developments that we expect to occur in the future are forward-looking statements. Forward-looking statements are statements that are not historical facts and are generally, although not always, 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. This report also discusses scenario analysis. There are inherent limitations with scenario analysis as scenarios do not constitute definitive outcomes and it is difficult to predict which, if any, of the scenarios discussed in this report might eventuate.

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 in our Annual Information Form for the year ended December 31, 2025, and our other filings with Canadian securities regulators, which are available on SEDAR+ at www.sedarplus.ca under our name and on our website at www.oceanagold.com. 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, including the scenarios selected for scenario analysis, are based on the applicable assumptions and factors Management considers reasonable as of the date hereof, based on the information available to Management at such time; and reflect Management's current expectations regarding future events and operating performance. Except as required by applicable laws or regulations, we do not assume any obligation to update forward-looking statements, including scenario analysis, 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. Past performance cannot be relied on as a guide to future performance.

INFORMATION PREPARED BY THIRD PARTIES

Certain information contained in this report is based on information prepared by third parties. We do not make any representation or warranty that this third-party material is accurate, complete or up to date.

BASIS OF PREPARATION

Reporting entity and scope

OceanaGold Corporation's 2025 Sustainability Report. This report has been prepared for OceanaGold Corporation and its subsidiaries (together referred to as "the Group"). Unless otherwise stated, references to "OceanaGold", "OGC", "the Company", "the Group", "we" and "our" in this report refer to OceanaGold Corporation and its subsidiaries.

Sustainability metrics have been prepared in accordance with the basis and methodologies in [OceanaGold's Sustainability Data Book \(2025\)](#). For transparency, and comparability across reporting periods, this supplementary documentation discloses related assumptions, estimations and modifications to sustainability data from preceding reporting cycles.

This report should be read in conjunction with the information published in [OceanaGold's Sustainability Data Book \(2025\)](#) and [OceanaGold's Climate Transition Plan \(2025\)](#), together with [OceanaGold's Annual Information Form](#) for the year ended December 31, 2025, each of which is available on our website at www.oceanagold.com. Additional information about OceanaGold, including the Annual Information Form, is available under the Company's profile on SEDAR+ (System for Electronic Document Analysis and Retrieval, a Canadian government public company document governance repository) at www.sedarplus.ca.

This report reflects all of OceanaGold's operating assets and development projects OceanaGold controlled during the 2025 reporting period (as identified in the "Organizational boundary" section below). This includes OceanaGold's wholly owned exploration properties, unless stated otherwise.

Where material and/or relevant, this report presents information about the Company's operating assets' sustainability performance, production output and/or fiscal outcomes, on a 100% basis of the Company's ability to exercise control at all its operations. Unless otherwise stated, the operational performance information presented reflects total results across these assets.

This report also includes information, where material and/or relevant, about sites undergoing closure or relinquishment during the reporting period. Sites undergoing closure and/or relinquishment by OceanaGold during the 2025 reporting period include Reefton, South Island, New Zealand and Junction Reefs, New South Wales, Australia.

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, and wholly owned exploration properties during the reporting period. Unless otherwise stated, for the purpose of this report, exploration properties held through earn-in and partnership agreements with third parties have been excluded from the organizational boundary.

OceanaGold's operating mining assets:

- Haile Gold Mine, our wholly owned operation located in South Carolina, United States ("Haile" or "Haile Gold Mine");
- Macraes Operation, our wholly owned operation located in the South Island, New Zealand ("Macraes" or the "Macraes Operation");

- Waihi Operation, our wholly owned operation, which includes the Waihi North Project, located in the North Island, New Zealand ("Waihi" or the "Waihi Operation"); and
- Didipio Mine, our 80%-owned gold and copper mine located in Luzon, Philippines ("Didipio" or "Didipio Mine").

OceanaGold's corporate and main administrative offices:

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

Presentation currency

Sustainability-related financials are in United States Dollars ("\$" or "USD") – the same currency in the related Group financial statements. The conversion to USD uses the average exchange rates detailed in Table 1. Unless otherwise stated, financial figures are rounded to the nearest thousand.

Table 1 – 2025 average exchange rates

CURRENCIES	CONVERSION RATES
AUD/USD	0.65
NZD/USD	0.58
PHP/USD	0.02
CAD/USD	0.72

Reporting and disclosure standards and frameworks

This report has been prepared with reference to disclosure topics in *IFRS S1 General Requirements (2025) for disclosure of sustainability-related financial information*, *Sustainability Accounting Standards Board (SASB) Metals & Mining Sector Standard (2024)*, *Global Reporting Initiative (GRI) 2 General Disclosures Standard (2021)*, and *GRI 14 Mining Sector Standard (2024)*. Information about how we report with reference to other global and industry sustainability frameworks and disclosure standards is available in the sustainability reporting index section of our [Sustainability Data Book \(2025\)](#).

About this Report continued

Non-IFRS financial information

This report includes certain non-IFRS performance measures which are used internally by the Company's Management to assess the performance of the business. They are included in this report to provide greater understanding of the underlying performance of the business. Readers should be made aware that, as these non-IFRS performance measures do not have a standardized meaning prescribed by IFRS, they are unlikely to be comparable to similar measures presented by other companies.

INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING AND DISCLOSURE

Management, with the participation of the Chief Executive Officer (CEO), Chief Operating Officer (COO) and Chief Sustainability Officer (CSO), is responsible for establishing and maintaining adequate internal control over OceanaGold's sustainability reporting and disclosure. The Company's internal control over sustainability reporting is designed to provide validation of the accuracy and reliability of reported sustainability information, including the Company's

preparation of sustainability statements for external disclosure in accordance with regulated requirements.

Any system of internal control over sustainability reporting, no matter how well designed, has inherent limitations and may not prevent or detect misstatements. Even when the Company's system of internal control over sustainability reporting is determined to be effective, it can only provide reasonable assurance with respect to sustainability report preparation and presentation.

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, regulatory actions 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+ and on our website.

RESTATEMENTS OF INFORMATION

Restatements ensure consistency and enable comparability of information between reporting periods. Restatements are also provided in case 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 errors in previously reported information. Restatement explanations are included as footnotes in this report where applicable and/or outlined in our [Sustainability Data Book \(2025\)](#).

REPORT VERIFICATION AND ASSURANCE

This report was reviewed by the responsible operational and business representatives, relevant Management and members of the Executive Leadership Team (ELT). It has been endorsed by the OceanaGold Board Sustainability Committee and approved by the OceanaGold Board. Select metrics in this report have also undergone external limited assurance by a third-party auditor, as detailed in the auditor's Independent Assurance Statement included in the appendices.

ESG ANALYST GUIDE

The following links connect to other OceanaGold published governance and performance documents enabling readers to evaluate our sustainability and ESG performance beyond the scope of this report:

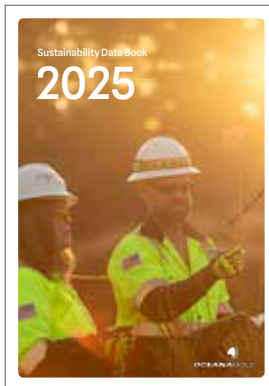
- [Sustainability Data Center](#)
- [Responsible Mining Framework](#)
- [Responsible Mining Policies](#)
- [Corporate Governance Policies](#)
- [Board Governance and Charters](#)
- [Code of Conduct](#)
- [Supplier Code of Conduct](#)
- [Financial Results and Filings](#)
- [Finance Data Center](#)

ADDITIONAL INFORMATION

Please share your feedback on this report or any aspect of our sustainability performance via sustainability@oceanagold.com. For general inquiries, please visit the "[Contact Us](#)" section of our website.

OceanaGold's Other 2025 Sustainability Disclosures (published at the time of release of this report)

Sustainability Data Book (2025)



Responsible Gold Mining Principles Conformance Report (2025)



Conflict-Free Gold Statement (2025)



Sustainability Report – Climate-related Disclosures (2025)



Climate Transition Plan (2025)



Philippines Sustainability Report (2025)



[Contact Us](#)

Please share your feedback on this report or any aspect of our sustainability performance via sustainability@oceanagold.com. For inquiries, please visit the "Contact Us" section of our website.

2025 Key Sustainability Performance Outcomes

STRATEGY AND GOVERNANCE

“AA” MSCI ESG rating

recognition for the third consecutive year

Our ongoing conformance with the World Gold Council’s Responsible Gold Mining Principles and Conflict-free Gold Standard verified through independent assurance

36%

of 2025 Company Scorecard weighting with dedicated metrics to sustain and improve sustainability performance outcomes across the Company

Alignment to **ISO 14001:2015** standard for Environmental Management Systems and **ISO 45001:2018** standard for Occupational Health and Safety Management Systems verified by an independent third-party

HEALTH AND SAFETY

No

 workplace fatalities or life altering injuries in 2025

Implemented a Group-wide Fatal Risk Control System and field verification program across all operating mine sites

↓36%

reduction in Total Recordable Injury Frequency Rate¹ (TRIFR) from 1.02 in 2024 to 0.65 in 2025

Reviewed and updated Health Risk Assessments and completed Exposure Control Plans across all operating mine sites

¹ TRIFR is calculated per 200,000 hours worked.

PEOPLE AND CULTURE

82%

employee engagement score for our 2025 Culture Survey, 10 points above the Qualtrics survey mining and metals global median

90%+

 of Superintendents and Managers completed the “Operational Leadership Program”

“Respect at Work” training completed at all operating mine sites

33%

 female representation in our Executive Leadership Team

2025 Key Sustainability Performance Outcomes continued

COMMUNITY AND SOCIAL PERFORMANCE

\$110m

spent with 784 local² suppliers across our operations

\$10m

contributed towards community projects and partnerships across our operations

\$177m

in taxes and royalties paid to governments in the jurisdictions where we operate

² Refer to the glossary in "Appendix A" of this report for the defined "Local" reporting boundary.

ENVIRONMENT

60%

average of water re-used/recycled across our operating mine sites

Water performance standard and site water management plans updated for all operating mine sites

98 hectares

of disturbed land rehabilitated during the year, contributing to the progressive rehabilitation of ~200 hectares of disturbed land over the past 24 months

CLIMATE CHANGE

100%

of electricity consumed by our operating mine sites covered by renewable energy certificates¹

Updated the Company's **Climate Change Policy** and released a **Climate Transition Plan**

Renewed our **Scope 1** and **Scope 2** Greenhouse Gas (GHG) emissions reduction aspiration of **30% absolute reduction by 2030**

↓ 38%

GHG emissions reduction¹ achieved for 2025, compared to the 2022 base year

¹ OceanaGold sources the equivalent of 100% renewable energy, through the purchase of Renewable Energy Certificates (RECs).

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

Mining safely and responsibly means prioritizing what matters most – the safety and wellbeing of our people, managing our risks and impacts, and creating opportunities beyond our mine gates.



Stefanie Loader
Chair of the Sustainability
Committee



Gerard Bond
President and
Chief Executive Officer

No

workplace fatalities
or life-altering
injuries recorded
in 2025

↓36%

lower Total
Recordable Injury
Frequency Rate
(TRIFR) compared
to 2024 rate

Progress was supported by the implementation of our Group-wide Fatal Risk Control system and comprehensive health risk assessments across all four operating sites.

Delivering on our corporate strategy

We continue to adhere to the highest international standards for ethical, transparent and socially responsible practices. This ongoing commitment was verified through both internal reviews and independent assurance processes, demonstrating our dedication to safe and responsible mining.

2025 marked the second year of implementing our refreshed Sustainability Strategy. Throughout the year we continued to embed sustainability into our core business processes and strategic decision-making frameworks. Our sustained MSCI “AA” ESG Rating for the third consecutive year reflects the strength of our approach and commitment to continuous improvement.



↑ Members from the Haile Gold Mine leadership team meeting with our Chief Executive Officer, Haile Gold Mine, U.S.A

“In 2025, we delivered another year of meaningful progress across our sustainability priorities.”

Celebrating our caring, inclusive and winning culture

Our employee engagement score increased to 82% in 2025, 10 points above the Qualtrics mining and metals global median. We continued to invest in leadership capability, with over 90% of our Superintendents and Managers completing our Operational Leadership Program, alongside “Respect at Work” training for all of the workforce across all sites. We are proud to see that these initiatives contributed to a 29% reduction in employee turnover compared to 2024.

Strengthening community and stakeholder partnership and engagement

Our operations provided significant economic and social contributions for the host communities and governments in the jurisdictions where we operate. In 2025, we continued to invest in community projects and partnerships, while our partnerships with nearly 800 local suppliers demonstrate our commitment to creating shared value in our host communities. We also paid substantial amounts of tax and royalties to host governments.

In 2025, we delivered another year of meaningful progress across our sustainability priorities. Our commitment to safe and responsible mining continues to create value for all our stakeholders while advancing our Purpose of mining gold for a better future.

The safety and health of our workforce remains our top priority

We are pleased to report there were no workplace fatalities or life-altering injuries in 2025. In addition, our Total Recordable Injury Frequency Rate (TRIFR) improved significantly (36% lower) compared to 2024. These results reflect our focus on ensuring everyone returns home safely every day.

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

82%

employee
engagement score
for our 2025 Culture
Survey

38%

reduction in
GHG emissions
compared to our
2022 base year



↑ Didipio Mine's Environment team onsite collecting and recording environmental management activity data for the mine, Philippines

The advancement of our Waihi North Project through New Zealand's new "Fast-track" permitting process demonstrated our thorough and collaborative approach to stakeholder engagement.

How we care for the environment

Our commitment to responsible environmental management delivered tangible results, with 98 hectares of disturbed land rehabilitated across our operations, contributing to ~200 hectares of progressively rehabilitated land in the past 24 months. Additionally, we achieved an average of 60% water re-use and recycling at our operating sites. We also updated water performance standards and site water management plans for all operating mine sites, ensuring robust environmental controls.

Advancing our climate aspirations

2025 marked a major step in our climate and decarbonization efforts. For the first time, 100% of electricity consumed by our operating mine sites was covered by Renewable Energy Certificates. We updated our Climate Change Policy and released our Climate Transition Plan, providing a clear roadmap for our decarbonization journey.

Most significantly, this year we achieved a 38% reduction in greenhouse gas (GHG) emissions compared to our 2022 base year, keeping us on track to meet our renewed aspiration of a 30% absolute GHG reduction by 2030.

Safely, responsibly and reliably delivering gold production

As we look ahead, we remain committed to our Vision of being a company people trust, want to work for and partner with, supply and invest in, to create value. We will continue to advance our sustainability strategy and enhance our alignment with evolving regulatory requirements and industry best practice.

Our achievements in 2025 would not have been possible without the dedication of our global workforce of approximately 5,400 employees and contractors, and the continued support of our stakeholders and communities in which we operate. Together, we are creating value and building trust through safe and responsible mining practices.

We also acknowledge and thank Ian Reid for his four years as Chair of the Sustainability Committee from 2021 to 2025. Ian oversaw a period of tremendous improvement in sustainability strategy, governance and performance and we are in a good position as a result.

Stefanie Loader
Chair of Sustainability
Committee

Gerard Bond
President and
Chief Executive Officer



Gold Doré processed and prepared at our Haile Gold Mine, U.S.A



Company Overview

- 10 Our Company
- 11 Our Purpose, Vision, Values and Strategy
- 12 Where we operate
- 13 Our value chain and customers



Our Purpose is mining gold for a better future



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



Committed to safe and responsible mining, managing our effects and contributing to our host communities and countries where we operate

4 mines

Diversified portfolio with four operating mines

Our Company

We are a gold and copper producer who cares about creating a positive impact through mining safely and responsibly.



From left to right: Haile Gold Mine, U.S.A.; Macraes Operation, New Zealand; Waihi Operation, New Zealand; Didipio Mine, The Philippines



Wahi Operation team at work in Waihi's Martha Underground Mine, New Zealand

We are headquartered in Vancouver, Canada, and listed on the Toronto Stock Exchange and the New York Stock Exchange under the stock symbol "OGC". Our operations are enabled by a global workforce of approximately 5,400 employees and contractors, with experience in exploration, open pit and underground mining, processing and sustainability.

We have a diversified portfolio of four operating mines: the Haile Gold Mine in the U.S.; the Macraes and Waihi Operations in New Zealand; and the Didipio Mine¹ in the Philippines.

Our mines produce gold doré bars (containing both gold and silver). At our Didipio Mine, we also produce copper-gold in concentrate. Our gold doré is refined and cast into bars that meet the London Bullion Market Association Good Delivery Standard. Our gold is then sold to refineries or financial institutions, including the central bank of the Philippines.

Gold is the Company's primary product and an essential metal in the global economy. It is valued both as a store of wealth and for its role in the international financial system, including as a reserve asset held by central banks as part of foreign exchange and monetary reserves. The majority of gold demand is driven by jewelry and investment.

Gold is the Company's primary product and an essential metal in the global economy. It is valued both as a store of wealth and for its role in the international financial system, including as a reserve asset held by central banks as part of foreign exchange and monetary reserves.

Gold is also used in small quantities in high-value technical applications. Gold's exceptional conductivity, resistance to corrosion and chemical stability make it well suited to use in electronics, medical technologies and aerospace systems, including components that must perform consistently in demanding or sensitive environments.

Silver and copper produced alongside gold are also crucial in industries such as the manufacturing, renewable energy, electric vehicle and transport sectors. We are focused on delivering gold production safely and responsibly, optimizing our operations to maximize the generation of Free Cash Flow², and investing in our growth opportunities (including exploration) to increase Reserves and Resources.

¹ OceanaGold Corporation owns 80% of OceanaGold (Philippines) Inc., the entity that holds the agreement to operate the Didipio Mine, with the other 20% held publicly via a listing on the Philippines Stock Exchange. The Didipio Mine is operated by OceanaGold.

² Refer to [OceanaGold's Management's Discussion and Analysis – Fourth Quarter and Full Year 2025 Results \(February 18, 2026\)](#).

Our Purpose, Vision, Values and Strategy

Our Purpose is mining gold for a better future. We care about the impact of our operations and follow safe and responsible practices as well as continuously improving how we operate and minimize our impacts.

Our Vision is to be a company that people trust, want to work and partner with, supply and invest in, to create value. We are focused on keeping our people safe, managing our impacts, benefitting and creating opportunities for host communities.

Our Values of Care, Respect, Integrity, Performance and Teamwork shape our culture and guide our behaviours, keeping people, communities, the environment and stakeholders at the forefront of our decisions.

Our Corporate Strategy aims to create value for our people, communities and shareholders. We deliver on our Purpose and Vision through the five pillars of our strategy. This strategy defines our commitments and our tactics for delivering on those commitments. It guides our business every day in creating long-term value.

Our Corporate Strategy

Five pillars to increase and sustain a higher value for OceanaGold

Tactics

1

Safely, Responsibly and Reliably Deliver Gold Production

- Sustainability
- Operating excellence
- Value capture programs
- Risk management

2

A Caring, Inclusive and Winning Culture

- Living the Vision and Values
- Capable and well-led people
- Develop and retain talent

3

Increase Reserves and Deliver New Resources Cost Effectively

- Exploration
- Project execution
- Early-stage entry
- External opportunities
- Technical excellence

4

Financially strong and disciplined capital allocation

- Capital management discipline
- Strong balance sheet
- Low-cost capital
- Shareholder returns

5

Premium Rating with the Investment Community

- Independent Board
- Trusted Management
- Market engagement

Where we operate

ASIA PACIFIC



NORTH AMERICA



HAILE GOLD MINE

Location: South Carolina, U.S.A

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

Mine type: Open Pit and Underground

Ownership: 100%

Metals mined: Gold

Deposit type: Low sulphidation, disseminated, sediment-hosted

Processing type: Flotation, Carbon-in-Leach

Reserve mine life¹: 2036

MACRAES OPERATION

Location: South Island, New Zealand

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

Mine type: Open Pit and Underground

Ownership: 100%

Metals mined: Gold

Deposit type: Orogenic style gold

Processing type: Flotation, Pressure Oxidation, Carbon-in-Leach

Reserve mine life¹: 2032

WAIHI OPERATION

Location: North Island, New Zealand

Profile: Underground operation producing gold and silver as doré bars

Mine type: Underground

Ownership: 100%

Metals mined: Gold, Silver

Deposit type: Low sulphidation epithermal

Processing type: Carbon-in-Pulp

Reserve mine life¹: 2038

DIDIPIO MINE

Location: Luzon Island, Philippines

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

Mine type: Open Pit Stockpile and Underground

Ownership: 80% OceanaGold, 20% publicly owned

Metals mined: Gold, Copper

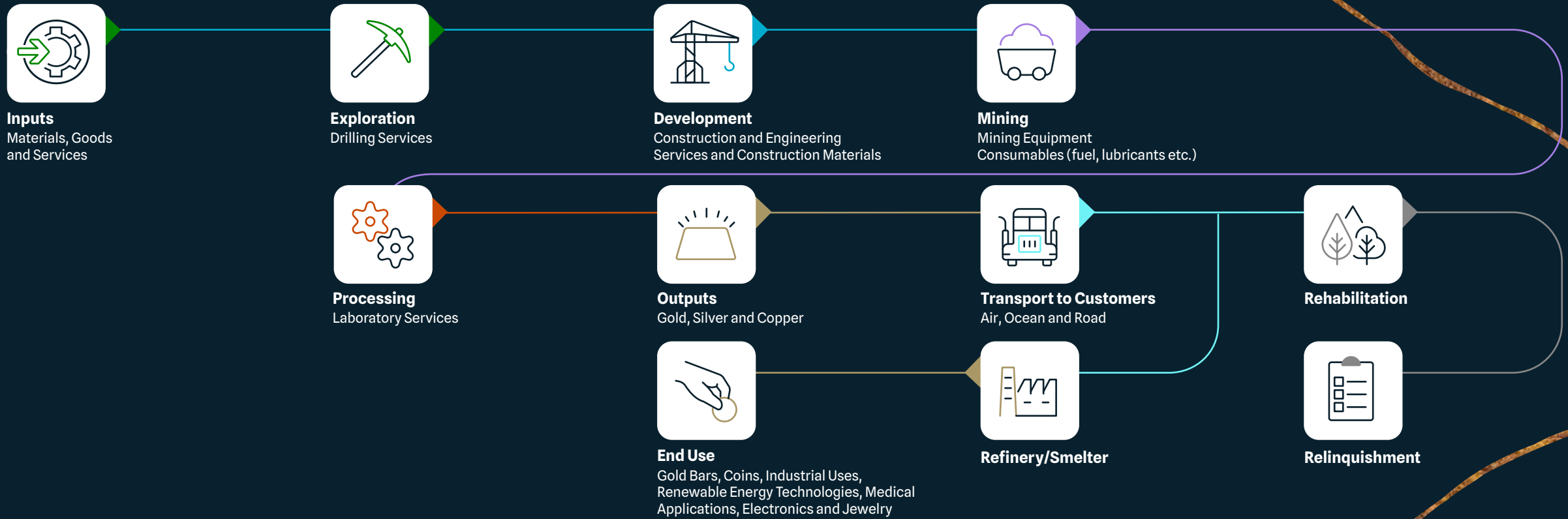
Deposit type: Alkalic gold-copper porphyry

Processing type: Gravity, Flotation

Reserve mine life¹: 2037

¹ Based on Mineral Reserve and Resource estimates as at December 31, 2025.

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
Haile Gold Mine	U.S.A	Gold doré	Metalor, U.S.A
Didipio Mine	Philippines	Gold doré	ABC Refinery, Australia
			Bangko Sentral ng Pilipinas (Philippines Central Bank)
		Copper concentrate	Transamine Trading S.A.
Macraes Operation	NZ	Gold doré	Perth Mint, Australia
Waihi Operation		Gold doré	ABC Refinery, Australia



Aerial view of our Haile Gold Mine, U.S.A



Our Approach to Sustainability

- 15 Materiality
- 16 Sustainability strategy
- 17 Stakeholder engagement
- 19 Memberships and associations
- 19 Responsible gold mining
- 19 United Nations Global Compact (UNGC)
- 20 Sustainability performance



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

36%

36% of the 2025 Company Scorecard weighting with dedicated metrics to sustain and improve sustainability performance outcomes across the Company

“AA” rating

Sustained MSCI “AA” ESG Rating recognition for the third consecutive year

Materiality

At OceanaGold, we know that safe and responsible mining goes beyond meeting regulatory obligations. We take a company-wide approach to mining safely and responsibly to create and protect value for our business and our stakeholders. We are committed to keeping our people safe and healthy, caring for the environment, and doing the right thing by our local communities.

Our focus is on improving sustainability performance and transparency to maintain trust with our stakeholders.

We use the *Global Reporting Initiative GRI 3 Material Topics Standard (2021)* to guide our materiality assessments. The results from these assessments shape our strategy and inform ongoing governance, stakeholder engagement and reporting. We continuously monitor, evaluate and adjust our priorities, concentrating on those risks, impacts and opportunities that matter most to both our business and our stakeholders (see Table 3).

We review and, if required, update our material topics based on our priorities, enterprise risk management requirements and regulatory changes. Our material topics remained unchanged in 2025.

We plan to undertake a detailed materiality assessment in 2026, to review, identify, prioritize and validate risks and opportunities that are significant to both our business and our stakeholders. We will integrate the assessment findings into our ongoing strategic frameworks and risk management processes.



A core sample from our Haile Gold Mine, U.S.A



OUR MATERIALITY ASSESSMENT PROCESS

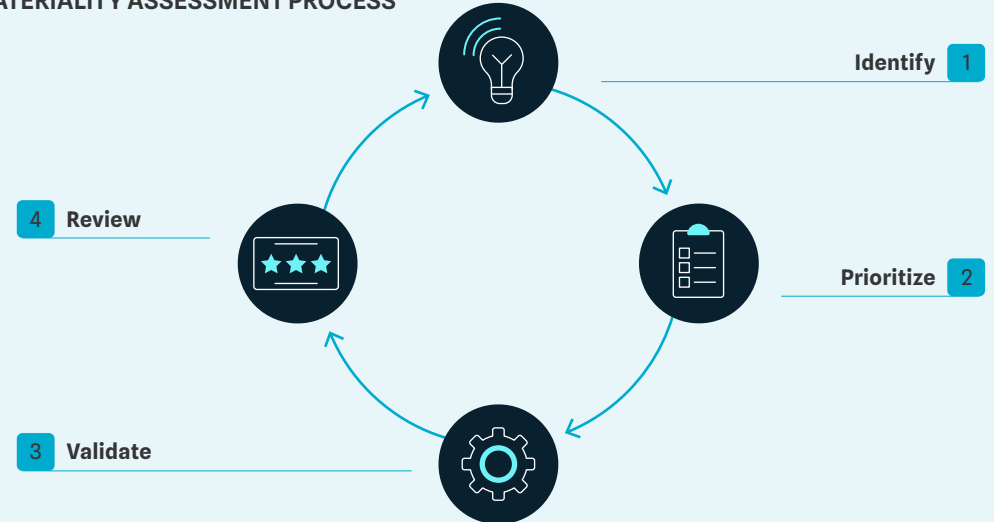


Table 3 – Our Material Sustainability Topics

MATERIAL TOPIC	ASPECTS
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
Biodiversity	Habitat protection, mining impacts, rehabilitation
Water and effluents	Water management including conservation and treatment
Climate change and decarbonization	Strategy, governance, risk management, metrics and targets
Tailings storage management	Global Industry Standard on Tailings Management (GISTM)
Closure planning	Closure planning, post closure management

Sustainability strategy

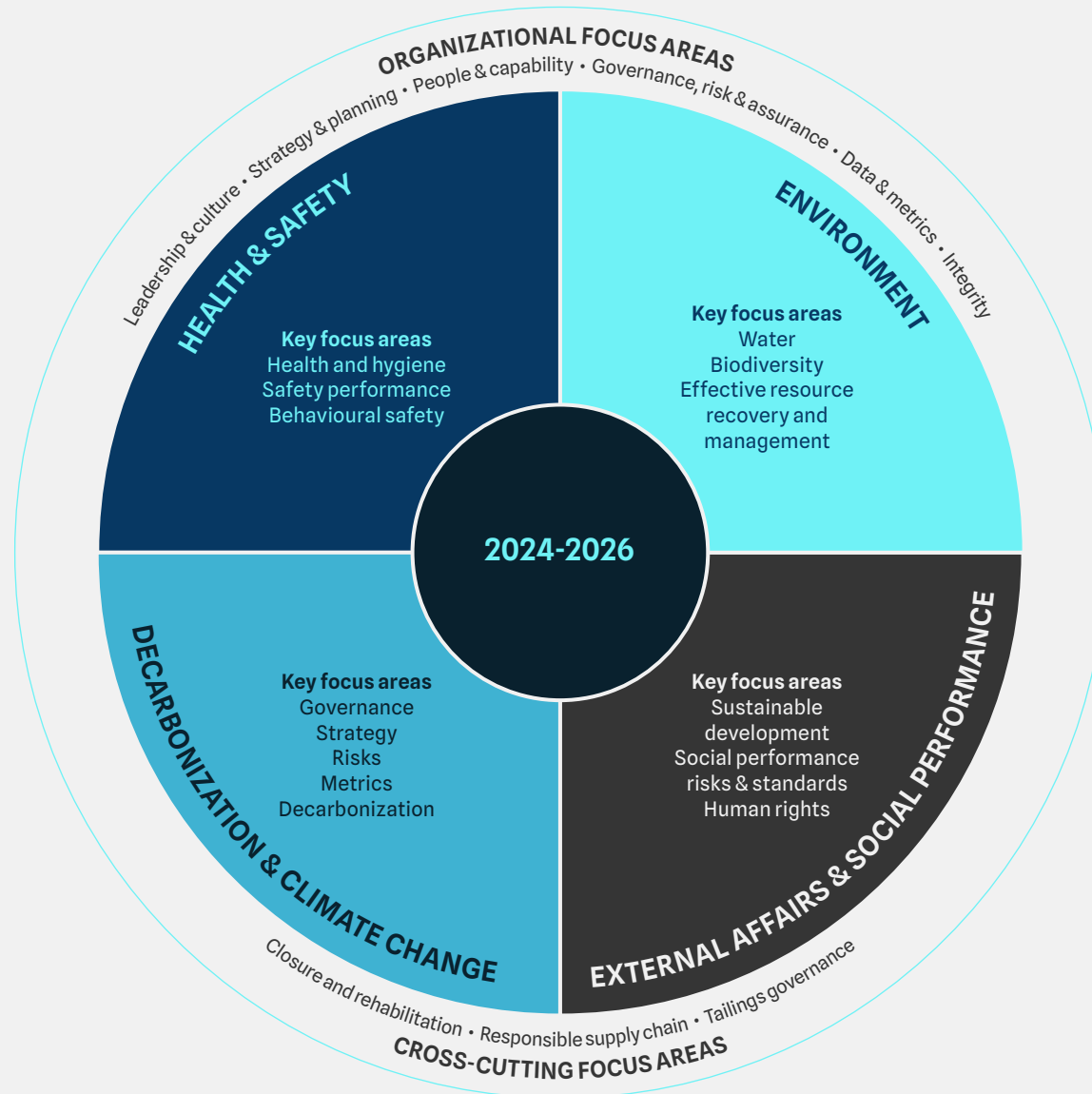
Our Board-endorsed Sustainability Strategy addresses our material business risks, impacts and opportunities, through a company-wide approach to safe and responsible mining, with a focus on continuous improvement.

2025 marked the second year of implementing our Sustainability Strategy. We continued integrating and embedding sustainability considerations into our core business processes and strategic decision-making frameworks. We also reviewed and refined our existing material sustainability policies, standards, management systems and operational processes to consider industry best practices and evolving regulatory requirements.

Throughout the year we provided regular updates to the Sustainability Committee on the progress of our Sustainability Strategy. This included updates on the deliverables and milestones in place to track performance and measure outcomes of the key focus areas of the Strategy.

In 2026 we will review our current Sustainability Strategy to reflect the outcomes from our materiality assessment and focus on sustainability risks and opportunities material to our business and stakeholders.

OceanaGold's Sustainability Strategy (2024-2026)



Stakeholder engagement







Our diverse range of external stakeholders includes the people and organizations impacted by our operations, our workforce, local communities, Indigenous Peoples with rights and interests in the areas where we operate, local and national regulatory bodies and governments, and shareholders.



Our People & Culture team engaging with the local community during the Wheels at Wanaka event, New Zealand



Table 4 – Stakeholder interests and engagement types






STAKEHOLDER GROUP	STAKEHOLDER INTERESTS	HOW WE ENGAGE
 Civil society groups and NGOs	<ul style="list-style-type: none"> - Human rights - Environmental and social impacts - Environmental management - Climate change 	<ul style="list-style-type: none"> - Reporting and OceanaGold website - Face-to-face engagements - Formal and informal meetings
 Community	<ul style="list-style-type: none"> - Socio-economic development - Environmental management - Climate change - Employment opportunities - Safety and security - Services and infrastructure - Land impacts and interests - Social cohesiveness - Project expansion, development and permitting 	<ul style="list-style-type: none"> - Community meetings and forums - Formal and informal consultation - Grievance mechanism - Face-to-face engagement - Shopfronts - Written correspondence
 Customers	<ul style="list-style-type: none"> - Responsible business practices - Contractual performance 	<ul style="list-style-type: none"> - Reporting and OceanaGold website - Face-to-face engagement - Written correspondence
 Government and regulators	<ul style="list-style-type: none"> - Permitting and compliance - Environmental management - Climate change - Health and safety - Social and economic contribution - Regulatory policy 	<ul style="list-style-type: none"> - Face-to-face engagement - Written correspondence - Performance/compliance reporting - Policy submissions and advocacy
 Indigenous Peoples	<ul style="list-style-type: none"> - Cultural impacts - Environmental management - Cumulative impacts - Acknowledgement and awareness - Human rights - Project development and permitting - Environmental management - Climate change 	<ul style="list-style-type: none"> - Respect of and participation in cultural practices/ ceremonies - Community meetings - Formal and informal meetings - Written communications and agreements
 International and industry bodies	<ul style="list-style-type: none"> - Industry performance - Compliance with regulations and standards - Responsible business practices - Impact management - Environmental management - Climate change 	<ul style="list-style-type: none"> - Industry engagement forums and meetings - Memberships - Representation or advocacy in industry groups - Written correspondence

Stakeholder engagement continued



↑ Didipio Mine's acting Manager Community Relations & Development with a local stakeholder at a community event, in Didipio, Philippines.

Table 5 – Stakeholder interests and engagement types continued

STAKEHOLDER GROUP	STAKEHOLDER INTERESTS	HOW WE ENGAGE
 Investors	<ul style="list-style-type: none"> - Operational and financial performance - Share price performance - Safe production - Responsible business practices - Value creation and protection - Board and executive leadership - Culture - Environmental management - Climate change 	<ul style="list-style-type: none"> - Press releases, company disclosures and reports - OceanaGold website - Quarterly webcasts - Investor presentations and meetings - Analyst and investor site tours - Written correspondence
 Media	<ul style="list-style-type: none"> - Operational and financial performance - Stories of interest - Impacts to economy, employment, community or environment - Issues management/updates 	<ul style="list-style-type: none"> - Media statements - Meetings and telephone calls - Reporting and OceanaGold website
 Our people	<ul style="list-style-type: none"> - Culture - Health and safety - Environmental management - Climate change - Responsible business practices - Career development and performance - Job satisfaction - Operational and business performance 	<ul style="list-style-type: none"> - Workforce briefings - Internal communications (emails, portal) - Face-to-face engagements - Training and professional development - Town Halls - Employee culture surveys - 24-hour whistleblower hotline
 Suppliers	<ul style="list-style-type: none"> - Supplier Code of Conduct - Performance - Health and safety - Environmental management - Climate change - Contract terms 	<ul style="list-style-type: none"> - Tenders and Requests for Information - Supplier Due Diligence - Supplier created value and innovation - Contractor/supplier meetings - Onboarding and inductions
 Unions	<ul style="list-style-type: none"> - Health and safety - Environmental management - Job security - Workforce compensation - Employment terms 	<ul style="list-style-type: none"> - Face-to-face engagements - Written communications - Collective bargaining meetings

Memberships and associations

We participate in industry associations and multi-stakeholder initiatives to keep up to date with emerging issues relevant to safe and responsible mining practices, sustainability governance and performance, and ethical business conduct. We collaborate with peers and stakeholders on initiatives that support environmental stewardship; responsible business practices; and social and economic development.

We periodically evaluate and update our memberships and associations to ensure they continue to align with our sustainability objectives and stakeholder expectations. *Table 6* details our memberships and associations in 2025.

Responsible gold mining

As a member of the World Gold Council (WGC), we are committed to conforming with the *Responsible Gold Mining Principles (RGMPs)* and the *Conflict Free Gold Standard (CFGs)* at the mining and processing operations we directly control. We are also actively contributing to the WGC-led work with industry partners to create a single global responsible mining standard.

Responsible Gold Mining Principles

In 2025, our external auditors assessed the integration of the RGMPs across our governance framework, policies, standards and guidelines, and verified their implementation and conformance in practice at our Macraes Operation. Conformance testing was also undertaken across our other operations in line with World Gold Council guidance. These assurance activities confirmed our continued conformance with the RGMPs.

Conflict-Free Gold Standard

Each year, we prepare a Conflict-Free Gold Statement under the WGC framework. The Statement summarizes how we meet the requirements of RGMP Principle 5: Human Rights and Conflict, and is independently assured by an external auditor.

Our latest RGMP and Conflict-Free Gold disclosures, including the related third-party assurance opinion statements, are available on our website: <https://oceanagold.com/sustainability/reports-and-disclosures>.

United Nations Global Compact

United Nations Sustainable Development Goals (“SDGs”)

We recognize the importance of the *United Nations Sustainable Development Goals* as a global framework for addressing the world's most pressing challenges. Our sustainability initiatives and business operations contribute to several key SDGs, including SDG 8 – Decent Work and Economic Growth; SDG 12 – Responsible Consumption and Production; and SDG 13 – Climate Action.




Through our ongoing sustainability efforts, we aim to support sustainable development while advancing our business objectives.

UN Global Compact (“UNGC”) Guiding Principles

As a signatory to the UNGC, we aim to operate in ways that, at a minimum, meet the fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption, guided by the Ten Principles of the UNGC.

In 2025, we reaffirmed our support of the principles and submitted our annual Communication on Progress.

Table 6 – OceanaGold’s 2025 memberships and associations

LOCATION	MEMBERSHIP/ASSOCIATION
Global 	<ul style="list-style-type: none"> World Gold Council (WGC) United Nations Global Compact (UNGC) Cooperative Research Centre Transformations in Mining Economies (CRC TiME)
Canada 	<ul style="list-style-type: none"> Canadian Institute of Mining, Metallurgy and Petroleum (CIM) Prospectors and Developers Association of Canada (PDAC)
U.S.A 	<ul style="list-style-type: none"> National Mining Association (U.S.A) 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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)

Sustainability performance

2025 corporate sustainability-related KPIs

Our Company Scorecard incorporates sustainability key performance indicators and serves as a key factor determining short-term incentive (STI) payments for approximately 1,000 STI-eligible employees.

The Company Scorecard represented 100% of the CEO's STI and 80% of the Executive Leadership Team's STI payments for 2025, creating performance-based compensation tied to executive remuneration. For 2025, sustainability indicators comprised 36% of the total Scorecard weighting, motivating a company-wide focus on safety, health, environmental stewardship, decarbonization and social performance outcomes.

External ESG ratings and scores

We continuously evaluate our sustainability maturity, management approach and performance, to identify areas where we can improve our performance.

One measure of performance is through our engagement with ESG rating agencies.



↑ A gold pour at our Haile Gold Mine, U.S.A

We continuously evaluate our sustainability maturity, management approach and performance, to identify areas where we can improve our performance.

Our 2025 ESG ratings and scores by external ESG rating agencies at December 31, 2025

MSCI ESG Rating:

“AA”

sustained for the third consecutive year

S&P Global ESG Score:

40

notable 8-point increase on the 2024 score (32)

Sustainalytics ESG Risk Rating:

27.9

dropping from a “high” risk rating (31.1) in 2024 to a “medium” risk rating

ISS ESG Rating:

C+

improved from a “C” rating in 2024



Members from our Executive Leadership Team visiting our Didipio Mine, Philippines



Governance

- 22 Sustainability governance
- 23 Our Board and Board Committees
- 24 Integrity and ethics
- 24 Risk management
- 25 Auditing and assurance
- 25 Data, systems and compliance



Alignment to ISO 14001:2015 standard for Environmental Management Systems and ISO 45001:2018 standard for Occupational Health and Safety Management Systems, verified by an independent third party



Independent assurance verifying our ongoing conformance with the World Gold Council's Responsible Gold Mining Principles and Conflict-free Gold Standard



Commenced in-field verification of critical controls for our material risks

Sustainability governance

Making informed decisions, ethically and responsibly, underpins our business and helps protect long-term value for our stakeholders.

Operating safely and responsibly is one of our strategic imperatives. It shapes how we make decisions and manage different facets of risk across our business. We are committed to transparency, accountability, and responsible business practices in all aspects of our activities. Our commitments are shaped by Our Responsible Mining Framework and our internal policies and procedures. We are guided by global standards and regulatory requirements to further manage risks and build trust with our stakeholders.

Our Responsible Mining Framework and Integrated Management System

Our Responsible Mining Framework (Framework) is anchored by our Purpose, Vision and Values, and supports our conformance to the RGMPs, with governance policies covering conduct, anti-bribery and corruption, environmental and climate performance, human rights, external affairs and social performance, health and safety, fair employment and respect at work.

The Framework is built around an Integrated Management System (IMS) that sets expectations for how we operate. The IMS includes OceanaGold's Responsible Mining Policies, performance standards with requirements to achieve policy outcomes, and guidelines with tools and operational processes to deliver responsible mining practices.

The IMS is independently reviewed each year and a Corporate IMS Compliance Statement is produced to confirm our alignment with ISO 14001: 2015 Environmental Management System Standard and ISO 45001:2018 Occupational Health and Safety Management System Standard.

OceanaGold Responsible Mining Framework



Our Board and Board Committees



Our Board and Executive members visiting the Macraes Operation gold room, New Zealand

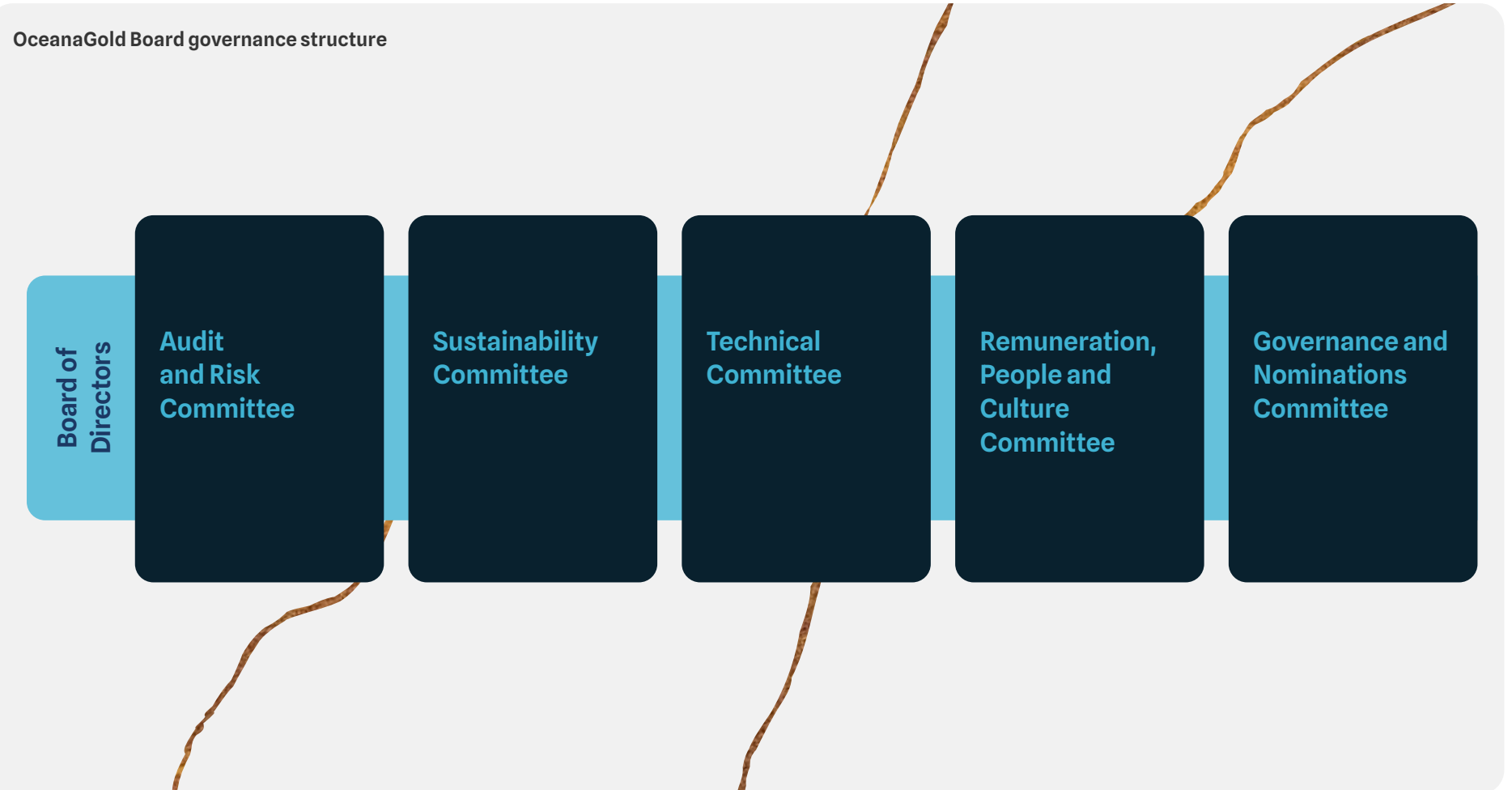


Our Board provides strategic direction and oversees governance and risk management. Five committees assist the Board in its responsibilities – each governed by a formal charter.

Our Board Sustainability Committee (Committee) oversees the Company’s sustainability strategy, policy, risk management and performance relating to sustainability matters including health, safety, environment, climate change, external affairs, social performance, and sustainable development.

The Committee also oversees the Company’s compliance with applicable legal and regulatory requirements associated with sustainability matters, and various other governance responsibilities including sustainability assurance and performance reporting.

Further information on our Board roles and responsibilities is available on our website.



[Board Governance](#)

Integrity and ethics

Ethical practices and high standards of corporate governance are integral to our business practices. We set high standards of integrity, fairness and ethical conduct to create an 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 to achieve our Values in a positive, safe, respectful and supportive workplace. The Code applies to everyone: Directors, employees, contractors and anyone acting on our behalf. Our Supplier Code of Conduct sets similar standards for suppliers.

The Code of Conduct was refreshed in 2024, supported by mandatory scenario-based e-learning. In 2025, all new starters completed this training, which will be updated again in 2026. We make the Code available publicly in both English and Tagalog.

Code of Conduct Hotline

We want everyone to have a voice and feel safe to speak up. As set out in our Whistleblower Policy, our people can raise concerns through internal channels or via an independent and confidential 24-hour whistleblower hotline, operated by our external provider, SafeCall, with the option to report anonymously.

[Code of Conduct](#)

We want everyone to have a voice and feel safe to speak up.

All reports through SafeCall or other channels are handled confidentially. Where complaints are substantiated, we take appropriate action.

During 2025, whistleblower channels received 31 “conduct-related matters”. These matters were investigated and of these complaints, 19 were substantiated with 13 related to Respect at Work matters, and 6 related to Business Integrity matters. Findings from the incidents identified misconduct, conflicts of interest, theft, and fraud. Corrective measures taken during the year in response to these findings included employee coaching, counselling and disciplinary action extending to termination.

Anti-bribery and anti-corruption

We do not tolerate bribery or corruption; our Anti-Corruption Policy applies to everyone who works for or represents OceanaGold and is supported by standards, training and site-based champions. Breaches are taken seriously and may result in disciplinary action.

During the year we introduced additional business integrity risk-based e-learning modules, and rolled these out to over 3,000 employees. We also strengthened oversight and governance of anti-bribery and anti-corruption risks with a new technology platform that centrally manages disclosure and approvals related to conflicts of interest, gifts, entertainment, hospitality and travel.

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.

Risk management framework

The Board, via delegation to the Audit and Risk Committee, oversees the adequacy of the Risk Management Framework and Directors are provided with information on the nature and management of material risks. OceanaGold’s other Board sub-committees (Sustainability Committee, Technical Committee, Remuneration, People and Culture Committee and Governance and Nominations Committee) also have specific accountabilities in relation to risk management within their mandate.

OceanaGold’s Risk Management Framework comprises internal policies, standards and procedures that support the identification, assessment and management of all types of risk, right across our business. Management maintains risk registers which document key risks facing the Company and each of the sites.

In 2025, we progressed and strengthened the Risk Management Framework across our Company. This included:

- providing training on the Risk Management Framework and risk process to the Board, Senior Leadership Team and Site Management Teams;
- reviewing and updating Site Risk Registers;
- undertaking bowtie analysis for our site-owned material risks; and
- commencing site-based verification of critical controls for our material risks.

OceanaGold Risk Management Framework



[Risk Management Policy](#)

Auditing and assurance

Internal auditing and assurance

To maintain adequate risk oversight and control at OceanaGold, we employ a “three lines of defence” approach that consists of:

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 risks, based on operational control effectiveness and conformance with our Group performance standards.

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.

Independent third-party assurance

We use independent third-party assurance to validate certain sustainability performance indicators and metrics in this report. The same auditors also assess our annual conformance with the *World Gold Council's Responsible Gold Mining Principles (RGMPs)* and *Conflict-Free Gold Standard (CFGs)*.

The Independent Assurance Statements from external auditors are published in the related reports, available on our website.

Data, systems and compliance

Strong digital governance is essential to ensuring ethical use of data and minimizing business interruption risks.

Cybersecurity and data privacy

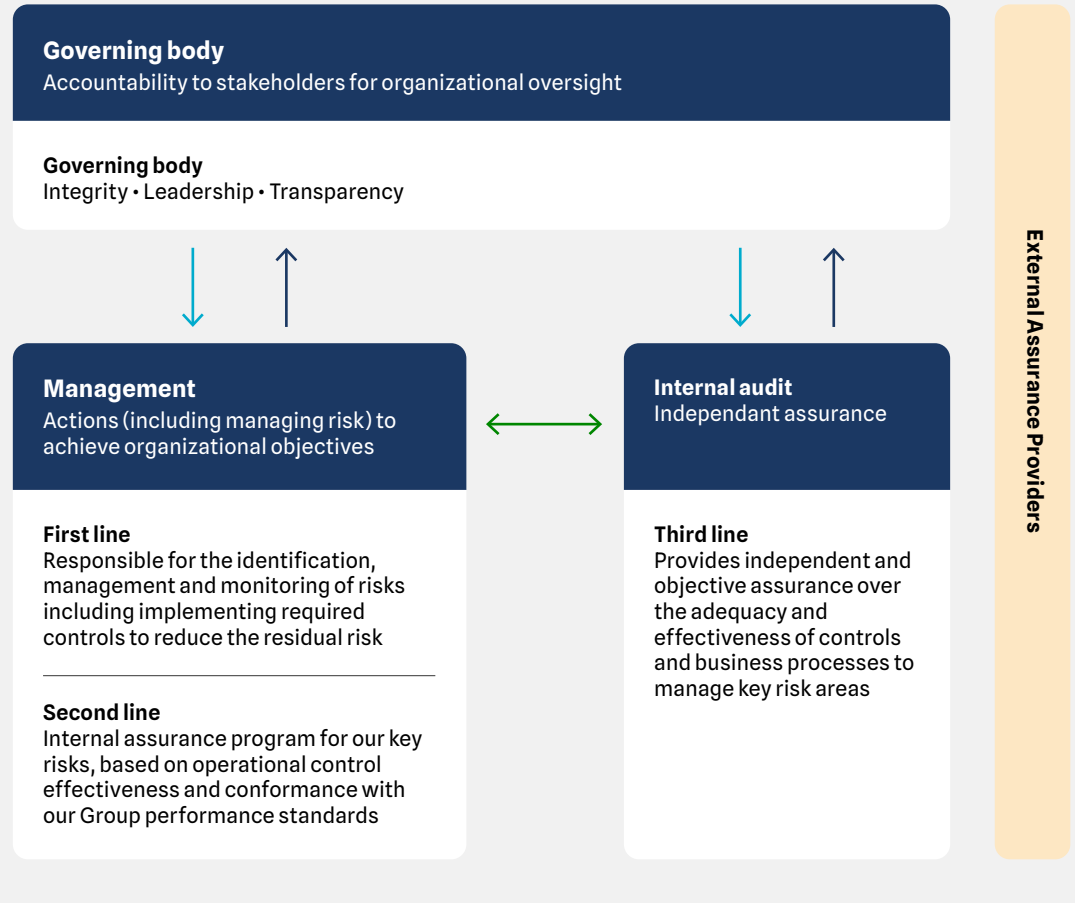
Our cybersecurity strategy employs advanced protective technologies for preventive risk mitigation. It also prioritizes adherence to compliance requirements and security awareness throughout our workforce. There were no incidents that resulted in any data loss, company or production disruption in 2025.

During the year, we implemented enhanced security awareness training across our business, helping our employees to generate more secure passwords, recognize phishing attempts and employ safety protocols whenever they use digital technology.

Haile Gold Mine's Health & Safety Coordinator conducting a Critical Controls Verification check, U.S.A



OceanaGold Risk Management Controls



Key

- ↑ Accountability, reporting
- ↓ Delegation, direction, resources, oversight
- ↔ Alignment, communication, coordination, collaboration



Haile Gold Mine's underground drilling team members in a pre-start meeting, U.S.A



Health and Safety

- 27 Health and safety management frameworks and oversight
- 28 Health and safety progress and performance
- 28 Improving our safety performance
- 28 Behavioural safety and workplace engagement
- 28 Occupational health and hygiene

No

No workplace fatalities or life-altering injuries in 2025

23

bowtie fatal risk assessments completed to inform our critical controls



Reviewed and updated Health Risk Assessments and completed Exposure Control Plans across all operating sites

1 TRIFR is per 200,000 hours worked.

Health and safety management frameworks and oversight

The safety, health and wellbeing of our employees will always be our priority. Our unwavering goal is that everyone returns home safely every day.



↑ A routine health check conducted by Wahi Operation's onsite occupational hygienist, New Zealand

We are committed to providing a safe, secure and healthy working environment and to prevent work-related fatalities, injuries, occupational health diseases, and psychological harm. This extends across all our business activities, including exploration, project development, mining operations and closure.

We achieve this through the implementation of occupational health and safety management systems and standards which consider ISO 45001:2018, alongside additional international and sector-specific safety regulations and regulatory obligations.

Our commitment to safety extends through all levels of our business. We consult regularly with our workforce and contractor business partners to ensure we have the information, processes and resources available to maintain a strong safety culture and performance.

Our commitment to safety extends through all levels of our business. We consult regularly with our workforce and contractor business partners to ensure we have the information, processes and resources available to maintain a strong safety culture and performance.



Team members from Didipio Mine, Philippines



DISCLOSURE/ANALYST GUIDE

Materiality: Health and safety

Sustainable Development Goals:



External sustainability framework/ disclosure standard reference:

IFRS S1: 4 – Metrics and targets

SASB: EM-MM-320a.1

GRI: 403

RGMP: Principle 4

UNGC: Principle 6

[Health and Safety Policy](#)

[Sustainability Data Book](#)

Health and safety progress and performance



Our Macraes Operation underground mining team members inspecting a haul truck tyre, New Zealand



Improving our safety performance

A strong safety culture is built on genuinely caring for ourselves and others, in-field visible safety leadership, being skilled in hazard identification, open communication, the right resources and training, a learning mindset and a belief that injuries can be prevented. Our Safety Steering Committee comprises the Chief Operating Officer, Chief Exploration Officer, Chief Sustainability Officer and Group Head of Health and Safety, and meets monthly to review the Company's safety performance and inputs into incident investigations and shared learnings.

We use systematic reporting and investigate incidents and near misses to monitor safety performance across our business, taking remedial action where necessary. High potential safety incidents alerts are shared with the workforce and lessons learned are captured and applied to improve our safety performance.

In 2025, safety performance improved across our operations. We recorded 38 recordable injuries, a 25% reduction from 2024. Lost-time injuries decreased by 29%, with 15 cases in 2025 compared with 21 in 2024.

Our TRIFR decreased over 36% from 1.02 in 2024 to 0.65 in 2025.

Behavioural safety and workplace engagement

The OurSafe Behaviours (OSB) program encourages everyone to take ownership of safety in their work areas by speaking up, reporting workplace hazards and intervening when they see unsafe behaviour. OSB is grounded in site-specific, or team-specific, behaviours and actions defined and articulated by the workforce for the workforce.

We refreshed the OSB program, introducing induction for new starters and additional training for peer-nominated Opinion Leaders. Opinion Leaders support safety through peer and social influence – not hierarchy – helping employees to raise issues, share ideas and solve problems together.

Our Critical Control Verification Program was introduced in 2025, and we completed 23 fatal bowtie risk assessments that have informed our critical controls for the mitigation of life-threatening risks. Our critical Control Verification Program uses a systems approach to confirm that critical controls for OceanaGold's fatal risks are in place and function as intended across both site and in-field verification.

In 2025, our culture survey safety indicators, incorporating 2,506 employee responses, illustrated 88% of our employees feel safe at work and also affirm their leader's show a commitment to safety. These results are 2% above the mean of Qualtrics globally benchmarked companies, and 1% above our 2024 outcome.

Occupational health and hygiene

Health risk assessment and exposure control plans review

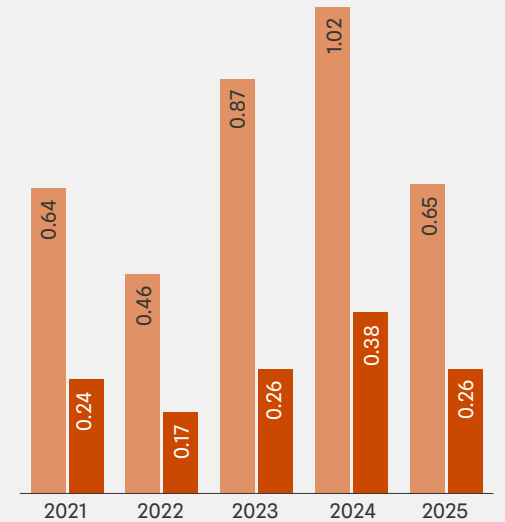
Throughout the year all sites reviewed and updated their Health Risk Assessments and Exposure Control Plans throughout the year. The changes informed quantitative risk assessments and helped to develop 2026 occupational hygiene monitoring plans that will aim to further reduce exposure to airborne contaminants and noise through engineering controls and improved awareness.

Hygiene monitoring compliance

All sites complied with their occupational hygiene monitoring plans in 2025. Where exceedances were identified, investigations were carried out, with appropriate controls being identified and actioned.

We managed exposure to respirable crystalline silica at our sites, using robust, risk-based controls and monitoring. Site leaders and occupational health professionals worked together to verify that best practices were consistently applied and periodically reviewed. Results from exposure monitoring and exceedance investigations were used to improve operational controls and work methods.

Five-year TRIFR and LTIFR



88%

employees feel safe at work, 2% above the mean of Qualtrics globally benchmarked companies

23

bowtie fatal risk assessments completed to inform our critical controls



Team members from our Waihi Operation at a portal entrance to our Martha Underground Mine, New Zealand



People and Culture

- 30 **People and culture management frameworks and oversight**
- 30 Our people
- 30 Policies and standards
- 31 **People and culture progress and performance**
- 31 Our 2025 culture survey results
- 31 Uplifting leadership capability and effectiveness
- 31 Improving internal communications
- 32 Living Our Values
- 32 Driving respectful behaviours in the workplace
- 33 Gender diversity
- 33 Employee relations
- 33 Talent management
- 33 Employee compensation and benefits

400+

Over 400 employee nominations received for our Living our Values awards program



“Respect at Work” training completed at all operating mine sites



Increased parental leave benefits in line with or better than industry standards in each of our jurisdictions

People and culture management frameworks and oversight

At OceanaGold, we aspire to have a caring, inclusive and winning culture. To support this, we invest in uplifting leader capability, establishing a culture of respect; and celebrate when our employees live our Values.



Processing plant team members at our Haile Gold Mine, U.S.A

Our people

At OceanaGold, the foundation of our success is our people.

We promote fairness and do not tolerate discrimination, harassment, bullying, or retaliation in any form. Our hiring decisions are based on merit, skills, and experience, and we actively work to build an inclusive and diverse workplace.

We invest in our people through ongoing training, capability building, and leadership development, supporting both individual career growth and long-term organizational resilience. Engagement and feedback mechanisms help us understand employee experiences and continuously advance our culture.

Policies and standards

Our policies and standards cover recruitment, remuneration, performance management, inclusion, flexible work, and employee and contractor conduct. Our policies are designed to foster a caring, inclusive and winning workplace where everyone can contribute and grow. These policies are regularly reviewed to confirm alignment with applicable laws, evolving best practice, and the expectations of our workforce and stakeholders.

At OceanaGold, the foundation of our success is our people. We promote fairness and do not tolerate discrimination, harassment, bullying, or retaliation in any form.



The Macraes Operation participant cohort of our 'Frontline Leadership Program'



DISCLOSURE/ANALYST GUIDE

Materiality: People and capability

Sustainable Development Goals:



External sustainability framework/reporting standard reference:

- IFRS S1:** 4 – Metrics and targets
- SASB:** EM-MM-310a.1, EM-MM-000.B
- GRI:** 401, 402, 404, 405, 407
- RGMP:** Principle 6
- UNGC:** Principle 3, 6

[Fair Employment Policy](#)

[Respect at Work Policy](#)

[Sustainability Data Book](#)

People and culture progress and performance

81%

81% of 3,099¹ employees completed our culture survey – a record level of participation

↑2pts

Our employee engagement score increased by 2 points to 82% in 2025

+90%

More than 90% of our operational leaders participated in our Operational Leadership Program

Our 2025 culture survey results

Our caring, inclusive and winning culture is advanced by listening to and acting on employee feedback. In response to the feedback received through our 2024 culture survey, in 2025 we focused on:

- Driving respectful behaviours in the workplace
- Improving internal communications
- Uplifting leadership capability

In 2025, 81% of 3,099¹ employees completed our culture survey – a record level of participation. Our employee engagement score increased by 2 points to 82% in 2025, 10 points above the Qualtrics mining and metals global median.

Uplifting leadership capability and effectiveness

Our leadership development programs focus on uplifting leadership capability and improving communication across the business. We give our people leaders the tools and skills to lead better and create environments where our employees are comfortable providing open and honest feedback.

In 2025, we expanded our leadership development program beyond frontline supervisors, deploying our Operational Leadership Program to Superintendents and Managers. During the year, more than 90% of our operational leaders participated in the 12-week program, helping contribute to an improvement in key

categories of our 2025 culture survey results. We will expand the leadership program through 2026 focusing on Leading for Performance.

Improving internal communications

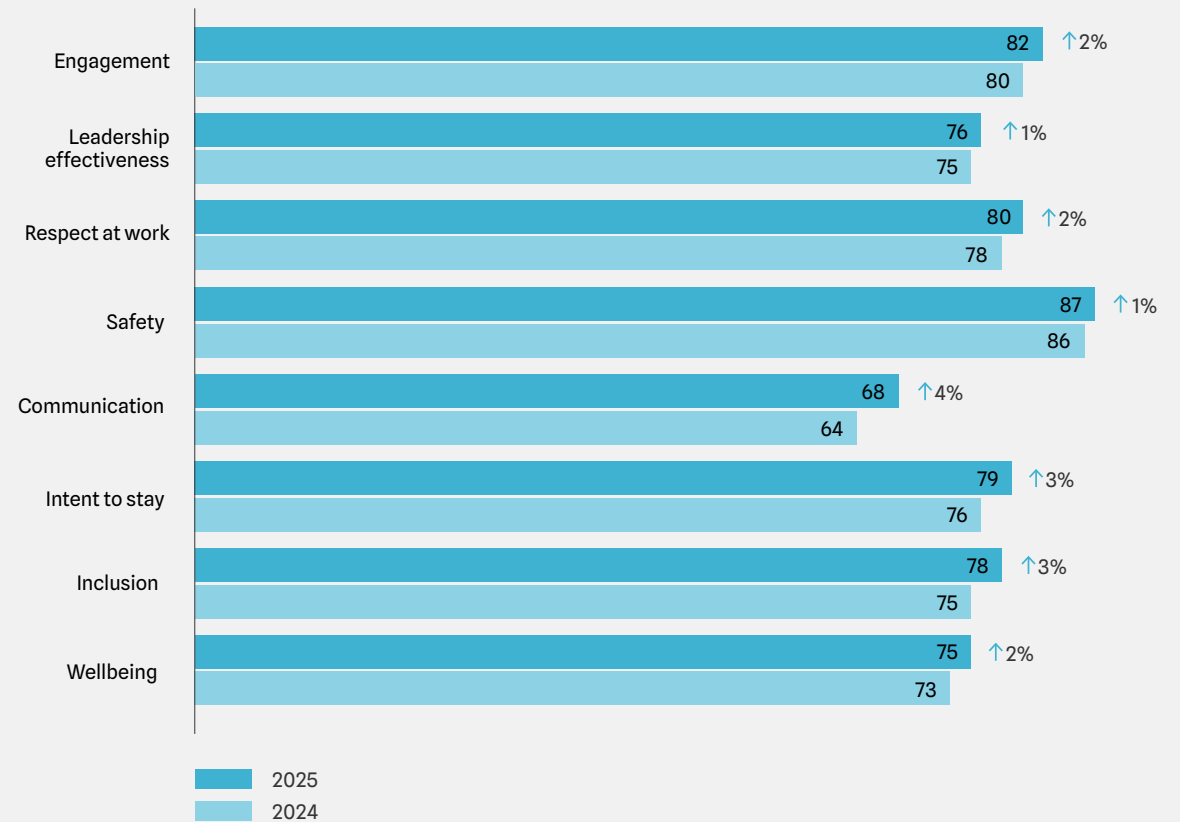
Throughout the year we maintained our focus on providing employees with frequent and transparent communication. We increased executive leader visibility and connection with a “Boots on the Ground” video series where executives share their reflections and learnings from their operational site visits. This included Company announcements and Town Halls for sharing significant announcements and important information.

We delivered site-specific communication initiatives including quarterly “State of the Nation” talks from Asset Presidents and pre-shift toolbox talks. We also ran “Lunch and Learn” sessions for topic-specific updates and knowledge sharing in our corporate offices.

Our most recent culture survey shows that employees experienced an improvement in communications, with an increase of 4 points in 2025. We recognize communication remains an area for improvement and will continue our efforts to enhance our communication strategies in 2026, particularly with our frontline teams.

¹ 3,099 was OceanaGold’s total number of employees at the time the company issued its 2025 Culture Survey for employee participation.

2025 Culture survey results (%)



People and culture progress and performance continued

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 to supply and invest in, to create value.

Our “Living our Values” awards program recognizes individuals who exemplify our Values, as nominated by leaders and their colleagues. By highlighting these exemplars of our Values we are celebrating and strengthening our culture.

Nominations for the 2025 program attracted over 400 peer employee nominations globally.

Our “Living our Values” awards program recognizes individuals who exemplify our Values, as nominated by leaders and their colleagues.

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 and harassment. We believe respect in the workplace is a strength, allowing employees to be themselves, feel included at work and speak up, without fear of retaliation.

Our focus for 2025 was embedding our “Respect at Work” program with e-Learning and face-to-face compliance training deployed across our business.

OUR VALUES

Our Values shape every decision we make, placing our people, host communities, the environment and our stakeholders at the forefront of our decision making. They outline the standard of work we aspire to, guide how we approach our interactions, and are integral to our culture.



Care

We care for the safety, health and well being of our people, the environment and local communities.



Respect

We respect and listen to each other, embracing different views and diversity in all its forms.



Integrity

We do the right thing and take accountability to deliver on our commitments.



Performance

We strive for excellence through learning, continuous improvement and innovating.



Teamwork

We achieve great outcomes by everyone contributing and working together.

People and culture progress and performance continued

Gender diversity

In 2025, the female gender representation of our company remained consistent with 2024. At December 31, 2025, our total employees comprised 611 (19%) female and 2,588 (81%) male employees. We will continue to focus on creating an inclusive and respectful workplace for all employees, regardless of their gender, race or cultural background.



↑ Didipio Mine's environment team in the field at our Didipio Mine, Philippines

We will continue to focus on creating an inclusive and respectful workplace for all employees, regardless of their gender, race or cultural background.

Employee relations

Part of our workforce in our Philippines and New Zealand operations have collective bargaining agreements in place, including consultation and negotiation periods. In 2025, we successfully negotiated renewal terms for three collective employment agreements in New Zealand.

The number of our employees covered by collective bargaining agreements increased from 973 in 2024 to 1,025 in 2025 due to workforce growth. At December 31, 2025, 419 employees were covered by collective bargaining agreements in the Philippines and 606 employees were covered by collective agreements in New Zealand.

Talent management

We continued to attract new employees into our company, providing high quality permanent jobs, including opportunities for our surrounding communities.

We recognize attraction, retention, productivity and wellbeing are strengthened by respect and inclusion. We maintain ongoing programs to help create and sustain this culture and gather employee feedback through onboarding, exit interviews and culture surveys to assess whether we are succeeding.

Employee compensation and benefits

We recognize the skills, commitment and contributions of our people through our performance and reward processes and mechanisms.

Employee compensation

Our compensation packages are designed to be market-competitive and offer both monetary and non-monetary benefits. We provide a range of performance-based incentives to recognize our employees for their efforts and results.

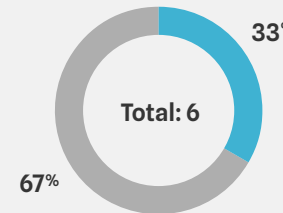
Parental leave

In 2025, we increased parental leave benefits in line with or better than industry standards in each of our jurisdictions. To further support parents with newborns we introduced two-weeks parental leave for our workers who are secondary parental carers.

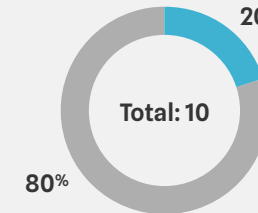
2025 Gender representation across organizational levels (at December 31, 2025)

Female (Blue), Male (Grey)

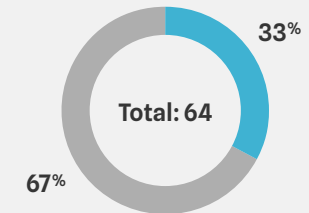
President and CEO/Executive Leadership Team



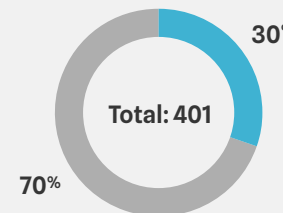
Asset President/Senior Vice President



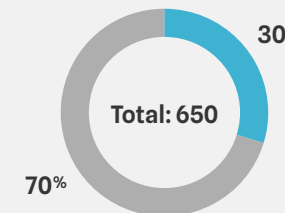
Vice President/Head of (Function)/Department Manager



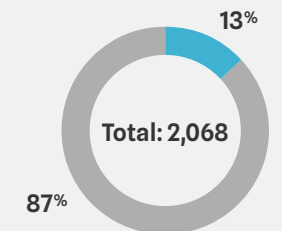
Manager/Director/Principal Superintendent/Senior Professional



Supervisor and Professionals



General Staff (Frontline/Business Support, Operator/Trade, Non-Supervisory)





The Waihi Pump Track, a community initiative sponsored by our Waihi Operation, New Zealand

Community and Social Performance

- 35 **Community and social performance management frameworks and oversight**
- 36 **Community and social performance progress and performance**
- 36 Community engagement
- 36 Complaints and grievances
- 37 Sustainable development
- 37 Social investment
- 37 Local procurement
- 37 Human rights
- 38 Indigenous Peoples



\$10m

\$10m contributed to community projects and partnerships

784

local suppliers engaged in procurement activities across our operations

\$110m

\$110m spent with 784 local suppliers across our operations

\$177m

paid in taxes and royalties to governments in the jurisdictions where we operate

Community and social performance management frameworks and oversight

Building strong relationships in the communities where we operate is important to us. We respect local cultures, listen and respond to community concerns, and aim to deliver shared value.



↑ A Waihi Fire Brigade community water tanker sponsored by our Waihi Operation, New Zealand

We build community trust through open, transparent and inclusive engagement and aim to create shared value.

Our approach to External Affairs and Social Performance (EA&SP) enables us to identify and manage potential risks and impacts to local communities, and identify opportunities in alignment with local aspirations, values and cultures. We build community trust through open, transparent and inclusive engagement and aim to create shared value.

Each of our operating mine sites have a dedicated EA&SP team that works closely with local communities to understand priorities, build trusted relationships and deliver our activities in a manner that reflects community expectations.

Each site maintains an EA&SP annual plan that is approved by the site's Asset President. The plan aims to identify and integrate social performance priorities into operational planning and decision making. Progress against these plans is reviewed regularly with the Group EA&SP functional lead, strengthening consistency across all operations.



Macraes Operation environment team members in field for the Coronation North Lizard Relocation Project, New Zealand



DISCLOSURE/ANALYST GUIDE

Materiality: Social performance, economic impact, social investment, human rights

Sustainable Development Goals:



External sustainability framework/reporting standard reference:

IFRS S1: 4 – Metrics and targets

SASB: EM-MM-210a.3, EM-MM-210b.1

GRI: 401, 402, 404, 405, 407

RGMP: Principle 2, 3, 5, 7

UNGC: Principle 1, 2, 4, 5

[External Affairs and Social Performance Policy](#)

[Human Rights Policy](#)

[Sustainability Data Book](#)

Community and social performance progress and performance

Community engagement

Each operation maintains a stakeholder engagement plan that supports proactive engagement with local stakeholders. This approach aims to ensure community perspectives are considered within our decision-making processes across our operations. This structured and planned approach to stakeholder engagement demonstrates we are actively engaging with and listening to a diverse range of local stakeholders with an interest in our operations.

Our EA&SP teams continued to facilitate effective community consultation and engagement, supporting operational growth and future development across our business. At Waihi, the team provided targeted engagement on the Waihi North Project, helping to address community concerns, and improve understanding of project benefits and maintaining constructive relationships with stakeholders.

Support for the Macraes Project Phase 4 focused on transparent communication, early identification of social risks and integrating local perspectives in project planning and decision making.

Our EA&SP teams continued to support exploration programs, ensuring land access, cultural considerations and early-stage engagement were undertaken respectfully and responsibly. In 2025, as an effective community engagement, four exploration drilling programs were able to be executed across the Philippines.

Complaints and grievances

We provide community members with accessible and culturally appropriate channels to raise concerns or provide feedback. Our grievance mechanisms are aligned with the United Nations Guiding Principles on Business and Human Rights. Each of our operations maintains a formal grievance mechanism that allows community concerns to be raised, investigated and resolved in a timely and transparent manner. Summaries of grievances are reported to and reviewed quarterly by the Board Sustainability Committee.

In 2025, we received 98 grievances across all operating sites, compared to 153 in 2024. Waihi Operation accounted for 53 grievances, down significantly from 133 grievances in the previous year. Didipio Mine received 36 grievances, Haile Gold Mine received 8, and the Macraes Operation received 1 grievance during the year.

Our operating mine sites continue to strengthen grievance management by promoting awareness of grievance mechanisms to local communities, providing targeted training for staff responsible for managing grievances, and reinforcing clear oversight by senior site leadership. Building on this work, we will continue to work closely with site-based teams to assess the effectiveness of our grievance processes in encouraging community feedback and supporting timely and effective resolution.

Our EA&SP teams continued to facilitate effective community consultation and engagement, supporting operational growth and future development across our business.



Live earthmoving demonstrations by the Macraes Operation team at the Wheels at Wanaka event, New Zealand

Community and social performance progress and performance continued

Sustainable development

We work collaboratively with the communities that host our operations, suppliers, local governments and community representatives, to find mutual benefits and solutions to shared challenges. We aim to support social and economic development programs aligned with local priorities and in a manner that avoids building dependencies over the long term.

Social investment

We contributed \$10 million to community projects and partnerships in 2025. This included Didipio Mine's community funding streams under agreements with the Philippine Government, including the Social Development and Management Program, Community Development Program, Community Development Fund and Provincial Development Fund. Together, these mechanisms support a range of community development projects that are identified and implemented in collaboration with host and neighbouring communities.

Each operating mine site manages a local sponsorship and donations program, where community organizations can apply for funding to support social, environmental and economic initiatives. Site-specific application criteria and local governance deliver funding decisions that are transparent, aligned with community priorities, and that support sustainable outcomes.

In 2025, OceanaGold secured approval from the World Gold Council (WGC) Charity Committee for three community funding applications. Two relate to Didipio, where funding will support locally-identified community development initiatives. A third is for Macraes, supporting the development of an Ecosanctuary Partnership. All three programs are scheduled to begin in 2026 and will be delivered through a partnership model between the WGC, OceanaGold and community organizations.

Local procurement

Local procurement creates shared value for our host communities. Working with local businesses strengthens regional supply chains, supports local economies and helps deliver long-term local socio-economic benefits. In 2025, we spent \$110 million with 784 local suppliers.

Contributing to local and regional economies

Mining plays an important role in strengthening local economies by generating employment opportunities and supporting local procurement. By hiring local workers and sourcing supplies and services from local businesses, mining helps develop economic growth. In 2025 we paid \$177 million in taxes and royalties to governments in the jurisdictions where we operate.

Tax and royalty contributions enable governments to invest in long-term community development, from building schools and hospitals to maintaining transportation networks and recreational areas that benefit local communities. Our \$281 million spend on employee wages and benefits during 2025 also contributed to local and regional economies through local job opportunities and employee skills development.

Human rights

We respect the human rights of all people with a connection to our business activities and are committed to the *United Nations Universal Declaration of Human Rights*.

Our [Human Rights Policy](#) sets our expectations and responsibilities for respecting human rights across our sphere of influence. The policy aligns with internationally recognized standards, including the *United Nations Guiding Principles on Business and Human Rights*, the *OECD Guidelines for Multinational Enterprises*, the *United Nations Declaration on the Rights of Indigenous Peoples*, and the *International Labour Organization Declaration on Fundamental Principles and Rights at Work*. It is supported by a robust internal framework, including our Human Rights Standard and Responsible Mining Framework, with key requirements embedded in our [Code of Conduct](#) and [Supplier Code of Conduct](#).

As part of our human rights due diligence, we use an independent human rights consultancy to undertake Human Rights Impact Assessments at our operations. These assessments can include engagement with company leadership, employees, contractors and community members. We conduct company-wide human rights training on our commitments and expectations, with guidance on how to identify and respond to human rights breaches.

We systematically assess supplier risk across several criteria, including human rights, with appropriate escalation measures for further investigation. In 2025, we screened 1,490 suppliers, with a focus on Tier 1 suppliers operating in higher-risk industries.

Since 2021, we have published an annual Modern Slavery Statement. Our annual Modern Slavery Statement 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*.

CASE STUDY



Geologists from our Waihi Operation working on the Fast-track Permitting Process

Community Engagement on the “Fast-track” Permitting Process

In 2025, the Waihi North Project progressed through New Zealand's new “Fast-track” permitting process. Lodged in March 2025, it was both the first mining project and the first major development to enter the system.

The Waihi External Affairs and Social Performance and Projects team provided regular updates to the community and media about the project. This included public “Ask the Experts” sessions on landscape and visual effects, blast vibration, noise, water management, air quality, and access to an independent planning expert.

Final permit approval was granted in December 2025. This project demonstrated the value of fully open and transparent engagement with regulators, and clear approval processes and timelines to support investor confidence.

Community and social performance progress and performance continued

CASE STUDY

Indigenous Peoples

We recognize the rights and interests of Indigenous Peoples. When we interact with Indigenous Peoples, we conduct our business in a manner consistent with Free, Prior and Informed Consent principles. We believe that 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.

In 2025, the Didipio Mine continued its Indigenous Peoples Culture Revitalization Program, with activities to promote Indigenous culture.

Building local talent through the Didipio Mine Scholarship Program

For more than a decade, the Didipio Mine has supported local education through its Scholarship Program. In 2025, 645 scholars received support, including 460 Indigenous students from host and neighboring communities.

In 2025, 43 scholars graduated – several with honours – bringing the total number of graduates to 347 since 2007. Many now work as engineers, teachers, medical professionals, public servants and business owners, contributing to local employment.

The program also provides personal development, leadership training and learning support to improve scholars’ performance, confidence and readiness for professional roles. In 2026, it will continue to build local talent pipelines, enhance livelihood opportunities and contribute to sustainable community development.

The program also provides personal development, leadership training and learning support to improve scholars’ performance, confidence and readiness for professional roles.

↓ Haul truck operations at our Haile Gold Mine, U.S.A



↑ Students of the Didipio Mine Scholarship Program at the Mine to Mind Summit, Philippines

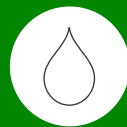


Environmental survey work being undertaken at our Haile Gold Mine, U.S.A



Environmental Stewardship

- 40 Environmental stewardship management frameworks and oversight
- 41 Environmental stewardship progress and performance
- 41 Biodiversity
- 42 Water management
- 42 Hazardous materials and chemical substances



Maintained long standing record of zero material environmental incidents in 2025

60%

60% Average of water re-used/ recycled across our operating mine sites

98 hectares

98 hectares of disturbed land rehabilitated across our operations contributing to the progressive rehabilitation of ~200 hectares of disturbed land over the past 24 months

Environmental stewardship management frameworks and oversight

We are committed to responsible environmental management across all our business activities including exploration, project development, mining operations and closure.



Our Macraes Operation processing plant, New Zealand



Our Chief Executive Officer participating in rehabilitation tree planting activities at our Didipio Mine, Philippines

Our [Environment Policy](#) outlines our expectations and commitments to responsible environmental management. The Policy applies company-wide environmental standards that comply with regulatory requirements in the jurisdictions we operate in. Each operating mine has an environmental management plan that addresses key risks and puts the standards into action.

Our goal is to improve on our environmental performance and promote positive environmental outcomes across our business. We understand the impact mining can have on natural ecosystems and the social, cultural and economic values connected to them.

Our Environment Policy outlines our expectations and commitments to responsible environmental management.

DISCLOSURE/ANALYST GUIDE

Materiality: Biodiversity, water and effluents

Sustainable Development Goals:



External sustainability framework/reporting standard reference:

IFRS S1: 4 – Metrics and targets

SASB: EM-MM-140a.1, EM-MM-150a.10, EM-MM-160a.1

GRI: 101, 303, 304, 306

RGMP: Principle 8, 9, 10

UNGC: Principle 7, 8, 9

[Environment Policy](#)

[Sustainability Data Book](#)

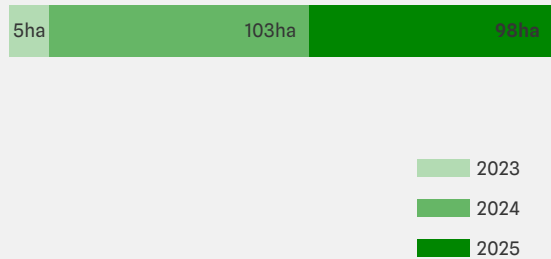
Environmental stewardship progress and performance

Environmental incidents

We maintained our long-standing record of no material environmental incidents in 2025. Our recorded environmental incidents were of low severity and primarily related to minor hydrocarbon spills and water-related discharge events.

During the year, there were 86 low severity non-compliance incidents recorded, mainly related to short-duration and localized water-related discharge events. These events were defined as a category 2 or less level event, meaning a minor or reversible impact requiring minor remediation, localized impacts with no potential for widespread impact.

Newly rehabilitated land to the agreed end use (hectares)



Biodiversity

Our approach to biodiversity management reflects our commitment to responsible land stewardship, regulatory compliance and nature protection across all our operating regions.

In 2025, the Group continued to maintain 1,636 hectares (ha) of protected and restored habitat. Pest management projects continued in our New Zealand operations in line with legislative requirements. Enrichment planting supported native vegetation. Our wetland conservation partnerships also entered their fifth year.

Progressive rehabilitation efforts at our operating mine sites remained consistent with 2024 numbers, with 98ha of disturbed land rehabilitated (compared to 87ha of new disturbance), contributing to the progressive rehabilitation of approximately 200ha of disturbed land over the past 24 months. Rehabilitation strategies and actions are incorporated into mine planning through early shaping, soil management, and erosion control to support timely rehabilitation.

In 2026, we will continue to strengthen our biodiversity governance. This will include updating our Group Biodiversity Management performance standard, establishing guidance and defining nature-related risks using the Taskforce on Nature-related Financial Disclosures (TNFD) LEAP¹ approach.

1 The TNFD LEAP approach guides organizations to Locate their interface with nature, Evaluate dependencies and impacts, Assess nature-related risks and opportunities, and Prepare to respond through strategy, targets and disclosure.

CASE STUDY

Mokomoko (Geckos) on the Go!

As part of Macraes' environmental stewardship, OceanaGold undertook one of New Zealand's largest lizard relocation efforts. The Coronation North Lizard Relocation Project involved the capture and release of over 4,000 Kōrero geckos, McCann's skinks and Southern Grass skinks to a predator-controlled area in the Island Block Covenant. This legally protected ecological area forms part of a broader suite of covenants preserving species and habitats.

The project required careful planning with independent herpetologists, the Department of Conservation and local iwi (Māori Peoples). Iwi input was integral to the successful relocation of mokomoko² also enabling iwi members to be trained in lizard handling and management by project herpetologists. Field teams checked 1,630 traps and inspected 1,970 artificial cover objects as part of the intensive capture effort.

The program is supported by long-term commitments to habitat enhancement, predator control and ongoing monitoring. It demonstrates how mining operations can balance resource development with biodiversity protection through early planning, mitigation and relationships.



A Kōrero Gecko collected and relocated during the Coronation North Lizard Relocation Project, New Zealand

2 Mokomoko is a word for "lizard" in Māori.

Environmental stewardship progress and performance continued

Water management

We continue to strengthen our approach to managing water-related risks and opportunities across our operating regions. In 2025 we updated our Group Water Performance Standard and aligned site-specific water management plans accordingly. We disclose performance across four key water metrics: water withdrawal, water consumption, water discharge and water re-use/recycling. Together these indicators provide a view of how water is sourced, used, managed and discharged to the environment across our operations.

Total water withdrawal¹ increased by 10% compared to 2024, primarily driven by ongoing wet weather events at Didipio, which resulted in higher water inflows. To manage site water inventories and maintain operational and environmental controls, water discharge volumes increased (by approximately 30%) during the year compared to 2024. As a result, the Group recorded a net negative water consumption in 2025, reflecting that total water discharged exceeded the volume withdrawn into the sites.

Water re-use and recycling remain key indicators of operational water efficiency. In 2025 the Group maintained a 60% water recycling rate (a 10% decrease from 2024) largely due to increased discharge volumes required to manage elevated water inventories following sustained rainfall events at Didipio. Water efficiency practices, such as re-using wash bay water for dust suppression, and recirculating process water, continued across our operations.

At Macraes water recirculation within the processing circuit reduced freshwater withdrawal requirements, enabling the site to achieve approximately 80% water re-use in 2025, the highest rate across the Group. During the reporting year, Haile prioritized reducing contact water² inventory in line with environmental management controls and regulatory requirements. To support this objective and maximise treatment capacity, the site also trialled an innovative water pre-treatment solution.

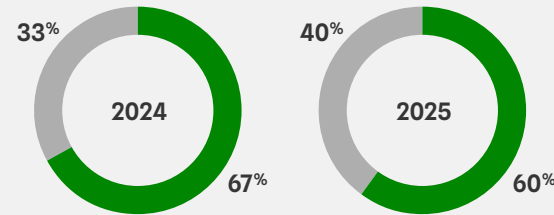
Hazardous materials and chemical substances

Our operations continued to implement management plans for hazardous materials and chemical substances. All sites except Didipio use cyanide in their processing, and operate under site-specific Cyanide Management Plans that meet regulatory requirements and align with the principles of the International Cyanide Management Code (ICMC).

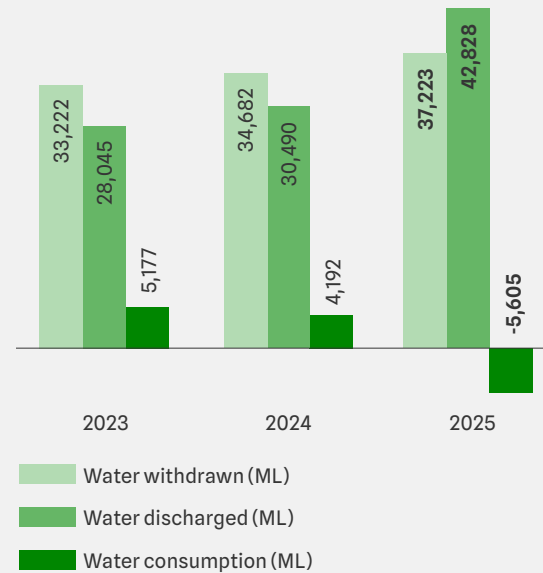
In 2025, an independent third party recertified Haile Gold Mine as fully compliant with the ICMC – a certification maintained at Haile since July 2019. In 2026, our New Zealand sites will undertake independent third-party site plan audits and assess conformance with ICMC requirements.

1 In 2025 the largest contribution for water withdrawn came from rainfall runoff entering the mine through the site catchment.
 2 Contact water is defined as any water that has come into contact with potentially acid generating material due to mining and requires treatment prior to discharge or use within mining activities.

Average water re-used/recycled



Group-level water metrics



CASE STUDY



↑ Haile Gold Mine's water treatment team members conducting water quality testing at the mine's water treatment plant, U.S.A

Ripple Effects: From Challenge to Consistent Water Performance

At Haile, water quality is monitored routinely across the site, with sampling conducted beyond regulatory requirements to provide additional assurance of treatment performance and environmental outcomes.

In 2025, Haile implemented an updated integrated water management strategy to improve water management across the site. Water treatment capacity was one aspect of the strategy aimed at system upgrades, including reverse osmosis and improved pre-treatment processes, and expanded treatment capacity from less than 1,000 gallons per minute (gpm) to around 3,000 gpm. The result was enhanced water quality and improved system reliability, ensuring treated water consistently meets environmental standards prior to discharge.



Sunrise over our Macraes Operation, New Zealand



Climate Change

- 44 **Climate change management frameworks and oversight**
- 44 Strategy
- 44 Governance
- 44 Risk management
- 45 **Climate change progress and performance**
- 45 Decarbonization
- 46 Greenhouse gas emissions

100%

100% of electricity consumed by our operating mine sites was covered by renewable energy certificates.



Released a Climate Transition Plan (CTP) and updated the Company's Climate Change Policy.

38%

Achieved a 38% reduction in Greenhouse Gas (GHG) emissions in 2025, compared to the 2022 base year.

Climate change management frameworks and oversight

We strive to understand and manage our climate transition and physical climate change risks and are taking pragmatic steps to decarbonize¹ our operations and build resilience in our business and supply chains.

Strategy

In 2025, we progressed the following key climate change priorities based on four strategic pillars aligned with the IFRS S2 Climate-related Disclosures Standard and the Greenhouse Gas (GHG) Protocol² including: governance, strategy, risk management and metrics.

- Released a [Climate Transition Plan \(CTP\)](#), outlining our approach to identifying and managing risks and opportunities associated with climate change and management focus areas for 2026 and 2027. The CTP also includes scenario analysis and references Group-level physical and transition risk assessments conducted in 2024, with further site-based physical risk assessments planned in 2026.
- An updated interim aspiration, to reduce absolute Scope 1 and Scope 2 GHG emissions by 30% by 2030 from a 2022 base year³, which complements our longer-term aspiration of net zero Scope 1 and Scope 2 GHG emissions by 2050.
- Established a renewable energy certificate (REC) purchasing strategy to support delivery of the updated target. This led to OceanaGold obtaining renewable energy certificates to cover 100% of electricity consumed at all four of our operating mine sites⁴ for the first time in 2025.

- Updated the company's Climate Change Policy, strengthening our climate change governance framework.
- Studies assessing fleet decarbonization options and pathways were advanced as part of the Waihi North Project and at Macraes mine (refer to the case study on page 45).
- Implementation of the GHG Protocol to support measurement and reporting of our GHG emissions for each site, (incorporating market-based and location-based reporting).

Governance

Our approach to climate change governance is detailed in our CTP. The Sustainability Committee of the Board meets quarterly to provide oversight of climate change programs and performance supported by the Executive Leadership Team and the Climate Steering Committee. During 2025 we maintained company-level KPIs related to climate change and decarbonization, including development of the CTP and sourcing of renewable energy certificates. Climate-related performance measures linked to executive remuneration were 4% of Short-Term Incentive measures in 2025.

Risk management

We remain focused on improving our understanding of climate-related risks, impacts and opportunities across our business. The CTP and the IFRS S2 climate-related disclosures in [Appendix A](#) provides a summary of company-level physical and transition climate risks, based on climate scenario analysis across all our mine sites⁵. Summaries of climate scenario analysis assumptions are contained in the CTP, with additional detail provided in our [Climate-related Disclosure \(2025\)](#).

Forward work plans in the CTP include site-based assessment of climate-related physical risks and opportunities⁶ and refinement of transition risks during 2026 and 2027. Staged development of site-based adaptation plans is scheduled to commence in 2026.

We incorporate opportunities related to site decarbonization, where relevant and feasible, into our site-based Life of Mine Plans and related financial and economic planning processes. As part of the implementation of the CTP, further assessment of transition risks is planned to improve our understanding of potential financial impacts related to climate change and to design forward work plans to help quantify and qualify financial aspects where relevant and feasible. Quantitative information about potential financial effects of climate-related risks and opportunities has not been included in this reporting period while work on transition risks is ongoing.

- 1 Removing or reducing the amount of greenhouse gases emitted into the atmosphere.
- 2 OceanaGold applies the Greenhouse Gas (GHG) Protocol – a global standardized framework to measure and manage GHG emissions.
- 3 The scenarios selected reflected three divergent outcomes, considered relevant for a gold mining company, guided by the Paris Agreement global warming projections, for both physical and transition risks.
- 4 Through purchase of approved and certified Renewable Energy Certificates (RECs).
- 5 The scenarios selected reflected three divergent outcomes, considered relevant for a gold mining company, guided by the Paris Agreement global warming projections, for both physical and transition risks.
- 6 Including consideration of industry topics defined in the Guidance for Implementing IFRS S2 – Metals and Mining.



DISCLOSURE/ANALYST GUIDE

Materiality: Climate change and decarbonization

Sustainable Development Goals:



External sustainability framework/reporting standard reference:

IFRS S1: 4 – Metrics and targets

IFRS S2: Climate-related Disclosures

SASB: EM-MM-110a.1, EM-MM-130a.1

GRI: 302, 305

RGMP: Principle 10

UNGC: Principle 7, 8, 9

[Environment Policy](#)

[Climate Transition Plan](#)

[Sustainability Data Book](#)

Climate change progress and performance

Decarbonization

Our decarbonization efforts in 2025 continued to focus on projects with potential to have material decarbonization benefits. This included evaluation and progression of acceptable renewable energy supply procurement and supply agreements. As well as the electrification of future mining fleet requirements when they are economically feasible, technically proven and when the underlying power source is sufficiently lower carbon in nature to drive a net reduction in GHG emissions. We have identified that renewable electricity supply is our largest near-term decarbonization lever.

During 2025 the purchase of renewable energy certificates¹ for the electricity supply at Didipio and Haile was increased (from 25% to 100% at Haile and from 0% to 100% at Didipio) through engagement with regional energy providers. Combined with maintenance of 100% renewable energy sourcing² at our two New Zealand operations (which has been in place since 2021), this enabled the Company to achieve 100% renewable energy supply for all four of our mines for the first time in 2025.

The company achieved 100% renewable energy supplies for all four of our mines for the first time in 2025.

During 2025 the Waihi North Project and Macraes mine progressed decarbonization studies to assess options for the use of electric fleet components (refer to the case study). OceanaGold is also a member of the Caterpillar “Pathways to Sustainability” program, an industry initiative intended to help businesses identify potential opportunities for fleet decarbonization including hybrid and electric fleet options.

- 1 All four of our operating mine sites purchase electricity from the grid. Renewable Energy Certificates (RECs) are purchased to cover energy sourced from the grid. RECs allow users to claim the environmental attributes of renewable energy, even when physically sourcing power from a mixed grid. By purchasing and retiring approved and verified RECs equal to our total grid consumption and carbon footprint, we are able to claim “100% renewable” status, through supporting green energy production elsewhere.
- 2 Through purchase of Renewable Energy Certificates (RECs).

CASE STUDY



Our Hitachi EX3600 electric hydraulic shovel in use at our Macraes Operation, New Zealand

Fleet decarbonization and electrification studies at Macraes Mine and Waihi North Project

In 2025, Macraes commissioned an external study to examine the outlook for electric and hybrid fleet solutions over the next five years, including evaluating retrofit technologies for electric and hybrid diesel-electric conversions. The study, which explored the technical feasibility, commercial readiness and operational compatibility of multiple electrification strategies, is expected to be finalized in 2026.

Several electrification studies were also conducted for the Waihi North Project, using diesel-mechanical equipment as the baseline scenario.

The most promising option is diesel-electric loaders for underground operations. We continue to monitor various other potential technologies for readiness as they mature.

Climate change progress and performance continued

Greenhouse gas emissions

In 2025, the Company's total direct (Scope 1) energy use¹ was 2,735,067 GJ, a 6% increase compared to 2024, mainly resulting from an increase in diesel use at Haile (including pit development) and additional activity at Waihi associated with development activities for the Waihi North Project. Direct energy use at Didipio and Macraes was similar to 2024 (a 1% increase and 3% decrease respectively). Our total direct (Scope 1) GHG emissions for 2025 were 195,708 tonnes of carbon dioxide equivalent (tCO₂-e), a 6% increase from 2024.

The total indirect (Scope 2) energy use in 2025 was 2,005,811 GJ, a 4% increase from 2024, primarily related to electricity use at Didipio (additional pumping associated with water management) and additional project-related activities at Waihi. Electricity used at our four mine sites and corporate offices is purchased from the grid (100%) with the application of renewable energy certificates (RECs) to reduce emissions on a market-based approach (as per the GHG Protocol). Indirect energy use at Macraes and Haile was similar to 2024. The total indirect (Scope 2) GHG emissions for 2025² on a market-based calculation, taking into consideration renewable energy certificates (RECs) and including non-mining sites (e.g. offices, legacy sites and exploration), were 100 tonnes of carbon dioxide equivalent (tCO₂e), a greater than 95% decrease from 2024.

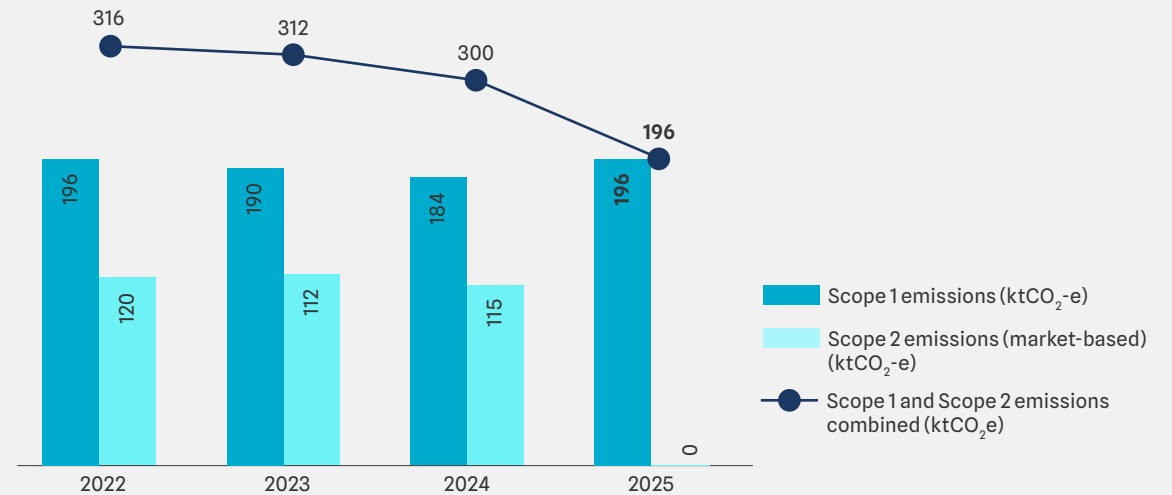
Our GHG emissions intensity in 2025 (including consideration of renewable energy certificates and excluding non-mining sites) was 0.39 tonnes of carbon dioxide equivalent (tCO₂-e) per ounce of gold produced³, a decrease of 36% from 0.61 tCO₂-e/oz Au in 2024. This reduction is based on the additional purchases of Renewable Electricity Certificates (RECs) at Haile Gold Mine and Didipio Mine.

The purchase of 100% Scope 2 renewable energy at our four mine sites in 2025, due to an increase in purchase of RECs at Didipio and Haile, has helped the business progress toward our aspiration for a reduction in absolute Scope 1 and Scope 2 emissions of 30% by 2030 using 2022 as a base year. In 2022, the Company's combined Scope 1 and Scope 2 market-based GHG emissions were 316 ktCO₂-e. In 2025, the Company's combined Scope 1 and Scope 2 market-based GHG emissions were 196 ktCO₂-e when renewable energy and REC purchases are taken into consideration. This has contributed to a 38% reduction of our Scope 1 and Scope 2 GHG emissions for 2025, compared to a 2022 base year. Following reductions to Scope 2 emissions in 2025 we are on a trajectory to meet our aspiration of a 30% reduction by 2030 on a 2022 base year, and we continue to focus on decarbonization efforts to progress reduction of our Scope 1 emissions towards 2030.

- 1 Scope 1 energy calculations are primarily based on fuel delivery invoices with an allowance for bulk diesel fuel storage and quantities dispensed where that data is readily available. Scope 2 GHG emissions are based on energy purchase invoices.
- 2 Aligned with GHG Protocol requirements Scope 2 GHG emissions are reported on both a market-based methodology and location-based methodology in OceanaGold's Sustainability Data Book (2025).
- 3 This figure excludes gold equivalent ounces from copper production.

OceanaGold emissions profile (Scope 1 and Scope 2 emissions)

OCEANAGOLD'S EMISSIONS PERFORMANCE	UNIT OF MEASURE	2025	2024	2023	2022
Scope 1 emissions	tCO ₂ -e	195,708	184,278	189,506	196,163
Direct energy	GJ	2,735,067	2,571,178	2,646,046	2,733,198
Scope 2 emissions (market-based) ⁴	tCO ₂ -e	100	115,422	122,272	119,612
Indirect energy	GJ	2,005,811	1,926,855	1,873,805	1,824,471
Total Scope 1 and Scope 2 emissions (market-based) ⁵	tCO ₂ -e	195,808	299,700	311,778	315,775
Emissions intensity	tCO ₂ -e/oz AU	0.39	0.61	0.65	0.67



⁴ Location-based Scope 2 emission values are reported in OceanaGold's Sustainability Data Book (2025).

⁵ Renewable energy certificates were purchased to cover 100% of electricity purchased from the grid in 2025 for our four operational mines on a market-based measurement approach.



A tailings storage facility at our Waihi Operations, New Zealand



Tailings Management

- 48 **Tailings management frameworks and oversight**
- 48 Governance
- 48 Tailings facilities risk management
- 48 Assurance and review
- 48 Stakeholder engagement
- 48 Tailings facilities design
- 49 **Tailings management progress and performance**
- 49 Implementation and conformance



Independent Tailings Review Board (ITRB) reviews completed across all sites



Commenced remote sensing of surface movements with Interferometric Synthetic Aperture Radar (InSAR) deformation monitoring technology for TSF monitoring at all our operational sites



Commenced standardizing existing Failure Modes and Effects Analysis (FMEA) across sites

Tailings management frameworks and oversight

We design, construct and manage tailings storage facilities (TSFs) to meet industry and regulatory standards and align with the Global Industry Standard for Tailings Management (GISTM).

We manage tailings responsibly, guided by relevant domestic and international standards, including the GISTM, International Council on Mining and Metals (ICMM) and the International Commission on Large Dams (ICOLD).

Governance

Our TSF Framework is managed through our Tailings Governance Committee (TGC), led by the Accountable Executive (AE), and reports to the Board of Directors, via the Technical Committee.

Each TSF has a Dam Owner, an Engineer of Record, and a Responsible Tailings Facility Engineer (RTFE). Our annual assurance program includes a site-based review from an Independent Tailings Review Board of internationally recognized experts.

Tailings facilities risk management

Each site undertakes a multi-disciplinary risk assessment of the applicable Credible Failure Modes and the consequences of such failures. The process is designed to verify the adequacy and effectiveness of the preventative and mitigating controls for all site Material risks.

Assurance and review

We use the following assurance processes to achieve effective and responsible TSF management.

Annual Dam Safety Reviews and Dam Safety Inspections (ADSR & DSI)

Annual dam safety reviews are conducted by Engineers of Record that include site inspections. As part of these evaluations, Engineers of Record identify and assess risks, highlight possible deficiencies or deviations and develop action plans to address them. All findings are reported to the Tailings Governance Committee.

Comprehensive Dam Safety Reviews (CDSRs)

All sites conduct CDSRs in accordance with the required cadence based on the structure's Consequence Classification. CDSRs are conducted at least every five years for TSFs.

CDSRs completed independently by qualified engineers who assess dam safety. They review known and potential hazards, evaluate failure modes and loading conditions, and assess the adequacy of instrumentation and monitoring. CDSRs include an on-site inspection of the TSF and associated structures and review of the site's safety management resources, systems and procedures.

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. The ITRB reports to the Board and the Accountable Executive.

Stakeholder engagement

We build constructive, long-term relationships with our stakeholders through open engagement that builds community and stakeholder knowledge about our plans and management of TSFs. Site-based grievance mechanisms are in place to receive any concerns related to TSFs. All community concerns are investigated and addressed in a timely and consultative way, and are included in Quarterly Tailings Performance reports for the TGC.

Tailings facilities design

Robust design is critical to reducing the risk of TSF failure across the full TSF lifecycle, including closure and post-closure.

For new TSFs we are exploring emerging technologies and innovative designs that can lessen the demand on tailings storage, reduce the consequences of a dam failure and better support a safe transition to closure. Our sites also periodically review new monitoring and management technologies to support the design process, reduce risk and improve environmental outcomes.

We consider uncertainties and impacts due to climate change in the design, operation, maintenance and closure of our TSFs.



Aerial view of Didipio Mine, Philippines

DISCLOSURE/ANALYST GUIDE

Materiality: Tailings storage management

Sustainable Development Goals:



External sustainability framework/reporting standard reference:

IFRS S1: 4 – Metrics and targets

SASB: EM-MM-540a.2

GRI: 101

RGMP: Principle 8

UNGC: Principle 7, 8, 9

[Environment Policy](#)

[Sustainability Data Book](#)

Tailings management progress and performance



↑ Aerial view of Wahi Operation's tailings storage facilities, New Zealand

Implementation and conformance

Significant progress has been made in strengthening technical and operational management of tailings. We are continuing towards alignment of our systems and processes with GISTM requirements. This progress is being managed, tracked and reported through OceanaGold's Tailings Governance Committee.

In 2025, we continued to update Failure Modes and Effects Analysis (FMEA) across all sites to account for material changes. The updates consider Credible Failure Modes and Consequence Classification of the TSF, and the adequacy of its preventative and mitigative controls.

OceanaGold Tailings Management Governance

OceanaGold Corporation Board of Directors



Board Technical Committee



Accountable Executive (AE)



Tailings Governance Committee



Site Leadership

- Engineer of Record
- Responsible Tailings Facility Engineer (RTFE)

Independent Tailings Review Board (ITRB)



A rehabilitated rock stack at the Reefton Restoration Project, New Zealand



Closure and Relinquishment

- 51 Closure and relinquishment management frameworks and oversight
- 52 Closure and relinquishment progress and performance
- 52 Sites under active closure and relinquishment



Incorporated targeted technical studies across all leases at Junction Reefs to support mining lease relinquishment



Completed closure technical reviews and developed closure execution plans, focused on improving closure planning over the remaining life of mine



Developed and released a Closure Cost Estimation Guideline to drive consistency in this area

Closure and relinquishment management frameworks and oversight

We plan for the closure and rehabilitation of our mines before they commence operating.



↑ Globe Pitt Lake rehabilitated during the Reefton Restoration Project, New Zealand

We consider the entire mining lifecycle when planning mining operations. This includes our governance and closure planning to return disturbed land to a condition consistent with applicable regulatory requirements, and that minimizes our impact on the natural environment.

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

Our aim is to ensure the environment, our people, host communities and other stakeholders are well informed and considered in our mine closure decision making.



Rehabilitation activities in progress at Junction Reefs, Australia



DISCLOSURE/ANALYST GUIDE

Materiality: Closure and relinquishment

Sustainable Development Goals:



External sustainability framework/reporting standard reference:

IFRS S1: 4 – Metrics and targets

SASB: EM-MM-160a.1

GRI: 101

RGMP: Principle 9

UNGC: Principle 7, 8, 9

[Environment Policy](#)

[Sustainability Data Book](#)

Closure and relinquishment progress and performance

In 2025, we undertook reviews of available closure technical information and used these to develop Closure Execution Plans at three sites. These plans focus on improving knowledge and identifying opportunities to increase value and reduce risk. This information will be included in our updated Life of Mine closure plans due for completion at the end of 2026. A closure execution plan will be completed at the fourth site during 2026.

Sites under active closure and relinquishment

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

Junction Reefs

The Junction Reefs Mine is located 270 kilometres west of Sydney in the Central Tablelands of New South Wales in Australia. The mine is located on undulating, cleared grazing land in a cereal cropping, vineyards, and sheep and cattle grazing region. The site is bisected by the Belubula River with spectacular steep sided rocky ravines. We acquired the closed site in 2006 through our acquisition of Climax Mining.

Substantial progress was achieved at Junction Reefs during 2025, including continued implementation of the planned work program to support mining lease relinquishment. This program incorporated monitoring and rehabilitation activities, as well as targeted technical studies across all leases, to ensure regulatory compliance. Ongoing engagement was maintained with key regulatory agencies, including the New South Wales Resources Regulator and Crown Lands, alongside continued collaboration with neighbouring landholders.

Reefton Restoration Project

The former Globe Progress Mine, located at Reefton within the Victoria Forest Park on the West Coast of New Zealand's South Island, transitioned from operations to closure and rehabilitation in 2016. This site is now known as the Reefton Restoration Project.

The Reefton Restoration Project is known for its comprehensive closure and rehabilitation program, with works including removal of process plant and infrastructure, water treatment, waste rock reshaping and landscaping, spreading topsoil and planting trees and pest and weed control.

CASE STUDY



↑ Tamatahia Te Whenua (Visitor Experience Project), Reefton, New Zealand

Reefton Restoration Project

After accomplishing significant work during 2024 on the closure and rehabilitation of the former Globe Progress Operation located in Reefton in the South Island of New Zealand, in 2025 OceanaGold and the Department of Conservation completed the informal opening of the Tāmatahia Te Whenua (Visitor Experience Project) and the multi-use bike, running and walking track known as Globe Hill Track. Members of the public are now regularly accessing the Tāmatahia Te Whenua from Reefton township for recreation including learning from information panels around historic and modern mining and the rehabilitation story, viewing artefacts, using rest areas and BBQ facilities, a cycle trail around

Fossickers Lake, and linkages to many walking trails including the Alborns Walk containing heritage features.

OceanaGold continues to build on strong working relationships with the Department of Conservation, local iwi (Māori Peoples) and community representatives to facilitate the handover and official opening of the restored site in 2026.

[Learn more](#)



A rock specimen containing gold from our Haile Gold Mine, U.S.A



Appendices

54 Appendix A - Glossary

61 Appendix B - 2025 independent limited assurance statement



APPENDIX A – GLOSSARY

Key acronyms, terms and definitions in this report.

Acronyms

ACRONYM	TERM
ADSR	Annual Dam Safety Review
AE	Accountable Executive
ASIC	Australian Securities and Investments Commission
CCV	Critical Control Verification
CDF	Community Development Fund
CEO	Chief Executive Officer
CDSR	Comprehensive Dam Safety Review
CFGs	Conflict-Free Gold Standard
CIN	Catawba Indian Nation
CMSI	Consolidated Mining Standard Initiative
COO	Chief Operating Officer
CSO	Chief Sustainability Officer
CSSB	Canadian Sustainability Standards Board
CTP	Climate Transition Plan
CSRD	Corporate Sustainability Reporting Directive
CRC TIME	Cooperative Research Centre Transformations in Mining Economies
DoC	Department of Conservation
DSI	Dam Safety Inspection
ESG	Environment, Social and Governance

ACRONYM	TERM
ELT	Executive Leadership Team
EOR	Engineer of Record
EU	European Union
ECP	Exposure Control Plan
ESRS	European Sustainability Reporting Standards
ESTMA	Extractive Sector Transparency Measures Act
EVP	Executive Vice President
FMEA	Failure Modes and Effects Analysis
FPIC	Free Prior and Informed Consent
FTE	Full-Time Equivalent
GISTM	Global Industry Standard on Tailings Management
GRI	Global Reporting Initiative
GHG	Greenhouse Gas
HRA	Health Risk Assessment
HRIA	Human Rights Impact Assessment
ICMC	International Cyanide Management Code
ICMI	International Cyanide Management Institute
ICMM	International Council on Mining and Metals
ICOLD	International Commission on Large Dams

APPENDIX A – GLOSSARY continued

ACRONYM	TERM
ILO	International Labour Organisation
IMS	Integrated Management System
ISO	International Standards Organisation
InSAR	Interferometric Synthetic Aperture Radar
IFRS	International Financial Reporting Standards
IPO	Initial Public Offering
ISSB	International Sustainability Standards Board
ITRB	Independent Tailings Review Board
JHA	Job Hazard Analysis
KARE	Kershaw Area Resource Exchange
KPI	Key Performance Indicator
LEAP	A TFND framework for nature-related considerations. Is structured in four phases – Locate, Evaluate, Assess and Prepare.
LOM	Life of Mine
LV	Light Vehicles
LTIP	Long-Term Incentive Program
OGC	OceanaGold Corporation
OSB	Our Safe Behaviours Program
PDAC	Prospectors and Developers Association of Canada (PDAC)
PwC	PriceWaterhouse Coopers
RCS	Respirable Crystalline Silica

ACRONYM	TERM
REC	Renewable Energy Certificate
RGMPs	World Gold Council Responsible Gold Mining Principles
RTFE	Responsible Tailings Facility Engineer
SASB	Sustainability Accounting Standards Board
SEC	Securities Exchange Commission
SEDAR+	System for Electronic Document Analysis and Retrieval
SEGs	Similar Exposure Groups
SDGs	Sustainable Development Goals
SDMP	Social Development Management Program
STIP	Short-Term Incentive Program
TNFD	Taskforce on Nature-related Financial Disclosures
TGC	Tailings Governance Committee
TSFs	Tailings Storage Facilities
TSM	Toward Sustainable Mining Tailings Management Protocol
TSX	Toronto Stock Exchange
TRI	Total Recordable Injury
TRIFR	Total Recordable Injury Frequency Rate
UNGC	United Nations Global Compact
WGC	World Gold Council

APPENDIX A – GLOSSARY continued

TERM/ABBREVIATION	DEFINITION
Absolute emissions	Expression of a quantity of greenhouse gas (GHG) emissions in terms of mass of GHG or tonnes of carbon dioxide equivalent (CO ₂ e).
Absolute emissions aspiration	An aspiration defined by reduction in absolute emissions over time.
Areas protected	Areas that have been protected from operational activities and the environment remains in its original state with a healthy and functioning ecosystem. These areas have not been disturbed by mining and have been protected by a legal instrument. Each operation implements a Biodiversity Management Plan that describes how biodiversity values are managed, including the required monitoring to assess the condition of these areas and maintenance programs.
Areas restored	Areas that were used during or affected by operational activities, and where remediation measures have either restored the environment to its original state or to a state where it has a healthy and functioning system. This includes progressive rehabilitation and landforms that meet the final landform closure criteria, which we anticipate will be approved by the regulator e.g. pit lakes, water course diversions, etc. Restored areas are those that were used during or affected by operational activities and where remediation measures have rehabilitated disturbed land to achieve closure criteria that has been accepted by the regulator.
Aspiration	An outcome for which there is no currently defined pathway(s), but for which efforts will be pursued towards addressing that challenge, subject to certain assumptions or conditions.
Aspiration year	Refers to the year that OGC commits to achieve the emissions reduction prescribed in the aspiration.
Baseline	A hypothetical scenario for what GHG emissions, removals or storage would have been in the absence of the GHG project or project activity.
Base year	A historic datum (a specific year or an average over multiple years) against which a company's emissions are tracked over time.
Base year emissions	GHG emissions in the base year.

TERM/ABBREVIATION	DEFINITION
Contractor	An individual or entity engaged by OceanaGold or its subsidiaries and not directly employed by OceanaGold performing a service under contract on either a long-term or permanent basis, where 'long-term' is defined as delivery of that service on at least a fortnightly basis for greater than, or equal to, three months. This includes: <ul style="list-style-type: none"> – All contractors working on an OceanaGold-controlled site (for example, personnel at OceanaGold's exploration camps); and – All contractors in a personal services role under the direction of OceanaGold either on or off site. For example, individuals working at the direction of OceanaGold in a seconded role, but not an outsourced help desk operator who assists numerous clients other than OceanaGold.
Decarbonize	The process of reducing carbon dioxide and other greenhouse gas emissions from the atmosphere (e.g. transitioning away from fossil fuels to renewable energy sources and enhancing energy efficiency).
Direct energy	Energy consumption within the operational boundaries (direct) from renewable and non-renewable fuel sources, and includes renewable energy generation, diesel, petrol (gasoline), LPG and natural gas.
Emissions intensity	Emissions intensity is the tonnes of CO ₂ e emissions relative to the total amount of ounces of gold produced (oz. Au).
Employee turnover	The proportion of people who left the company during the year. Inclusive of voluntary and non-voluntary turnover.
Exposure hours	The hours worked for all employees and contractors at all OceanaGold offices and sites within the organizational boundary.
Fatality	The death of any employee as a result of a work-related incident.
Greenhouse gases (GHG)	The seven greenhouse gases covered by the Kyoto Protocol – carbon dioxide (CO ₂), methane (CH ₄), nitrous oxide (N ₂ O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF ₆) and nitrogen trifluoride (NF ₃).
Gross emissions	Total greenhouse gas emissions produced, including Scope 1 and Scope 2 emissions, without accounting for carbon offsets.
Human rights grievance	An actual or potential adverse impact on a person's human rights. Any grievance received is assessed based on the potential to impact a person's human right.

APPENDIX A – GLOSSARY continued

TERM/ABBREVIATION	DEFINITION	TERM/ABBREVIATION	DEFINITION
Indirect energy	Energy consumption inside the organization from indirect sources only includes purchased electricity.	Local area	<ul style="list-style-type: none"> Haile: Geographic region within an approximate 30-mile (48 km) radius from the Haile mine site. <p>This area includes the three closest counties—Lancaster, Chesterfield, and Kershaw—as well as adjacent communities such as Kershaw, Heath Springs, Bethune, Cassatt, Liberty Hill, Taxahaw, Mt. Croghan, and other nearby settlements.</p> <ul style="list-style-type: none"> Didipio: Host barangay and adjacent barangays as defined in the Social Development Management Plan. Waihi: Waikato and Bay of Plenty local government areas. Macraes: Within the Region of Otago.
Injury incident category definitions	<p>Level 1 incident – First aid. Reversible health effects of little concern including precautionary restricted work and clinical referral but no medical treatment. Level 2 incident – Medical treatment undertaken, reversible health effects, LTI up to 1 week, RWI up to 2 weeks.</p> <p>Level 3 incident – Lost Time Injury LTI.</p> <p>Level 4 incident – Fatality or Permanent disabling injury.</p> <p>Level 5 incident – Multiple fatalities.</p>	Local supplier	All suppliers that supply goods and/or services to OceanaGold operational sites and are within the defined local area.
In-kind donations and community investment	<p>In-kind donations represent nonfinancial contributions made in relation to community programs, charitable giving and social investment.</p> <p>A non-exhaustive list includes:</p> <ul style="list-style-type: none"> OceanaGold-owned property, land and accommodation made available for not-for-profit community organizations and women’s domestic violence shelters; Time contributed by OceanaGold employees or contractors to community events or projects; and Winnings or items of value donated for charity. 	Lost Time Injury (LTI)	<p>Any injury or illness that results in one or more shifts away from work, excluding the day of the incident.</p> <ul style="list-style-type: none"> An injury is classified as an LTI if the worker is unable to return to work on the next calendar day regardless of whether they were scheduled to work that day. LTI days are counted from the first day after the occurrence of the injury where the worker has not been able to return to work. An injury must have a medical certificate from a registered medical practitioner to be classified as an LTI. A recurrence of the same injury is not classified as a new LTI, provided the recurrence is not caused by a new incident; however, an aggravation caused by a new incident shall be classified as a new LTI.
Land disturbed	Includes physical alteration which substantially disrupts the pre-existing habitats and land cover and is generally associated with land clearing associated with the advancing mining operations or installation of new ancillary infrastructure. It applies to all land owned or leased and managed for production activities or extractive use. All areas are reported in hectares (Ha) and have been measured be either survey or GIS digitizing based on aerial images.	Lost time injury frequency rate (LTIFR)	The rate of lost time injuries recorded per 200,000 exposure hours worked.
Land rehabilitated	Includes areas that were used during or affected by operational activities and where remediation measures have rehabilitated the disturbed land to achieve the required or agreed end use. All areas are reported in hectares (Ha) and have been measured be either survey or GIS digitizing based on aerial images.	Lower carbon	A lower-carbon option in the context of climate change refers to a product, service, process, or behaviour that generates significantly lower greenhouse gas (GHG) emissions across its entire life cycle compared to conventional alternatives.
Leadership positions	Includes employees with the following role designation: Executive Leadership, Asset President, Senior Vice President, Group Manager, Manager, Superintendent, Supervisor or is a Senior Professional who has employees or fixed-term contractors reporting to them (including acting arrangements).	Material findings	Reporting of material findings identified in independent reviews are determined by the OceanaGold risk categories. Only matters assessed as being a level 2 Category, or greater than, are deemed material after consideration of health and safety, environmental, social, financial, reputation and compliance consequences.

APPENDIX A – GLOSSARY continued

TERM/ABBREVIATION	DEFINITION
Medically Treated Injury (MTI)	Any injury or illness that results in medical treatment but does not result in any lost or restricted shifts.
Moderate to major environmental spills	<p>Moderate to major environment event (incident) severity is assessed using the criteria specified in the OceanaGold Risk Matrix and includes:</p> <ul style="list-style-type: none"> – Category 3 – Measurable short-term impact off site (lasting less than two months post remediation) or reoccurring low-level events that could have a cumulative level impact. – Category 4 – Measurable medium-term impact off site (lasting less than six months post remediation). – Category 5 – Measurable, serious long-term impact off site (lasting greater than six months post extensive remediation). <p>Excluded from this are:</p> <ul style="list-style-type: none"> – Category 1 – Limited impact and minimal area effected (remediated within 24 hrs). – Category 2 – Minor short-term impact (remediate within five days).
Operational sites	Active mining operations owned and controlled by OGC, and includes Didipio (Philippines), Haile (U.S.A), Macraes (New Zealand) and Waihi (New Zealand)
Other payments to governments	Other payments made to governments including Excise, local business, property, duties, levies, permits, license and other fees paid to government bodies.
Payments to governments	Payments made to government Including income tax, royalties and other payments to governments where OceanaGold operates including New Zealand, Australia, Canada, Philippines, and the United States of America (U.S.A). Payments made to the Government of Singapore have not been included, due to the small workforce number in 2024 and the Company having no mining operations in-country.
Percentage of water reused/recycled	Percentage of the total water used in operational activities (e.g. processing, dust suppression, amenities) that is sourced from reused or recycled water.
Performance indicator	A set of discreet actions, with timeframes, responsibilities and accountabilities, that will deliver on the goals.

TERM/ABBREVIATION	DEFINITION
Physical risks	Risks resulting from climate change that can be event-driven (acute physical risk) or from longer-term shifts in climatic patterns (chronic physical risk). Acute physical risks arise from weather-related events such as storms, floods, drought or heatwaves, which are increasing in severity and frequency. Chronic physical risks arise from longer-term shifts in climatic patterns including changes in precipitation and temperature which could lead to sea level rise, reduced water availability, biodiversity loss and changes in soil productivity. These risks could carry financial implications for an entity, such as costs resulting from direct damage to assets or indirect effects of supply chain disruption. The entity's financial performance could also be affected by changes in water availability, sourcing and quality; and extreme temperature changes affecting the entity's premises, operations, supply chains, transportation needs and employee health and safety.
Plan	An identified group of actions or steps (or part thereof) aligned to the delivery of a goal/target. May be subject to certain assumptions, limitations, conditions or uncertainties. The Plan (and its components) may change as assumptions, limitations or uncertainties are evaluated or resolved.
Precautionary Restricted Work Injury (PRWI)	<p>Precautionary restricted duties may be assigned by a licensed health professional (e.g. nurse, physiotherapist, occupational therapist, doctor) after a workrelated injury or illness, where assessment indicates a person is able to conduct normal duties, but restrictions are conservatively applied for any of the following reasons:</p> <ul style="list-style-type: none"> – To prevent a more serious strain or sprain. This categorisation is exclusively used for musculoskeletal injuries where the injured person is believed to be fit for work but there is concern that the condition could be aggravated by rough ground, repetitive work, manual handling, vibration etc. – To reduce likelihood for continued impact and discomfort. This typically applies to preventing the potential for continued bumping or knocking to bruised or otherwise injured areas (e.g. burns, blisters), where the impacts would normally be incidental but due to the location of the injury and work mechanics, could cause aggravation to the injury. – to facilitate the management of pain or nausea. – to enable continuous monitoring of a person in a low-risk environment: e.g.: electric shock or injury from electricity at high voltage, whether the person is treated for the shock or injury by or under the supervision of a doctor AND minor electric shocks including periods of precautionary observation or non-invasive monitoring such as an electrocardiogram (ECG).

APPENDIX A – GLOSSARY continued

TERM/ABBREVIATION	DEFINITION
Recordable Injury (RI)	Injuries that result in classification as Medical Treated Injuries (MTIs), Restricted Work injuries (RWIs), Lost Time Injuries (LTIs) and Fatalities.
Renewable energy/ electricity	Renewable energy/electricity is derived from natural, self-replenishing sources that do not deplete when used, offering a sustainable alternative to fossil fuels.
Renewable Energy Certificates (REC)	Tradable, market-based instruments representing proof that electricity was generated from renewable sources like wind, solar, or hydro.
Resilience	Climate change resilience is the ability to accommodate, adapt or recover from the effects of climate change in a timely and efficient manner.
Restricted Work Injury (RWI)	Any injury or illness that results in a person not being able to perform their normal duties and results in: <ul style="list-style-type: none"> – A worker being placed on restricted or selected duties because they are not able to carry out all the routine job functions* of their usual role for one or more shift/s; or – A worker being unable to work a full regular shift i.e. limitation of hours of work – A work injury that has not resulted in a return to normal duties after 96 hours on a precautionary restricted work classification.
Scope 1 greenhouse gas emissions	Emissions resulting from combustion of fuels in stationary sources e.g. generation of electricity, water pumping and emissions resulting from the combustion of fuels in mobile combustion sources e.g. transportation of materials, products, waste, workers and passengers. These energy sources include diesel, petrol (gasoline), LPG and natural gas used by OceanaGold and contractor equipment within the area of operational control.
Scope 2 greenhouse gas emissions	Scope 2 greenhouse gas emissions only include the emissions from the generation of purchased or acquired electricity.
Significant fines or penalties	Significant fines and penalties are defined as those that meet a Category 3 level and above in the OceanaGold risk matrix.

TERM/ABBREVIATION	DEFINITION
Social investment contributions	Includes economic contributions only. Includes Company contributions towards community programs, infrastructure investment, donations and community development funds. Includes financial contributions to the following funds: <ul style="list-style-type: none"> – Social Development Management Program (SDMP) – Information, Education and Communication (IEC) – Development of Mining, Technology and Geo-Sciences (DTMG) – Provincial Development Fund (PDF) – Community Development Fund (CDF) – Quirino Provincial Development Fund (QPDF).
Stakeholder grievance	Grievances are issues/matters raised by an affected stakeholder that have been received through the site formal grievance mechanism and follow the formal grievance process of receipt, investigation, closure, and reporting, in accordance with the OGC Grievance Standard and site SoP.
Sustainability	Sustainability at OceanaGold means conducting our business in a manner that aspires to maintain the safety, health and wellness of our workforce, our environment, and the communities we operate in; protecting and creating business value.
Tailings Storage Facility (TSF)	Refers to a structure or location that is designed and managed to contain the tailings produced by the mine and refers to facilities that contain tailings in open pit mines or on the surface (“external tailings facilities”). Tailings placed in mined-out underground mines are not reported as a TSF for the purposes of an engineered structure.
Target	An intended outcome in relation to which there is one or more identified options for delivery of that outcome, subject to certain assumptions, limitations, conditions or uncertainties.
Transition risks	Risks that arise from efforts to transition to a lower-carbon economy. Transition risks include policy, legal, technological, market and reputational risks. These risks could carry financial implications for an entity, such as increased operating costs or asset impairment due to new or amended climate-related regulations. The entity’s financial performance could also be affected by shifting consumer demands and the development and deployment of new technology.

APPENDIX A – GLOSSARY continued

TERM/ABBREVIATION	DEFINITION
Renewable energy	Energy taken from sources that are inexhaustible, e.g. wind, water, solar, geothermal energy, and biofuels.
Renewable Energy Certificate	Market-based instruments that represent 1MWh of electricity generated from renewable energy sources (e.g. solar, wind). RECs are 'retired' when purchased, so cannot be used again; and are subject to credibility criteria.
Renewable energy supply	Meaning obtained directly through supply contracts with renewable energy generators or via credible renewable energy certificates.
Water consumption	All water that has been withdrawn and not returned back to surface water, groundwater, sea water or a third party.
Water discharged	Water released by the site after it has been used in a task. Includes water released to surface water features (rivers, creeks), groundwater (seepage), and supplied to a third party (entity external to the operational facility) where applicable.
Water recycled	Wastewater that has been used in an operational task and shows an improvement in quality due to active treatment methods requiring energy and/or physical inputs, such as chemicals.
Water reused	Wastewater that has been used in an operational task at its withdrawn quality and does not require active treatment methods for use.
Water quality	Water types are classified in accordance with the WAF categories (outlined below): Category 1 Water Quality (Freshwater): TDS \leq 1000 mg/L Category 2 Water Quality: TDS > 1000 mg/L Category 3 Water Quality: TDS > 5000 mg/L
Water withdrawn	Water withdrawn refers to the total water extracted from surface water features (rivers, creeks) or ground water resources (aquifers, bores) as well as water harvested from precipitation and runoff within the mine lease, water entrained in ore, water made available from underground dewatering, and water supplied by a third party (water that is purchased or supplied from an industrial or municipal water supplier).
Workforce	All OceanaGold employees and contractors.

APPENDIX B – 2025 INDEPENDENT LIMITED ASSURANCE STATEMENT



Independent practitioner's limited assurance report on OceanaGold Corporation's selected subject matter

To the Directors of OceanaGold Corporation

Limited Assurance Conclusion

We have conducted a limited assurance engagement on the selected subject matter (together the "Subject Matter Information") as defined below and in OceanaGold Corporation's (the "Company") and its controlled entities (together, the Group)'s 2025 Sustainability Report and 2025 ESG Data Book for the year ended 31 December 2025 (the "Report").

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Subject Matter Information for the year ended 31 December 2026 is not prepared, in all material respects, in accordance with the Reporting Criteria and referenced in the 'Subject Matter Information and Reporting Criteria' section below.

Subject Matter Information and Reporting Criteria

The Subject matter Information and the Reporting Criteria are as set out in the table below:

Subject Matter Information

For the year ended 31 December 2025:

Environment:

- Total freshwater withdrawn (ML): 34,102
- Total freshwater consumed (ML): (4,544)
- Total water withdrawal (ML): 37,223
- Total water discharge (ML): 42,828
- Number of category 3,4 or 5 environmental events: 0

Climate:

- Total direct (Scope 1) greenhouse gas emissions (tCO₂e): 195,708
- Total indirect (Scope 2) greenhouse gas emissions (tCO₂e): 160,375
- Total emissions per ounce of gold produced (tCO₂e/oz): 0.39

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Safety and Health:

- Number of lost time injuries (LTI): 15
- Total recordable injury frequency rate (TRIFR): 0.65

Social Performance and Economic Contribution:

- Total social investment contributions (USD): 10,356,734
- Total expenditure with local suppliers (USD): 109,749,130
- Total payments to Government (USD): 176,950,000

People and Culture:

- % of senior management who are female (Percentage): 25.0%

Criteria

2025 Sustainability Report Basis of Preparation and Reporting Index

The maintenance and integrity of Company's website is the responsibility of the OceanaGold; 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 Reporting Criteria when presented on Company's website.

Basis for Conclusion

We conducted our limited assurance engagement in accordance with International Standard on Sustainability Assurance 5000 *General Requirements for Sustainability Assurance Engagements* (ISSA 5000) issued by the International Auditing and Assurance Standards Board.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. 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.

Our responsibilities under this standard are further described in the *Practitioner's Responsibilities* section of our report.

We are independent of the Company in accordance with the applicable ethical requirements of APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional & Ethical Standards Board Limited (November 2018 incorporating all 2

APPENDIX B – 2025 INDEPENDENT LIMITED ASSURANCE STATEMENT continued



amendments to June 2024) (the Code), that are relevant to our limited assurance of the Subject Matter Information. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

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

Other Information

Management is responsible for the other information. The other information comprises the information included in the Company's Sustainability Report but does not include the Subject Matter Information and our assurance report thereon.

Our conclusion on the Subject Matter Information does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our assurance engagement on the Subject Matter Information, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the Subject Matter Information or our knowledge obtained in the assurance engagement, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities for the Subject Matter Information

Management of the Company is responsible for:

- Determining the appropriateness of the Subject Matter Information and the suitability of the Reporting Criteria for the evaluation and measurement of that information, including the selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances,

3



- Designing, implementing and maintaining such internal control that management determines is necessary to enable the preparation of the Subject Matter Information, in accordance with the Reporting Criteria, that is free from material misstatement, whether due to fraud or error, and
- The preparation of the Subject Matter Information in accordance with the Reporting Criteria.

Practitioner's Responsibilities

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the Subject Matter Information is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Subject Matter Information.

As part of a limited assurance engagement in accordance with ISSA 5000, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify and assess the risks of material misstatements, whether due to fraud or error, at the disclosure level but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control.
- Design and perform procedures responsive to assessed risks of material misstatement at the disclosures level. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control, and
- Consider the suitability in the circumstances of OceanaGold's use of the Reporting Criteria as the basis for the preparation of the Subject Matter Information.

Summary of the Work Performed

A limited assurance engagement involves performing procedures to obtain evidence about the Subject Matter Information. The nature, timing and extent of procedures selected depend on professional judgement, including the assessed risks of material misstatement at the disclosure level, whether due to fraud or error.

In conducting our limited assurance engagement, we:

- made inquiries of the persons responsible for the Subject Matter Information,

4

APPENDIX B – 2025 INDEPENDENT LIMITED ASSURANCE STATEMENT continued



- 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.

Use and distribution of our report

We were engaged by the directors of OceanaGold Corporation to prepare this independent assurance report having regard to the Reporting Criteria specified by the directors and set out in this report. This report was prepared solely for OceanaGold for the purpose of providing limited assurance on the Subject Matter Information, using criteria designed for this purpose.

We accept no duty, responsibility or liability to anyone other than OceanaGold in connection with this report or to OceanaGold 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 and if anyone other than OceanaGold 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 receiving or using this report.

PricewaterhouseCoopers

Scott Thompson
Partner

Melbourne
28 April 2026

OceanaGold Corporation

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