Innovation, Performance and Sustainable Growth

2021 OceanaGold Sustainability Report

OCEANAGOLD

Our purpose is mining gold **for a better future**

Cherrie Lou is the Commercial Manager at our Didipio Mine

The OceanaGold way

OUR PURPOSE

Mining gold for a better future.

OUR VISION

A resilient and dynamic gold miner. Trusted to deliver enduring value through innovation, performance and sustainable growth.

OUR VALUES

Respect

Act with integrity, communicate openly and listen. We value different perspectives, cultures, communities and the environment.

One team

Care for and support each other to be our best. We are one team.

Contribute

Deliver your best and be accountable for the results. You make a difference.

Knowledge

Be curious, always learning better ways to do things.

We are mining gold for a better future

OceanaGold is a multinational gold producer committed to the highest standards of technical, environmental and social performance.

For over 31 years OceanaGold has delivered strong sustainable development outcomes for our host communities and other stakeholders. Our existing operations and organic growth profile are contributing to sustainable economic growth, providing benefits for community, business and government.

We have four operational mines comprising the Macraes and Waihi operations in New Zealand; Haile Gold Mine in the United States of America (USA); and Didipio Mine in the Philippines. At each of our operations we contribute to economic growth, employment and skills development and community and environmental partnerships.

Our Purpose is mining gold for a better future. The gold, copper and silver we produce help power the global economy, hold important historic and cultural significance and are essential to the renewable energy and transport sectors, life-saving medical devices and the technology that connects communities around the world.

Our Vision is to be a resilient and dynamic gold miner, trusted to deliver enduring value through innovation, performance and sustainable growth. That Vision is brought to life by our Company values – Respect, One Team, Contribute and Knowledge – that put the safety and wellbeing of our people, communities and environment at the forefront of every decision we make.

Occupational Health Team at our Didipio Mine

A message from our Chair and CEO

Paul Benson

Chair of the Board of Directors

Gerard Bond

Chief Executive Officer

We are pleased to share with you our 2021 Sustainability Report.

At OceanaGold, sustainability is fundamental to the way we do business, and through our annual reporting, we want to provide transparency and demonstrate our commitment to the highest standards of technical, environmental and social performance.

2021 was a remarkable year for the Company, both operationally and in the continuous improvement of our sustainability governance and performance.

We maintained a strong focus on safety across the Company, with a total recordable injury frequency rate (TRIFR) of 3.4 per million hours worked. In 2022 we will strive to further-improve our safety performance by conducting a safety maturity assessment that will contribute to the refresh of our global safety behaviours program.

In July 2021 the Government of the Philippines renewed the Didipio Mine's Financial or Technical Assistance Agreement (FTAA). We are grateful for the support we received from employees, the host and adjacent communities of the Didipio Mine, and from the regulators and Government for their endorsement and renewal of the FTAA. Following the renewal, we commenced re-hiring and onboarding over 1,000 employees and contractors. Operational readiness checks and maintenance preceded the mine recommencing operations in November 2021, ahead of schedule, with the mine achieving full underground mining rates in March 2022. In 2022 the operation is continuing to quickly re-establish and build stronger relationships with our key stakeholders and completed an updated Didipio NI 43-101 Technical Report in the first quarter.

At the Haile Gold Mine in the USA, we completed technical reviews around mine and mill productivity and operating cost improvements and delivered record production in the fourth quarter. We also commenced surface works for the development of the Haile Underground, which will begin underground development and associated work following receipt of the Supplementary Environment Impact Statement (SEIS) and associated permits. To date in 2022 we have completed an updated Haile NI 43-101 Technical Report and delivered another record quarter of gold production in the first quarter.

At the Waihi Operation in New Zealand, we completed the Martha Underground NI 43-101 Technical Report, an upgrade of the processing plant and commenced mining from the Martha Underground. In 2022 we are continuing technical and sustainability studies to support the Waihi North Project Pre-feasibility Study and the Project's consenting (permitting) process.

At the Macraes Operation in New Zealand we expanded open pit operations at Frasers West and Deepdell and commenced operations from our newest underground mine at Golden Point. In 2022 we are investigating additional opportunities through brownfields exploration and will commence a consenting (permitting) program to allow us to extend the life of the mine.

Our management of COVID-19 continued to require a flexible and adaptable approach reflective of the local reality at each of our sites. This required us to be considerate of national and regional response requirements, local workforce demographics, resources and the physical aspects of the workplace. In February 2021, with global vaccination programs commencing, we released our COVID-19 Vaccination Statement of Position, outlining our commitment to support equitable global distribution of vaccines in line with jurisdictional strategies, programs and goals.

Our achievements are not only at our operations. We continued to enhance our sustainability and environment, social and governance (ESG) performance and in 2021 the Company released its first annual Modern Slavery Statement in line with the Australian Modern Slavery Act. We also continued advancing a comprehensive program of work to align our performance with the World Gold Council's Responsible Gold Mining Principles, including an externally assured second year assessment to identify any remaining conformance gaps.

Having set a goal to achieve net zero greenhouse gas emissions by 2050, we commenced development of an interim 2030 emissions reduction target. Approved by our Board of Directors in early 2022, we have set an interim target to reduce carbon emissions per ounce of gold produced by 30 per cent by 2030 (based on 2019 performance levels). This work was supported by the development of operational energy management plans to identify ongoing emissions reduction opportunities.

We recognise there is a long way to go to achieve our net zero goal. While our journey will not be linear due to external limitations, our interim 2030 climate change targets will help drive focus and innovation across the Company, be consistent with stakeholders' expectations and set a challenging but achievable pathway.

In 2021 we released an updated Tailings Storage Facility Management Statement of Position, committing to meeting the requirements of the Global Industry Standard on Tailings Management (GISTM). Recognising the importance of meeting the new global industry standards, we are now implementing a new accountability and governance framework to ensure there is a clear separation between operational and governance functions.

Our common systems, processes and capabilities continue to grow, including our ongoing development of a Responsible Supply Chain Management Framework to address potential third-party risks, including modern slavery. In 2021 we also continued to mature our social performance systems by completing Human Rights Impacts Assessments and Social Change Assessments at each of our operations.

In 2021, we provided employment for 2,319 employees and 1,028 contractors, bringing our total workforce to 3,347. Our total economic contribution distributed to local, national and international suppliers was over $714 million and 88 per cent (over $630 million) of our procurement was invested within the countries that host our operations. We also invested over $1.5 million in social programs and local infrastructure in line with priorities identified by host communities and governments.

The OceanaGold Way of doing things is driven by our strong culture and demonstrated by our performance and commitments in line with our Purpose to mine gold for a better future; our Vision to be a resilient and dynamic gold miner – trusted to deliver enduring value through innovation, performance and sustainable growth; and our Values of Respect, One Team, Contribute and Knowledge.

We continue investing in people and their careers, including the development of a Fair Employment Strategy to enhance talent attraction, manage performance, reward and engage, grow and retain talent. We also commenced a Company-wide OceanaGold Way program to help employees draw a personal connection with the Company's Purpose, Vision and Values.

As we look ahead to 2022, our focus remains on safely and responsibly delivering sustained value to all our stakeholders by driving operational excellence and meeting or exceeding the commitments we make.

OceanaGold has a strong track record over 31 years, a holistic responsible mining approach and a strong ethos of performance. Together with a passionate and committed team globally, we will continue to strive to take the Company to new heights of sustainable operations and performance.

2021 sustainability highlights

Building a positive legacy and delivering value throughout and beyond the life of our mines

Environmental	Social and community	Governance and reporting
Focus on six key material risks – energy/carbon, biodiversity, water management, tailings storage, cyanide and closure	Social performance systems include Human Rights Impacts Assessments and Social Change Assessments at all operations	Member of World Gold Council, implementing Responsible Gold Mining Principles
Understanding climate change risks to build business resilience & operational Energy Management Plans identify emission reduction opportunities	Investment in communities that host our operations aligned to community-identified needs and priorities	Developing Responsible Supply Chain Management framework to address potential third-party risks, including modern slavery
Further-embedding GISTM requirements into our TSF governance and operational frameworks	COVID-19 Vaccination Statement of Position outlines our commitment to support equitable global distribution of vaccines in line with jurisdictional strategies	Publish Annual GRI Sustainability Report and Modern Slavery Statement
Many of our operations connect areas of high value biodiversity and support significant species and ecology programs	Purpose, vision and values, known as The OceanaGold Way, drive culture and performance	Member of United Nations Global Compact, supporting ten principles on human rights, labour, environment and anti-corruption
Whole-of-life approach to mining includes closure & relinquishment	Health, safety and wellbeing, monitored and reviewed proactively as part under operational management process	Member of Transparency International and EITI Philippines, supporting transparent financial and performance reporting

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ABOUT THIS REPORT

Paul and Tegan from the Processing Electrical Team at the Waihi Operation

Misty morning at our Macraes Operation

Our Approach

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards – Core Option and the GRI G4 Mining and Metals Sector Disclosures.

We are a member of the United Nations Global Compact and support the ten principles on human rights, labour, environment and anti-corruption. This report forms our third annual communication on progress and in it we describe our actions to continually improve the integration of the Global Compact principles into our business strategy, culture and daily operations.

As a member of the World Gold Council, we are committed to complying with the Responsible Gold Mining Principles.

As a member of Transparency International Australia, we support Transparency International's work and continue to report all aspects of our financial performance and commitments.

Bureau Veritas has independently assured all data relating to core disclosures and our material topics in this Sustainability Report. A copy of the Assurance Report is provided in Appendix 1 of this report. Our GRI index, in Appendix 3 of this report, lists our core and material disclosures. All assured topics are highlighted green in our GRI index.

This report is made available on our website and in the GRI Sustainability Disclosure Database. We also provide interactive ESG data on our website.

Scope and limitations

In this report, 'OceanaGold' refers to OceanaGold Corporation and its subsidiaries unless explicitly stated otherwise.

The terms 'our Company', 'us', 'our' and 'we' refer to OceanaGold. A full description of our corporate structure is available in our Annual Information Form.

This Sustainability Report is reviewed by responsible operational and corporate management, General Managers, Executive General Managers and the Executive Leadership Team. It is then reviewed by the Board of Directors Sustainability Committee.

All financials are reported in US dollars (US$) unless otherwise stated. We include our payments to governments in this report. Details in relation to the regulatory obligations, including licensing application fees, amendments application fees, annual renewals and general compliance costs are also fully disclosed in the financial statements on our website and in our Extractive Sector Transparency Measures Act (ESTMA) report.

We publish an externally assured sustainability report annually. This Sustainability Report was published on 23 May 2022, and follows our 2020 report, published on 21 June 2021.

This report provides information and data from our four operating assets during the period 1 January 2021 to 31 December 2021. These assets include:

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

Brownfield exploration and project development (capital works) data is included in the operational data for each of these operations.

We temporarily suspended operations at our Didipio Mine in the Philippines in July 2019, and processing in October 2019. The operation remained suspended until the Financial or Technical Assistance Agreement (FTAA) was renewed, with confirmation of the renewal received in July 2021. Following confirmation, the operation commenced copper concentrate transport for export and the ramp-up and operation of the mine. As a result of the ongoing suspension throughout the first half of the 2021 year, the data for the Didipio Mine may be different when compared to previous years. Material changes to data resulting from the change in operational status are outlined in each section throughout this report. A summary of the events at the Didipio Mine is available on page 44 of this report.

Other reports and information available on our website include, our Annual Information Form, Annual General Meeting materials, National Instrument 43–101 Technical Reports (NI 43-101), exploration results filings, Resource and Reserves Statement, quarterly and annual financial and performance results, quarterly webcasts, corporate presentations, media releases and performance case studies.

Your feedback on this Sustainability Report is always welcome and may be provided to us at info@oceanagold.com or by calling +61 3 9656 5300. We are also available at our head office: Level 3, 99 Melbourne St, South Brisbane, Queensland 4101, Australia.

Precautionary approach

We are committed to minimising the environmental and social impact of our operations. We abide by robust performance standards and strive to exceed, or at a minimum meet, the regulatory requirements of the countries that host our operations.

Our approach is aligned to the Precautionary Principle and centres on adopting a mitigation hierarchy in relation to any impacts during the lifecycle of our operations. Environmental, cultural and social impact assessments underpin our management and control processes and if incidents occur, we investigate the cause and take action to remediate and prevent a recurrence.

In addition, we:

- Conduct robust environmental, health and safety, external affairs and social performance impact and risk assessments
- Conduct extensive monitoring and reporting against site-specific permit conditions relating to environment, health and safety, social performance and finance
- Develop and implement management plans for key environmental material risks: water, biodiversity, closure and rehabilitation, tailings storage facilities, cyanide and greenhouse gas emissions
- Develop and implement external affairs and social performance management plans and systems, including human rights, land access, communities, government and civil society and complaints and grievances
- Conduct internal and external audits to measure compliance with internal standards and regulatory requirements
- Engage independent experts to review and provide feedback on our systems and processes
- Benchmark our health and safety, environmental and social governance frameworks, policies and standards against world leading practice initiatives.

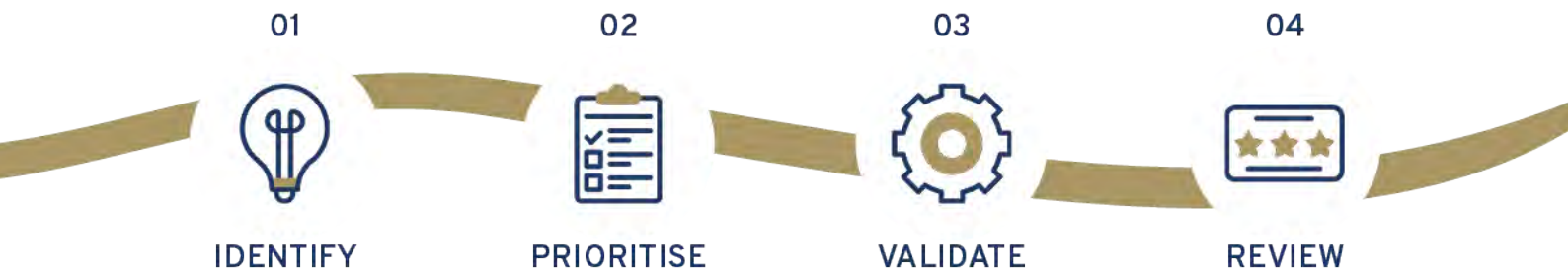
Reefton Restoration Project Construction Superintendent, Jeff, at the former tailings storage facility, which is now a wetland

Our material topics

We assess and present materiality for this report based on the Global Reporting Initiative (GRI) guidance for reporting materiality in the mining and metals sector. In line with the GRI Standards, our functional leaders and subject matter experts annually review the GRI disclosure topics that present the greatest potential economic, environmental and social impacts and that matter most to our business and stakeholders.

Our materiality assessment forms the basis for our sustainability reporting. We also report data in line with the GRI Standards and changes to business during the 2021 calendar year. Our GRI index is provided in Appendix 3 of this report and includes definitions of the boundaries of each material topic in Appendix 2.

In determining material topics for our 2021 Sustainability Report, we undertook a process to identify, prioritise, validate and review topics in line with the GRI Standard for defining report content. These material topics have been reviewed throughout the preparation of this report.



Our 2021 materiality assessment process:

- OceanaGold Responsible Mining Working Group representatives, corporate managers and operational representatives convened to undertake a review and assessment. This group comprised Health and Safety, Environment, Finance, People and Culture, External Affairs and Social Performance, Operations, Project and Technical Services and Legal. Three executive and senior leadership team-level committee members were included – the Executive Vice President Sustainability, Head of Health, Safety and Environment and Didipio Mine Executive General Manager
- The group assessed sustainability risks and opportunities through a range of sources (including environmental and social effects assessments, stakeholder engagement and complaints registers, corporate risk registers, operational reports, board reports). Feedback from our ongoing engagement with internal and external stakeholders was considered
- The Materiality Assessment, in the context of the full report, was reviewed by the OceanaGold Executive Leadership Team and the Board of Directors Sustainability Committee.

In determining group members to complete the materiality review, we ensure a diversity of business areas, employment levels and geographies are represented. Each member of the review group also engages with internal and external stakeholders and is involved in receiving, reporting and providing information to respond to feedback. Each member also understands how our performance could potentially impact stakeholders.

We collect and assess formal and informal feedback from each operation and at the corporate level. This includes feedback from employees, business partners, industry peers and advocates, contractors, independent experts, investors, media and non-government organisations. A summary of the stakeholders with whom we engage is provided on page 100 of this report.

We have added one material topic in 2021: energy consumption within the organisation. While this is information we report annually in the Sustainability Report, in 2021 we have added this topic to our material topics to ensure, in conjunction with emissions reporting, we quantify our total energy consumption in support of our emissions calculations.

We have removed two material topics in 2021: security practices and resettlement.

The addition of security practices in 2020 reflected the delivery of emergency backup fuel to the Didipio Mine in 2020, which included a blockade of a public road by protestors. There was no repeat of this event in 2021 and no other security events at any of our operations.

The inclusion of resettlement in 2020 reflected the acquisition of land at Waihi to support the expansion of the operation. In 2021, this was not material to the Company and no resettlement took place. However, we report our approach to resettlement in the Engagement and Community section of this report on page 115.

A summary of our material topics in 2021, and why they are material to our Company, is provided in Appendix 2 of this report.

Water sampling at the Didipio Mine

MATERIALITY ASSESSMENT 2021

Economic	Environmental	Social	Mining specific

1. Customer health and safety
2. Marketing and labelling
3. Customer privacy
4. Materials
5. Artisanal and small-scale miners
6. Child labour
7. Forced or compulsory labour
8. Supplier environmental awareness
9. Security practices
10. Energy
11. Supplier social assessments
12. Anti-competitive behaviour
13. Anti-corrpution
14. Freedom of association and collective bargaining
15. Training and education
16. Labour-management relations
17. Resettlement
18. Employment
19. Rights of Indigenous Peoples
20. Non-discrimination
21. Closure planning
22. Diversity and equal opportunity
23. Environmental compliance
24. Market presence
25. Procurement practices
26. Socio-economic compliance
27. Emissions
28. Public policy
29. Human rights assessments
30. Local communities
31. Indirect economic impact
32. Water and effluents
33. Biodiversity
34. Occupational health and safety
35. Economic performance
36. Waste
37. Tax
38. Materials stewardship
39. Emergency prepardness

The OceanaGold *way*

Macraes Moonlight School planting fundraiser

Justin is the Processing Manager at the Waihi Operation

Our approach to responsible mining

Sustainability is fundamental to the way we do business. As a leader in responsible mining, it shapes our Purpose, Vision and Values, and guides our individual and collective actions every day.

Our culture reflects our commitment to responsible mining, managing our impacts and, more broadly, contributing to the communities in which we work and live.

Every day we approach sustainability performance as an opportunity to build a positive legacy and deliver value throughout and beyond the life of our mines. These societal outcomes are inextricably linked to the way we manage our operations and invest in sustainable, industry-leading practices at every level of OceanaGold.

As an employer and custodian of mine assets, we place significant value on safety, sustainability, integrity and diversity. Each year we strengthen our performance by better understanding our impacts and consistently improving and executing our sustainability policies and practices across our global operations.

Earning the right to operate long into the future means always building on our performance and working closely with communities, governments and global organisations. To support ongoing improvement, we play an active role in international, national and regional industry organisations, multi-stakeholder groups and events that allow us to share our experience and help us better understand and embed leading practice.

Responsible Mining Framework

Our holistic approach to responsible mining is guided by a Responsible Mining Framework and supported by a board-level Sustainability Committee and Company-wide Responsible Mining Working Group.

The framework defines how we operate every day, at every level of our business, to manage potential economic, health and safety, employment, environmental and social impacts and risks, while leveraging the potential to enhance positive outcomes for all our stakeholders.

The framework is implemented through an Integrated Management System (IMS), aligned with ISO 14001 (environment), ISO 45001 (safety) and ISO 31000 (risk) and supports our commitment to the World Gold Council's Responsible Gold Mining Principles (RGMPs). We received our most recent certificate of compliance for OceanaGold's corporate offices against our IMS standards in February 2022.

In September 2021, we received independent external assurance that confirms our year two (of three) progress towards RGMP conformance by 2022. This assurance required us to demonstrate an internal assessment against the RGMPs and work plans that identify how we will reach full compliance at our offices and at each of our operations. More information about our commitment to the RGMPs is available on page 23 of this report.

In 2021, we progressed the commitments detailed in the climate change statement of position and in the first quarter of 2022, the Board of Directors approved an interim climate change target to reduce carbon emissions per ounce of gold produced by 30 per cent by 2030, based on 2019 levels. In 2021 we also undertook climate change risk assessments at each of our operations, and we established performance incentives to support delivery of climate change targets. More information is available on page 25 of this report.

Governance, ethics and compliance

Upholding high ethical standards is central to how we deliver enduring value and sustainable practices across our business – from exploration through to operations and closure. In 2021, we continued to focus on our responsible supply chain program of work, including undertaking supply chain risk assessments. More information about our responsible supply chain program of work is available on page 28 of this report.

In June 2021, we released our first annual Modern Slavery Statement under Australia's *Modern Slavery Act 2018.* Our second Modern Slavery Statement will be published on 23 May 2022.

In 2021, we commenced development of a refreshed Code of Conduct for completion and implementation in 2022. We also conducted a high-level ethical compliance program review considering key regulator expectations, the RGMPs and our organisational culture and values.

For more information about our approach to corporate governance, you will find our documents and policies on our website.

Surface Operations Services Team meeting at the Didipio Mine

Our commitment to the RGMPs

OceanaGold is a member of the World Gold Council and our President and CEO sits on the World Gold Council's Board.

Earning the right to operate long into the future means always enhancing our responsible performance and working closely with communities, governments and global organisations. In 2019, the World Gold Council released the Responsible Gold Mining Principles (RGMPs) – 10 principles that set clear expectations about what constitutes responsible gold mining across key environmental, social and governance issues in our sector.

OceanaGold made a commitment in 2019 that our Company would conform to the RGMPs at all mining and processing operations we directly control.

In 2021, each World Gold Council Member Company was required to complete a self-assessment, to identify the gaps remaining to conform to the RGMPs. We conducted this gap assessment to help identify conformance and areas for continuous improvement around environment, social and governance (ESG) internal systems and processes. The self-assessment process was then validated through external assurance in September 2021.

The Company's performance in the year two self-assessment had identified some additional continuous improvement opportunities but confirms OceanaGold is on track to conform.

Going into 2022, our key continuous improvement areas include:

Environment

- Continuing to develop Energy Management Plans that identify emission reduction opportunities in support of the delivery of OceanaGold's interim carbon reduction targets and transition to Net Zero Emissions by 2050
- Build business resilience by understanding climate change risks to the business based on the Intergovernmental Panel on Climate Change (IPCC) global warming models (physical and transition risk assessments undertaken for all assets) and making relevant disclosures in accordance with the recommendations made by the Taskforce on Climate-related Financial Disclosures (TCFD)
- Strengthening closure planning processes and ensuring robust water management systems are implemented at each operation.

Social

- Continuing to mature the social performance systems at each operation, including undertaking social risk assessments
- Continuing Human Rights Policy training
- Continuing to enhance robust stakeholder engagement processes.

Governance

- Developing and implementing a multi-year action plan for responsible supply chain processes across the organisation, including human rights and modern slavery
- Reviewing and enhancing our processes for permitting and consenting governance and where relevant, incorporating them into business practices and decision-making.

We will seek independent assurance against the requirements of the World Gold Council's Responsible Gold Mining Principles.

RESPONSIBLE GOLD MINING PRINCIPLES

Responsible Mining Working Group

Our Responsible Mining Working Group supports ongoing sustainability improvements across OceanaGold, with a mandate to review and align corporate functional efforts to execute our Responsible Mining Framework.

The Working Group comprises functional leaders across the business who implement the Responsible Mining Committee Workplan and participate in our annual GRI Sustainability Report materiality assessment.

In 2021, the Responsible Mining Working Group focused on implementing the requirements of the RGMPs in line with our requirement for conformance by September 2022. This included sponsoring gap assessments that measure the Company's progress in developing internal systems and processes that align with the principles and assist prioritising and streamlining key actions for year three (2022).

Sustainability audits

OceanaGold's sustainability audit program was amended in 2021 to support our three-year alignment with the RGMPs.

Supported by the Company's Integrated Management System (IMS) and sustainability standards framework, our audit program will continue to evolve to ensure ongoing review of the IMS, while supporting external commitments.

In 2021, gap assessments against the RGMP requirements were completed at each operation to:

- Re-establish focussed and streamlined actions for year three (2022)
- Support corporate standards alignment reviews
- Inform the sustainability audit program transition to incorporate the RGMPs.

By September 2022, we will complete our third self-assessment against the RGMPs, which will be externally assured in accordance with the World Gold Council's requirements.

Waihi Operation employees at the Ti Tree café in Waihi

Our commitment to climate change

OceanaGold supports the Paris Climate Agreement's goal of limiting the increase in global average temperature to well below 2°C above pre-industrial levels and pursuing efforts to limit the increase to 1.5°C.

Our Statement of Position on Climate Change, Energy Use and Greenhouse Gas outlines our goal to achieve net zero greenhouse gas emissions by 2050. In it, we outline eight key focus areas of work to achieve our goal of net zero greenhouse gas emissions by 2050. These goals and our 2021 progress are detailed in the table below.

In February 2022, the Company's Board of Directors approved an interim climate change target to reduce carbon emissions, per ounce of gold produced, by 30 per cent by 2030 (based on 2019 levels).

In this report we have included, for the first time, a summary outlining our climate change commitments as we transition to Taskforce on Climate-Related Financial Disclosures (TCFD) reporting. A full copy of this summary is included in Appendix 5.

More information about our climate change actions in 2021 is available in the Environment section of this report on page 123 and in our 2021 Climate Change Transparency Summary in Appendix 5.

Focus Area Action	Status	2021 Progress
Set a goal to achieve net zero GHG emissions from our operations by 2050	Complete	Statement of Position on Climate Change, Energy Use and Greenhouse Gas specifically outlines our goal to achieve net zero greenhouse gas emissions by 2050.
Establish milestone intensity targets (GHG emissions per ounce of gold produced) by the end of 2021 to support delivery of the 2050 goal	Complete	Committed to a 30% emission intensity reduction by 2030.
Link employee performance incentives to the delivery of our climate change commitments	Ongoing	In 2021, the employee bonus structure included the requirement to deliver operational energy management plans. This incentive continues in 2022 to ensure a focus remains on implementing energy reduction and efficiency actions associated with these plans.
Develop and implement an Energy and Greenhouse Gas Emissions Management Plan at all current operations by the end of 2021 to describe and deliver short- and medium-term actions that reduce GHG emissions and improve production efficiency	Ongoing	Plans have been developed to support the 2030 target. Plans will be further developed as part of continuous improvement processes and updated annually.
Ensure that new operations and acquisitions develop and implement Energy and Greenhouse Gas Emissions Management Plans that describe and deliver short, medium and long-term actions aligned to our 2050 net zero emissions goal	Ongoing	As required – all new projects are considering energy efficiency opportunities and will be supported by a management plan.
Undertake climate-related risk and opportunity reviews and report these to the Board	Complete	Initial Risk Assessments have been completed and will be incorp orated into operations and corporate risk registers during 2022.
Collaborate with all stakeholders, including communities, suppliers and equipment manufacturers, governments, industry bodies and recognised research institutions in relation to climate change, energy use and greenhouse gas emissions management. Collaborate with all stakeholders, including communities, suppliers and equipment manufacturers, governments, industry bodies and recognised research institutions in relation to climate change, energy use and greenhouse gas emissions management	Ongoing	OceanaGold has joined multiple consortiums and partnered with original equipment manufacturers to both reduce emissions emitted, we actively engage government and energy providers to pursue low emission energy supplies and we implement robust stakeholder engagement plans to support a conversation about climate change.
Report performance in line with the requirements of the Global Reporting Initiative (GRI) and the recommendations of the Task Force for Climate-related Financial Disclosures (TCFD)	Ongoing	This Sustainability Report supports our GRI emission reporting and commences our inaugural TCFD reporting.

Performance in brief: OceanaGold sets climate change target

In 2021, as part of our 2020 commitment to achieving net zero greenhouse emissions by 2050, we identified specific actions to reduce emissions across the Company.

In February 2022, the OceanaGold Board approved an interim target to reduce carbon emissions per ounce of gold produced by 30 per cent by 2030 (based on 2019 performance levels). This interim climate change target is based on a clear action plan to help reach OceanaGold's goal.

OceanaGold's approach is based on four key pillars.

Decarbonisation: Our emissions reduction strategy provides a pathway to maintain focus and build capability in emissions management across the organisation – with a focus on three areas; decarbonisation of the mobile equipment, increased use of renewable energy, and energy use/energy efficiency improvements.

Non-linear approach to net zero: The 2030 target was determined following industry benchmarking, the establishment of an emissions intensity baseline, and identification of reduction opportunities at an operational level. There is a long way to go to net zero and our journey will not be linear. Our interim 2030 climate change targets will help drive focus and innovation across the Company, strive to meet our stakeholders' expectations and set a challenging but achievable pathway in line with industry targets.

Technology and innovation: As a responsible miner, OceanaGold continuously improves and innovates the way it explores, extracts and processes minerals, drawing on the latest advanced technology and systems to improve performance. Since 2018, OceanaGold has been implementing a Company -wide program of automation, digital and process transformation, which is helping our Company define the journey to operate the mines of the future. In line with the interim 2030 target, OceanaGold has developed an internal reporting and visualisation tool (dashboard) that will improve tracking of its emissions in close to real time, support operational decision-making and maintain a focus on the performance of each operation.

Clear actions to reduce impact: Our strategy supports an adaptive approach to driving emissions reduction. The primary focus is around decreasing the carbon intensity from our electricity suppliers, which is achievable through an increased focus on the purchase of renewable energy, through national government initiatives to encourage and mandate greening of grid electricity. We will also seek to identify and accelerate decarbonising our mobile equipment fleet.

Find out more in our News and Insights story here.

New Sandvik 551i underground haul truck

Risk management

OceanaGold recognises that risk management is an integral part of operating our business and that an effective risk management framework can protect business value, reduce the potential impacts of hazards to the business, secure a safer work environment and growth opportunities and promote a risk-aware culture.

Risk management is considered by our operations and business units in their day-to-day activity. Each operation owns and manages the operational risks applicable to them. Risk management is the responsibility of all employees, contractors and consultants, who are each expected to understand and manage the risks within their area of accountability. More information is available in our Risk Management Policy.

In 2021, we completed a series of introductory risk workshops across our operations, focused on responsible supply chain risk management. We also completed risk reviews and social risk assessments at our Haile Gold Mine and Didipio Mine. More information is available in the Engagement and Community section of this report on page 103.

In 2020 we allocated an internal “owner” to each of our corporate risks and in 2021 these risk owners provided updates on changes and controls at monthly Senior Leadership Team meetings. In 2022, we will commence a review and refresh of our corporate risk register, risk management framework and Risk Management Policy.

Test run of the processing plant crusher at the Didipio Mine

Loading copper-gold concentrate onto transport trucks at our Didipio Mine

Responsible supply chain

Our Group Procurement Standard outlines minimum requirements for procurement processes, which includes a strong commitment by suppliers to health and safety and compliance with applicable laws.

Our major contract and tender process includes a pre-qualification assessment. Our due diligence procedures can include consideration of various issues including anti-bribery and anti-corruption, health and safety and environment. Local knowledge and expertise are vital and, accordingly, we consider the experience and local knowledge of the suppliers we engage.

We also require contractors who commence working at our operations to undertake onboarding and any required training. This can include provision of various responsible mining policies and standards and our corporate governance policies.

In 2020, we commenced the development of a Responsible Supply Chain Management (RSCM) framework, designed to address a range of third-party risks, including modern slavery. This is a long-term program of work, with a focus on practical implementation and effectiveness.

In 2021, we continued to undertake work to better understand and manage the risks within our supply chain by:

- Completing an inherent risk assessment of our tier one suppliers and a residual risk assessment on a sample of suppliers identified as having potentially high or medium inherent risk for modern slavery. This work was supported by Ernst and Young
- Undertaking an enhanced review of the sample of suppliers identified as potentially high or medium risk in the residual risk assessment
- Developing enhanced template responsible supply chain contract clauses to be included in the procurement process across the Company. These clauses address various ethics and compliance risks, including modern slavery
- Continuing to build the Responsible Supply Chain Management Framework, including consulting with key commercial and procurement stakeholders at each operation.

In 2022, we will continue to progress our program of work including:

- Rolling out our enhanced responsible supply chain contract clauses, and supporting guidance, as part of broader enhancements to our template contracts and purchase order Terms across all operations
- Developing, testing and implementing an enhanced, Company-wide inherent risk assessment process for assessing suppliers
- Assessing our business and IT needs and conducting a review of potential third-party technology solutions to support risk assessment and due diligence of suppliers
- Continuing to support the RGMP assurance process
- Continuous improvement of our whistleblower investigations process
- Recruiting a new role in the Corporate Business and Integrity Team to provide subject matter expertise and project manage the responsible supply chain program of work.

More information about our supply chain is available in our annual Modern Slavery Statement.

Our product and customers

Each of our operations produce gold doré bars (containing gold and silver), that are stamped with the mine of origin. At the Didipio Mine in the Philippines we also produce copper-gold in concentrate.

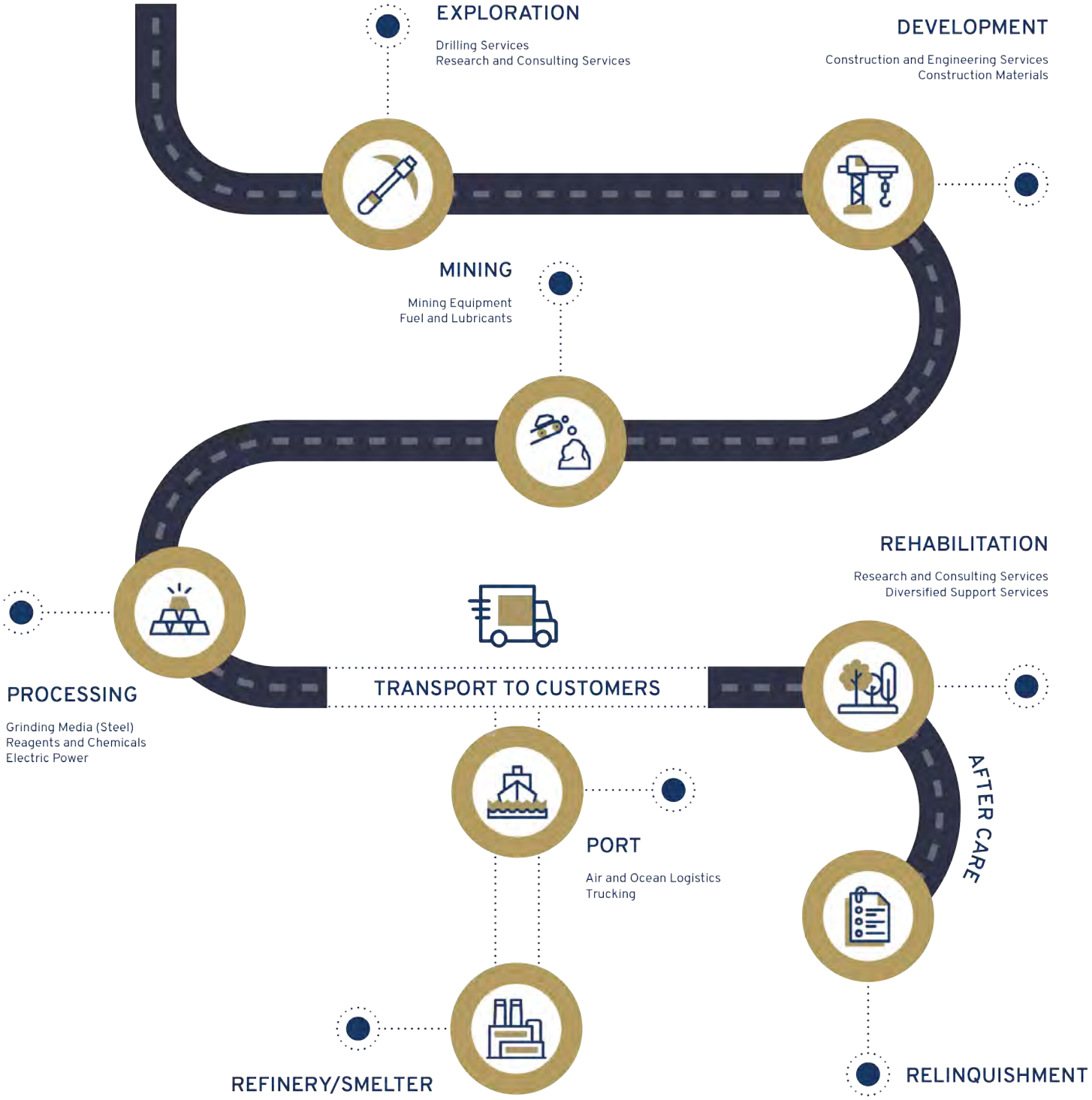
In 2021, gold produced from our Philippines and New Zealand operations was transported to the Perth Mint in Perth, Australia, and gold produced in the United States of America (USA) was transported to Metalor in Massachusetts, USA. The gold doré is refined and cast into London Bullion Market Association Good Delivery Standard bars and marked with the refiner stamp. Gold is sold to financial institutions and/or refineries.

We have a commercial offtake with Trafigura for the copper-gold concentrate produced in the Philippines. The Perth Mint, Metalor and Trafigura are all committed to socially responsible and conflict-free metals sourcing and their policies are available on their websites.

Gold pour at the Macraes Operation

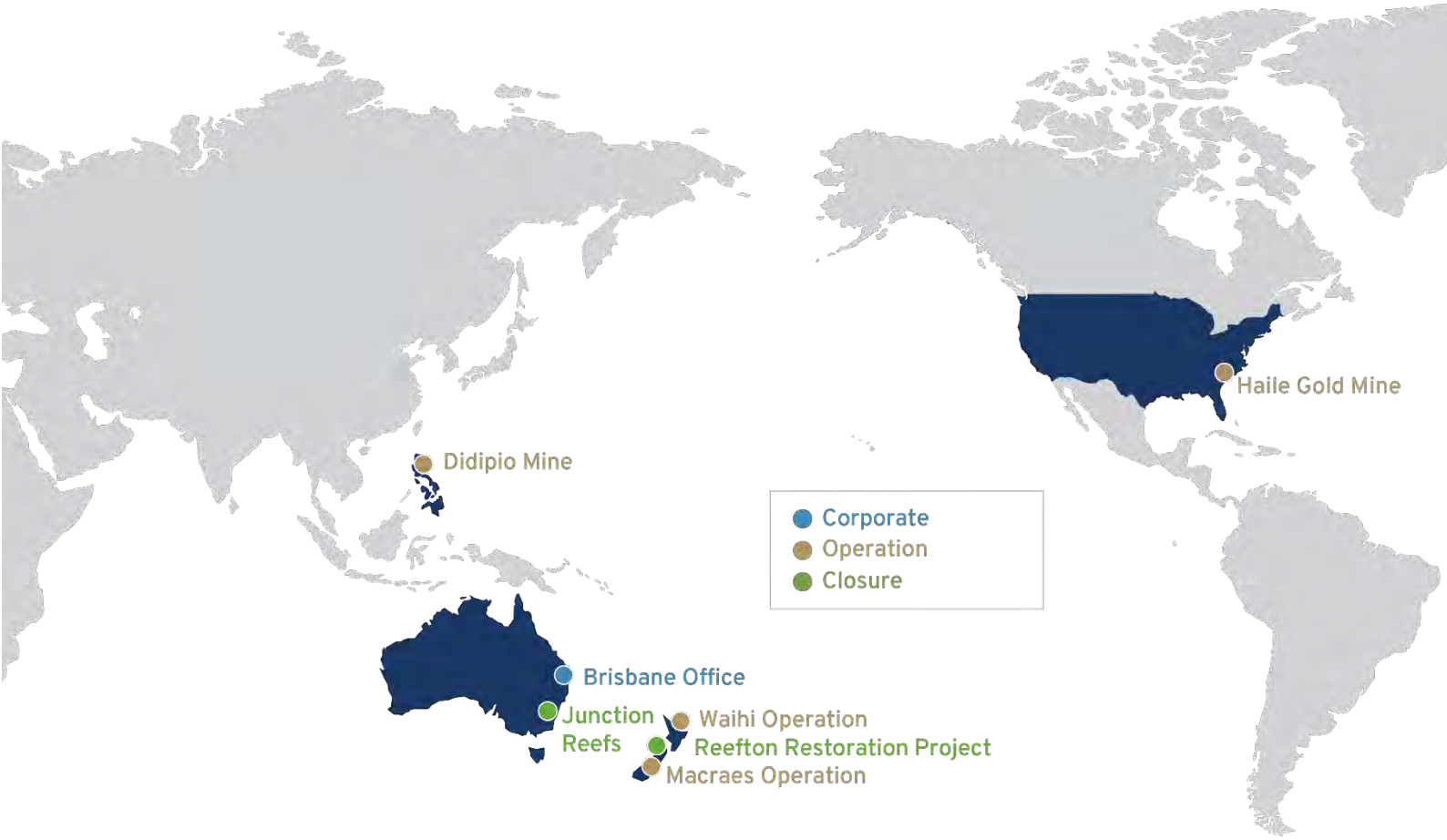
Our supply chain road map

The below diagram outlines the principal elements of the mining life cycle in relation to our supply chain.



OUR COMPANY

Darwyn is an Asset Maintenance Supervisor at our Didipio Mine



OceanaGold at a glance

OceanaGold is a Canadian corporation, listed on the TSX and ASX under “OGC”.

Our global exploration, development, and operating experience has created a significant pipeline of organic growth opportunities and a portfolio of established mine assets including the Didipio Mine in the Philippines; Macraes and Waihi operations in New Zealand; and Haile Gold Mine in the United States of America.

Our operations are supported by corporate offices located in Brisbane, Australia (our headquarters), and Melbourne, Australia.

Our full year 2021 consolidated gold production was 362,807 ounces at an All-In Sustaining Cost (AISC) of $1,247 per ounce, on gold sales of 381,562 ounces.

Our full year 2021 revenue was $744.7 million with Adjusted Earnings before Interest, Depreciation and Amortisation (excluding Didipio idle capacity costs) of $351.8 million and adjusted net profit of $141 million or $0.20 per share.

You will find more information about our Company, our assets and our operational and financial performance on our website.

	Didipio	Macraes	Waihi	Haile
Mine type	Gold and copper mine	Gold mine	Gold and silver mine	Gold and silver mine
Location	Luzon Island, Philippines	South Island, New Zealand	North Island, New Zealand	South Carolina, United States of America
Operational leaders	**David Way**, Executive General Manager	**Mike Fischer**, General Manager	**Matthew Hine**, General Manager	**David Londono**, Executive General Manager
Employees	645	653	355	598
Operation type	Underground operation producing gold and silver as doré bars and copper in concentrate	Open pit and underground operation producing mainly gold as doré bars	Underground operation producing gold and silver as doré bars	Open pit operation producing mainly gold as doré bars
Website	oceanagold.com	oceanagold.com	oceanagold.com waihigold.co.nz	oceanagold.com hailegoldmine.com
Proven and Probable Reserves	1.23 Moz gold 2.57 Moz silver 0.15 Mt copper	1.2 Moz gold	0.64 Moz gold 2.23 Moz silver	2.55 Moz gold 3.23 Moz silver
Measured and Indicated Resources	1.41 Moz gold 2.88 Moz silver 0.17 Mt copper	2.52 Moz gold	2.15 Moz gold 7.87 Moz silver	3.04 Moz gold 3.61 Moz silver
Inferred Resources	0.43 Moz gold 0.64 Moz silver 0.04 Mt copper	0.56 Moz gold	1.48 Moz gold 6.57 Moz silver	0.74 Moz gold 0.24 Moz silver
2021 production*	14.9 koz gold 2.3 kt copper	130.3 koz gold 5.1 koz silver	27.7 koz gold 93 koz silver	190 koz gold 87.3 koz silver
2022 production guidance (gold)	100-110 koz 11-13 t copper	140-155 koz	55-70 koz	150-160 koz
Current mine life	2032+	2028+	2028+	2034+

**Production figures as at 31 December 2021 and reported in the 2021 financial results and Annual Information Form. Guidance figures are as released in the 9 February 2022 multi-year outlook. Resources and Reserves figures are as at 31 December 2021 as reported in the Annual Mineral Resource and Reserve Statement on 31 March 2022.*

Board of Directors

The collective wisdom and experience of our Board of Directors (Board) expertly guides OceanaGold through changing market cycles and operating environments, maintaining a steadfast focus on performance, sustainability and shareholder returns.

The Board delegates certain responsibilities and authorities to the President and Chief Executive Officer (CEO) and the Executive Leadership Team (formerly reported as Executive Committee), to enable them to conduct OceanaGold's day-to-day activities, subject to certain limitations. Matters beyond the scope of these limitations require Board approval.

The Board coordinates the following committees to assist in the execution of its responsibilities:

- Audit and Financial Risk Management Committee
- Remuneration, People and Culture Committee
- Sustainability Committee
- Governance and Nominations Committee
- Technical Committee.

The Board oversees our sustainability approach, with its Sustainability Committee assisting with governance and monitoring. The Sustainability Committee reviews and makes recommendations on the assessment and mitigation of risks and our performance related to our commitments. This includes environmentally sound and responsible resource development and social performance, a healthy and safe work environment and our relationship with stakeholders and governments.

In July 2021, the Board established a Technical Committee. The purpose of this committee is to assist the Board in overseeing the reporting of the quantity and quality of the Company's mineral resources and reserves, the operating activities of the Company's material mines, the Company's technical activities relating to its material exploration and development projects and the Company process for identifying and managing technical risks.

The Board receives quarterly reports, which include all material operational matters and stakeholder feedback. Where new or emerging material events occur, the Board is advised immediately. The OceanaGold Annual General Meeting is the annual forum where shareholders can provide direct feedback to the Board and the Executive Leadership Team.

The Board participates in required governance training and additional topic-specific training as required. In 2021, this training included: social performance in mining; cyber security; and diversity. Details of the Board training completed in 2021 are available in our 2022 AGM Notice of Meeting and Management Information Circular.

More information about our Board of Directors, including biographies for each and a detailed summary of Board and Committee Meetings and attendance, is available on our website and in our 2022 AGM Notice of Meeting and Management Information Circular. Our Board Charter, outlining the role, structure, election, activities, performance and any conflicts of interest is also available on our website.

Our Board of Directors

Board member*	Board committees	Tenure
Paul Benson Chair	Audit and Financial Risk Management Committee Remuneration, People and Culture Committee Sustainability Committee Governance and Nominations Committee Technical Committee	Joined May 2021 Commenced as Chair October 2021
Ian Reid Non-Executive Director	Sustainability Committee (Chair) Governance and Nominations Committee Technical Committee	Joined April 2018
Craig Nelsen Non-executive Director	Remuneration, People and Culture Committee (Chair) Sustainability Committee Technical Committee	Joined February 2019
Catherine Gignac Non-Executive Director	Audit and Financial Risk Management Committee Remuneration, People and Culture Committee Governance and Nominations Committee (Chair)	Joined August 2019
Sandra Dodds Non-Executive Director	Audit and Financial Risk Management Committee (Chair) Remuneration, People and Culture Committee Sustainability Committee	Joined November 2020
Mick McMullen Non-Executive Director	Audit and Financial Risk Management Committee Governance and Nominations Committee Technical Committee (Chair)	Joined May 2021
Gerard Bond President and CEO	NA	Commenced as CEO April 2022 and as a Director of the Board April 2022

**All board members are 50 or over.*
***Two (28.6 per cent) of the Board in 2021 were female: Catherine Gignac and Sandra Dodds.*

Changes to our Board and Chief Executive Officer

In May 2021, Paul Benson and Mick McMullen joined our Board of Directors, with Paul Benson commencing as Chair in October 2021. Ian Reid was the Chair of the Board from June 2019 to September 2021 and remains a Non-Executive Director. Former Non-Executive Directors, Paul Sweeney and Geoff Raby retired from the Board of Directors at the 2021 OceanaGold AGM on 29 June 2021.

Former President and CEO, Michael Holmes, resigned as President and CEO, effective September 2021. EVP and Chief Operating Officer, Scott Sullivan, served as Acting President and CEO from September 2021 to April 2022. Gerard Bond commenced as President and CEO on 4 April 2022.

Executive Leadership Team

Our Executive Leadership Team (formerly reported as Executive Committee) comprises our President and CEO and six Executive Vice Presidents. The team draws on extensive industry experience and shared vision to collaborate, innovate and build talent throughout OceanaGold, with a focus on sustainable performance. Biographies for each of our executives are available on our website.

Investors and beneficial ownership

We are publicly listed on the Toronto Stock Exchange (TSX) and the Australian Securities Exchange (ASX) under the stock ticker 'OGC'.

Approximately 90 per cent of our shareholders are institutional investors with brokers, retail and corporate investors accounting for the remaining 10 per cent. As at 31 December 2021, our shareholders were located in North America (58.4 per cent), the United Kingdom (21.5 per cent), Europe (12.1 per cent), Australia (5.3 per cent) and Asia (0.7 per cent), with 704 million shares outstanding. Additional details are available in the investor centre on our website.

Beneficial ownership refers to an individual who ultimately owns or controls more than 25 per cent of a Company's shares or voting rights, or who otherwise exercises control over OceanaGold or its management. Where such an interest is held through a trust, the trustee(s) or anyone who controls the trust is considered a beneficial owner.

As a Canadian corporation, any entity that acquires more than 10 per cent ownership of our shares is required to file an Early Warning Report with SEDAR and issue a press release disclosing their ownership and intent with the holding. After that, any change of two per cent (up or down) will also be reported as long as the holding remains above the 10 per cent threshold. An entity cannot acquire more than 20 per cent ownership without offering to take over OceanaGold, with certain exceptions.

Our top five shareholders as at 31 December 2021 were:

1. Van Eck Associates Corporation (9.4 per cent)
2. Ingalls & Snyder LLC. (5.7 per cent)
3. Baker Steel Capital Managers LLP (3.7 per cent)
4. Condire Investors, LLC (3.4 per cent)
5. Dimensional Fund Advisors LP (3.4 per cent).

We promote full and fair disclosure and satisfy the disclosure requirements of each of the relevant exchanges as well as applicable securities and corporation legislation. This means we notify the relevant exchanges immediately once we become aware of any information concerning our business and affairs that a reasonable person would expect to have a material effect on the price or value of our securities. For more information, see our continuous disclosure and investor relations policies on our website.

Environmental, social and governance (ESG) ratings performance

We work proactively with four ESG ratings agencies: MSCI, ISS, Sustainalytics and Vigeo Eiris.

While no single assessment or reporting methodology is used, many of our stakeholders, including investors and analysts, use publicly available data to calculate ESG ratings.

The Sustainability and Investor Relations teams work together to understand our ESG ratings and impacts and identify and act on opportunities to improve the Company's ESG coverage and ratings.

Exploration, investments, technical services and project execution

Exploration

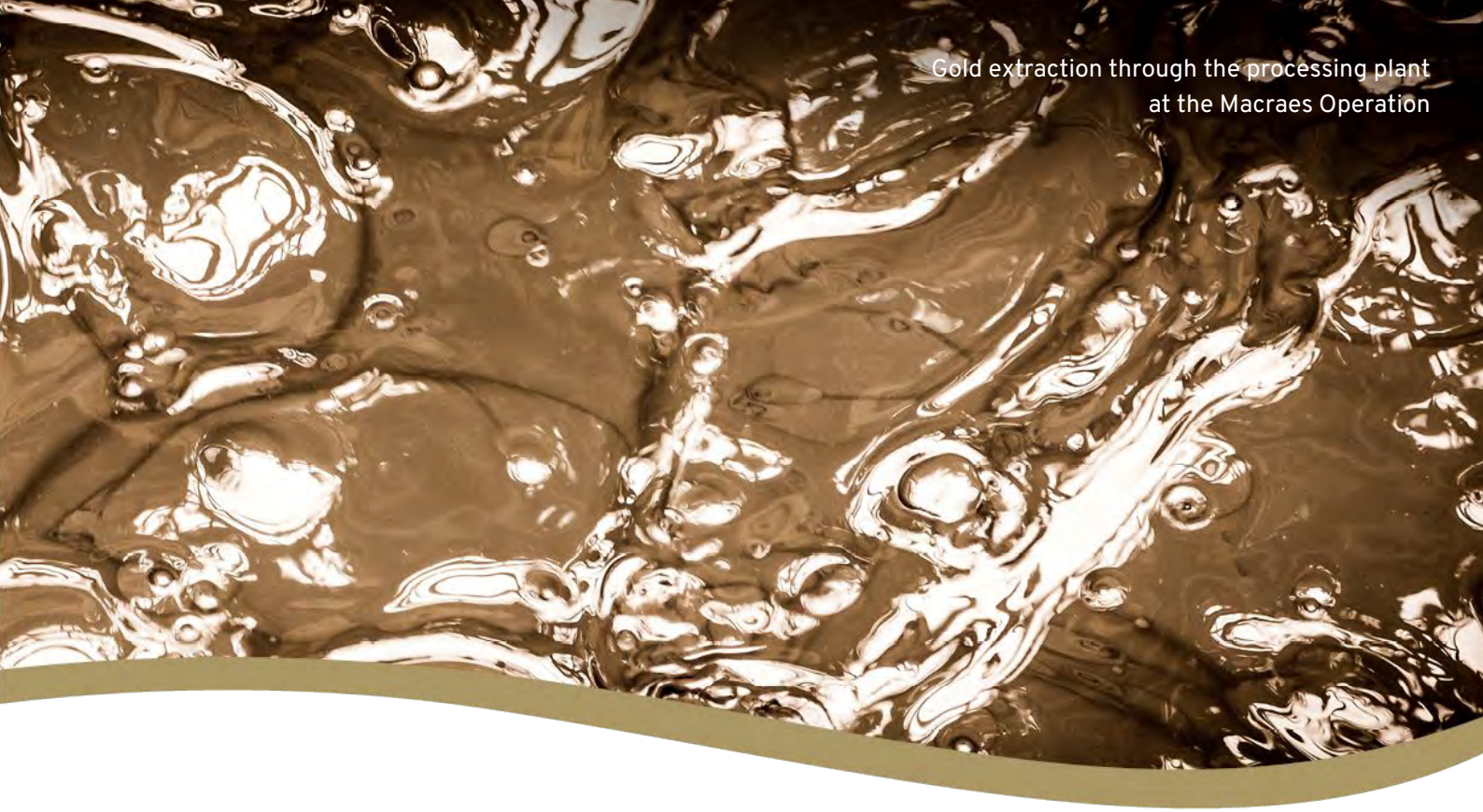
We are strategically placed in world-class gold belts in the Americas and the Asia-Pacific region where we leverage our experience to identify opportunities that sustainably grow our business.

In 2021, our drilling programs continued to focus on discovery and sustained resource conversion at each operation to replace or exceed what we mine and ultimately extend the operations beyond their current life of mine.

We have a Resource and Reserve Steering Committee and Resource and Reserve Technical Committee that provide governance and guidance around technical and legal aspects of external reporting for Resources and Reserves. We also abide by a Resources and Reserves Charter, aligned to NI 43-101 and JORC 2012 guidelines as well as any applicable listing rules, laws and regulations.

More information about our exploration program and our Resources and Reserves is available on our website, in our Annual Information Form and Resource and Reserve (R&R) statement.

Exploration drilling at the site of the proposed Gladstone Open Pit, Waihi Operation



Gold extraction through the processing plant at the Macraes Operation

Investments

We are disciplined in our approach to investments, merger and acquisition opportunities and have strict criteria around due diligence, financial and other entry hurdles, and various potential risks.

As at 31 December 2021, we had equity positions in:

Company	Ownership as at 31 December 2021
NuLegacy Gold Corporation	8.45%
TDG Gold Corporation	2.68%

We also have an investment that includes an active option and joint venture agreement in New Zealand.

As at 31 December 2021, we had joint venture agreements with:

Company	Projects
Sandfire Resources Ltd.	Sam's Creek Project, South Island, New Zealand (18.1%)

More information about our strategic and project investments is available in our Annual Information Form.

Technical services and project development

We have an in-house technical services team comprising mining specialists who undertake our major project technical studies.

The team of underground and open pit mining engineers, metallurgists, geologists and project managers, provide linkages across the operational and corporate areas of our Company and group-wide governance, peer review, technical support and due diligence.

The technical services team delivered the Waihi District Study – Martha Underground Feasibility Study NI 43-101 Technical Report in 2021, and the technical reports for the Didipio Mine in the Philippines as well as the Haile Gold Mine in the USA in early 2022.

Project execution

We have an in-house project execution team, responsible for designing, planning and delivering our mine and infrastructure construction, upgrading our existing infrastructure and delivering closure outcomes for the business.

The team comprises experienced project delivery professionals including project managers, civil, electrical, process and mechanical engineers, project controls and field construction leadership.

Switchgear for the Martha Underground Mine high voltage backbone at the Waihi Operation

Closure and rehabilitation

Closure and rehabilitation are critical phases in the mining lifecycle. They underpin the final legacy of the operation within the host community and are critical in maintaining a company's reputation. Without the appropriate level of engagement, planning, resourcing and management of closure and rehabilitation, long-term negative social, environmental, cultural and economic impacts may be perpetuated.

Our mines are designed with rehabilitation and closure in mind from the outset and each has a closure plan. Our Statement of Position on Closure and Rehabilitation Management outlines our commitment to the delivery of long-term positive legacies to communities that host our operating facilities. This means leaving a legacy of lasting and sustainable benefits well beyond mining.

We also undertake progressive rehabilitation as soon as we complete mining in certain areas of an operation to minimise our effects on the landscape during operations and provide for productive end of mine life closure activities.

In 2021, we continued to participate in the Cooperative Research Centre (CRC) Transformations in Mining Economies Project. Funded by the Australian Government, the project involves over 75 participants, including mining companies, service providers, regulators, community and research groups. It was established to identify the current industry mine closure decision-making (evaluation and valuation) practices and highlight any gaps that may exist. This research intends to increase understanding with regards to current mine closure related decision-making processes and identify future research opportunities.

In 2021, we also continued our closure and rehabilitation projects at Junction Reefs in Australia, and at the Reefton Restoration Project (formerly the Globe Progress Mine) in New Zealand. More information about our closure programs is available in the Environment section of this report on page 137.

At each of our operations we have bonds in place with the regulators to ensure they have the funding available to close and rehabilitate the asset if the Company fails. We report our bonding obligations in our Consolidated Financial Statements.

Former Globe Progress Open Pit at the Globe Progress Mine, now Reefton Restoration Project

Performance in brief: Community consultation during closure at the Reefton Restoration Project

Staff from OceanaGold's Reefton Restoration Project, the New Zealand Department of Conservation, and local iwi group Te Rūnanga o Ngāti Waewae have been working on closure concepts to establish a sustainable visitor destination at the site of the Company's former Globe Progress Mine, which closed in 2016.

Reefton Restoration Project Senior Environmental Advisor Steph Hayton said the partnership between the mining Company, the Department of Conservation and Ngāti Waewae has the potential to create an attraction which will benefit both the Reefton and wider community.

"A central part of the group's kaupapa (way of working) has been seeking input from the public to shape the experience," Steph said.

Proposals include a multi-purpose track, lookout and picnic areas, interpretation panels and artefact display. All the proposals are required to complement existing tracks, provide safe, stable and long-term access and meet Department of Conservation standards. As the land will ultimately be returned to the Department of Conservation, it is also a requirement that any proposals be cost effective to maintain in the long term.

The group offered site visits to community groups and interested members of the public, placed updates in the local newspaper, and posted regular information on Facebook. A display at the Reefton Visitor Centre along with 'drop in' sessions attended by both OceanaGold, and Department of Conservation staff provided the opportunity for members of the community to explain their ideas and seek further information.

The group will now work through the proposals which have been received.

Francois Tumahai, chair of Te Rūnanga o Ngāti Waewae, said that enhancing the *mana* (status) and *wairua* (life force) of the land is vital.

"And so is providing for the future. I believe that the work done so far goes a long way to achieving these objectives," he said.

"A central part of the group's kaupapa (way of working) has been seeking input from the public to shape the experience"

Memberships, associations and awards

We continue to play an active role in international, national and regional industry organisations and multi-stakeholder groups through membership, funding, providing expertise and participation on boards, in committees and working groups. Our memberships and associations in 2021 were:

- World Gold Council
- United Nations Global Compact
- Transparency International
- AMIRA International
- CSRM Social Aspects of Mine Closure Research Consortium
- Philippines EITI multi-stakeholder group
- Association of Mineral Exploration
- Prospectors and Developers Association of Canada
- Denver Gold Group
- US Chamber of Commerce
- South Carolina Mining Association
- National Mining Association (USA)
- South Carolina Manufacturers Alliance
- South Carolina Chamber of Commerce
- Lancaster County Chamber of Commerce
- Kershaw County Chamber of Commerce
- South Carolina Business and Industry Political Education Committee
- Lynches River Conservation Fund
- Kershaw County Soil and Water Conservation District
- Lancaster County Soil and Water Conservation District
- Lancaster County Council of the Arts
- Melbourne Mining Club
- Philippine Mine Safety and Environment Association
- Chamber of Mines of the Philippines
- Philippine Mineral Exploration Association
- Diwata-Women in Resource Development Inc.
- MinEx national Health and Safety Council for New Zealand
- New Zealand Major Energy Users' Group
- New Zealand Minerals Forum.

In 2021, our Didipio Mine was recognised as the top performer amongst metallic miners by the Philippines Branch of the Extractive Industries Transparency Initiative (EITI). The Waihi Operation was awarded the 2021 AUSIMM Award for Best Paper, for their paper, "The Implementation of photogrammetry and automated data analysis functions at the Waihi Underground Mine".

Processing and Logistics Services at the Didipio Mine

Our Didipio Mine in the Philippines

Below is a summary of our activities at the Didipio Mine in 2021, including the Financial or Technical Assistance Agreement (FTAA) renewal, transport of copper-gold concentrate, employment, ramp-up and commencement of operations, stakeholder engagement and community partnerships.

The normal operations of the Didipio Mine in the Philippines remained suspended for part of the 2021 reporting period, from 1 January 2021 to 14 July 2021. The suspension remained in place due to the ongoing local government unit and anti-mining activist blockade of the access road while the FTAA remained suspended. However, geotechnical, hydrological and other environmental management procedures were ongoing to protect the environment and the health and safety of employees and the host community, and the mine's infrastructure was kept in a state of operational standby to facilitate a rapid resumption of normal operations after the renewal of the FTAA.

Throughout the temporary suspension of operations, we continued proactive engagement with various national, provincial and local government agencies – including the Department of Environment and Natural Resources (DENR), the Mines and Geoscience Bureau (MGB), Department of Finance (DOF) and Office of the President – around the FTAA renewal process and progress.

On 14 July 2021, the Government of the Philippines confirmed the renewal of the Didipio Mine FTAA, for an additional 25-year period, commencing 19 June 2019. The renewed FTAA reflected similar financial terms and conditions while providing additional benefits to the communities and provinces that host the operation.

FTAA renewal terms

The FTAA was renewed on substantially the same terms and conditions and included the following modifications:

- The equivalent of an additional 1.5 per cent of gross revenue to be allocated to community development
- Reclassification of third party (2 per cent) Net Smelter Return to be an allowable deduction and shared 60 per cent/40 per cent rather than wholly included in government share
- Listing of at least 10 per cent of the common shares in OceanaGold Philippines Inc. (OGPI), the Company's Philippine operating subsidiary and holder of the FTAA, on the Philippine Stock Exchange within the next three years (by July 2024)
- OGPI shall offer for purchase by the Philippine Central Bank not less than 25 per cent of its annual gold doré production at fair market price and mutually agreed upon terms
- Transfer of OGPI's principal office to a host province within the next two years (by July 2024).

The additional 1.5 per cent allocated to community development will take the form of increased contributions to communities in the region and provincial development projects. While the existing fund for Social Development and Management Program will continue to be provided for the host and neighbouring communities, 1.0 per cent of the additional 1.5 per cent will be allocated to community development for additional communities and 0.5 per cent to the host Provinces of Nueva Vizcaya and Quirino.

Following the FTAA renewal, our primary focus was the safe and responsible sale of gold and copper-gold concentrate, start-up of operations, proactive engagement with stakeholders and the recruitment and training of approximately 1,000 employees and contractors.

To recruit these positions, we partnered with the Department of Labor and Employment, and their local counterparts, and posted recruitment ads to online job boards and social media (Facebook and LinkedIn). Recruitment was focused around hiring qualified candidates from the local and adjacent communities wherever possible. Of the positions filled, approximately 36 per cent were hired from the host community of Didipio and 64 per cent from within the host provinces of Nueva Vizcaya and Quirino.

Once recruited, and in line with all COVID-19 protocols, employees and contractors completed an onboarding process comprising medical examinations and training. Training included health and safety induction, environmental induction, hazard identification and risk management, job hazard analysis, constructive leadership, people and culture induction, fair employment, anti-bribery and anti-corruption, human rights and ISO standards.

In August and September 2021, we transported approximately 15,000 tonnes of copper-gold concentrate, which was produced and stored prior to the suspension of operations, to the San Fernando Port warehousing facility for export.

Across the operation a ramp-up program commenced in our underground and surface operations. Underground, this included facilities maintenance and development of multiple working faces to re-establish ore stopes. We also completed safety checks, upgrades to underground mine equipment – including pumping facilities – and took delivery of new equipment and supplies. We commenced the first two development cuts resulting in a total of 625 ore tonnes delivered to the ROM pad in September 2021, approximately one month ahead of schedule.

At the processing plant, the ramp-up program included maintenance activities, Ball mill motor replacement, semi-autonomous grinding mill (SAG) and ball mill gearbox and lubrication system upgrades, relining of both the SAG and Ball mills, and conveyor belt replacements. In mid-September, the primary crushing circuit was successfully recommissioned, leading to the recommencement of crushing emergency feed stockpile ore. Processing re-commenced in early November 2021, approximately two weeks ahead of schedule.

The Company expanded the scope and scale of our proactive engagement with all stakeholders, especially those within the two host provinces of Nueva Vizcaya and Quirino. This included additional operational briefings, additional stakeholder delegation visits to the mine and visits to the additional beneficiary communities beyond the 11 host and adjacent communities outlined in the Social Development and Management Plan (SDMP).

We also continued our COVID-19 support program, including vaccine education and encouragement, and partnership with the local municipal health office to support vaccination efforts in the host, adjacent and surrounding communities. This included sourcing additional vaccines.

In early 2022, we completed a review of the carrying value of the Didipio mine in accordance with relevant accounting standards and a non-cash after-tax impairment reversal of $78.8 million was recognised in the quarter and year ended 31 December 2021. This represents the full reversal of the non-current asset impairment recorded in 2020, as adjusted for amortisation recorded to date.

New community development programs

Community Development Fund (CDF):

- 1 per cent of gross annual mining revenue
- Participatory design with host provinces (Nueva Vizcaya and Quirino)
- Beneficiaries
  - Non-SDMP barangays, Non-Government Organizations, and IPs and ICC
  - Mutual benefit-sharing agreement through participatory and inclusive approach.

Provincial Development Fund (PDF):

- 0.5 per cent of the gross annual mining revenue
- Beneficiaries:
  - Host Provinces Nueva Vizcaya and Quirino
  - Projects to be funded are to be identified by Local Government Units as long as part of developmental plan.

ECONOMIC PERFORMANCE & CONTRIBUTION

SGS Laboratory fire assay at the Macraes

2021 financial and production results

We have high-quality assets, a pipeline of high-margin growth projects, a highly talented workforce, and are focused on delivering long-term, sustained value to all stakeholders by driving operational excellence, maximising free cash flows, and meeting or exceeding our commitments.

We achieved our 2021 consolidated production and cost guidance, producing 362,807 ounces of gold and 2,323 tonnes of copper. Gold production was approximately 20 per cent higher than 2020 due to significant year-on-year record gold output at our Haile Gold Mine, the successful re-start and the initial ramp-up of operations at the Didipio Mine and Martha Underground at our Waihi Operation, which was partially offset by lower head grades and mill feed from the Macraes Operation.

On a consolidated basis, we recorded an all-in sustaining cost (AISC) of $1,247 per ounce on gold sales of 381,562 ounces and copper sales of 5,104 tonnes. AISC was similar year-on-year with higher sales being offset by increased sustaining capital investments.

Full year 2021 revenue was $744.7 million, a 49 per cent increase over the previous year related to higher sales volumes from the Haile Gold Mine, Waihi Operation and Didipio Mine and a higher average gold price received.

Adjusted Earnings Before Interest, Depreciation and Amortisation (excluding Didipio idle capacity costs) (EBITDA) for the full year 2021 was $351.8 million, reflecting a 155 per cent increase year-on-year on a higher average gold price received, record gold sales from Haile Gold Mine, contributions from the Didipio Mine and higher sales at the Waihi Operation, partially offset by lower sales at the Macraes Operation and higher costs.

Full year 2021 adjusted earnings after tax (excluding Didipio idle capacity costs, net impairments and a once-off tax adjustment related to the Haile technical review) was $141 million or $0.20 per share compared with a loss after tax (excluding impairment and gains/losses on undesignated hedges) of $74.3 million in 2020. This was mainly due to higher revenue from increased sales at the Didipio Mine and Haile Gold Mine and a higher average gold price received. Fourth quarter adjusted earnings after tax (excluding final Didipio Mine idle capacity costs, net impairment and once-off tax adjustment related to the Haile Gold Mine technical review) was $29.3 million, or $0.04 per share.

Cash flows from operating activities were $261.4 million for the full year 2021 which was 32% above the prior year. This was due to higher EBITDA, which was partly offset by material working capital movements, primarily the physical settlement of gold prepayment of $76.7 million and increased trade receivables at Didipio.

As of December 31, 2021, of the Company's available credit facilities $250 million was drawn with $30 million undrawn.

More information about our financial performance in 2021 is available on our website.

Financial summary

US$ million	2021
Revenue	$744.7
Adjusted EBITDA	$351.8
Adjusted net profit	$141

Production and cost results summary

Full year 2021 results

		Haile	Didipio	Waihi	Macraes	Total
Gold produced	koz	190	14.9	27.7	130.3	**362.8**
Copper produced	kt	-	2.3	-	-	**2.3**
Gold sales	koz	195	29.9	26.4	130.3	**381.6**
Copper sales	kt	-	5.1	-	-	**5.1**
Cash costs	US$/ounce	649	(116)	1,211	976	**740**
All-in sustaining costs (AISC)*	US$/ounce	1,060	(25)	1,701	1,468	**1,247**

**Our all-in sustaining cost (AISC) incorporates all our operating costs. A breakdown of our AISC is available in our Annual Information Form on our website*

Exchange rate summary

Unless otherwise stated, all financial figures in this report have been converted to United States dollars using a weighted average.

2021 annual average rate

AUD/USD	0.7521
NZD/USD	0.7075
PHP/USD	0.0203
GBP/USD	1.3767
SGD/USD	0.7444
CAD/USD	0.7982

Payments, procurement and financial contributions

We operate in partnership with our regulators and the communities that host our operations to make a significant and long-term economic contribution in three ways:

1. Direct and indirect contribution of our operating assets and exploration projects
2. Payment of taxes, licence and approval fees and royalties to host countries where we conduct business
3. Community and social investment programs.

In additional to payments to government, our operations create jobs and purchase goods and services from local, national and international providers.

In 2021, the economic value of wages and benefits distributed to OceanaGold employees was US$148.9 million.

Our total economic contribution distributed to local, national and international suppliers was over $714.3 million and 88 per cent of this procurement (over $630.3 million) was invested within the countries that host our operations.

We also invested $1,543,005 in social programs and local infrastructure in line with priorities identified by host communities and governments. These programs focus on local enterprise development and access to quality education, training and health care.

Payments (US$)

	Fines and penalties	Legal settlement payments	Payments to capital providers	Payments to governments	Total
Haile	$12,600*	-	-	$2,610,000	**$2,622,600**
Didipio	-	-	-	$5,880,000	**$5,880,000**
Waihi	-	-	-	$2,140,000	**$2,140,000**
Macraes**	-	-	-	$5,850,000	**$5,850,000**
Group-wide	-	-	Dividends paid to shareholders $0	$780,000	**$37,680,000**
			Repayments of lease liabilities $25,200,000		
			Interest expense and finance costs $11,700,000		
Total	**$12,600**	**-**	**$36,900,000**	**$17,260,000**	**$54,172,600**

**The fine paid at Haile was for exceeding permit discharge limits of total cadmium (Cd), free cyanide (CN), and chronic effluent toxicity (CTOX) in events occurring in 2020 and 2021.*
***Payments to government listed under Macraes includes the Reefton Restoration Project and Dunedin office.*

Payments to government breakdown (US$)

	Income tax paid*****	Royalties	Other payments*	Total
Haile	-	-	$2,610,000****	**$2,610,000**
Didipio	$420,000	-	$5,460,000***	**$5,880,000**
Waihi	-	$260,000	$1,880,000	**$2,140,000**
Macraes**	-	$3,950,000	$1,900,000	**$5,850,000**
Group-wide	-	-	$780,000	**$780,000**
Total	**$420,000**	**$4,210,000**	**$12,630,000**	**$17,260,000**

**Includes excise, local business, property, payroll, taxes, duties, levies, permits, licence and other fees paid to government bodies. Also includes community and social investment programs. Payments to Governments shown in this report differ from the Company's ESTMA Report for which we are required to disclose reportable payments based on nature and threshold by payee. Consumption taxes and employer payroll related taxes are excluded. Amounts have been rounded to the nearest US$10,000 in the preceding two tables.*
***Payments to government listed under Macraes includes the Reefton Restoration Project and Dunedin office.*
****Under the Mining Act in the Philippines, OceanaGold is required to invest 1.5% of its operating costs incurred to pay for a range of social development and community related programs. Following the FTAA renewal, the equivalent of an additional 1.5% of gross revenue is to be allocated to community development. In accordance with a Memorandum of Agreement, OceanaGold made payments to the account of the Quirino Provincial Development Fund which shall be utilised exclusively for the community development projects in the province.*
*****OceanaGold is required to provide financial support to a Heritage Trust program in the form of an annual endowment payment over a 14-year period in accordance with its agreement with South Carolina's Department of Natural Resources.*
******In 2021 the New Zealand operations did not have any income taxes due to be paid.*

More information about our payments to government is available in our annual Extractive Sector Transparency Measures Act (ESTMA) under our annual financial disclosures on our website.

Barry and Jeremy at the mobile equipment workshop at the Haile Gold Mine

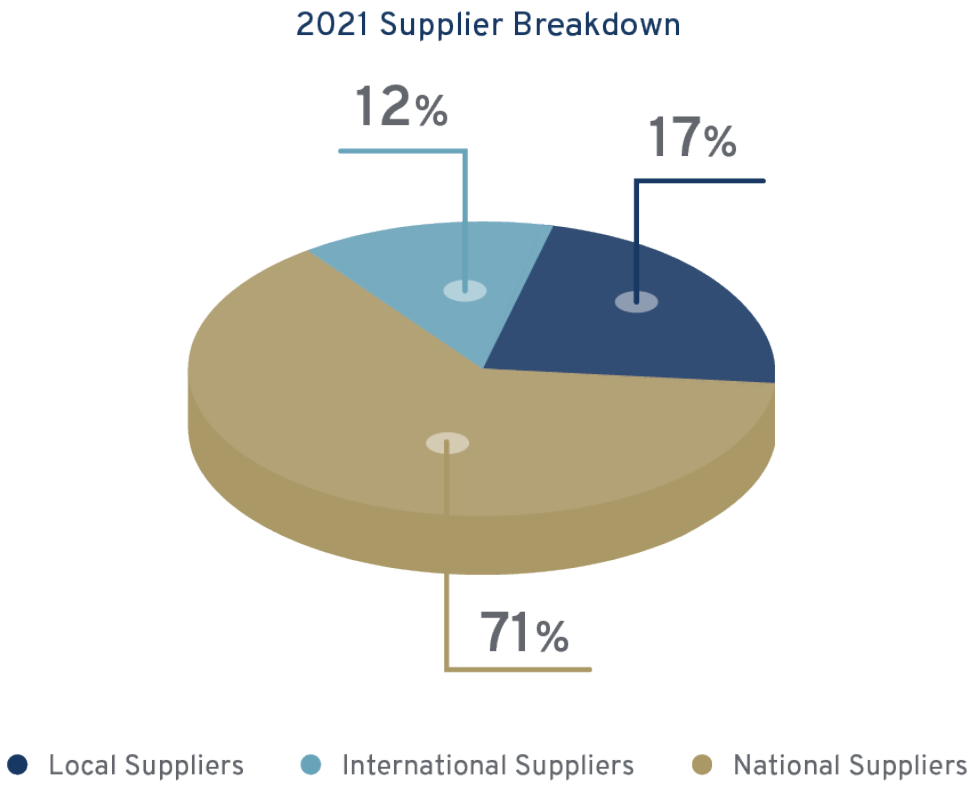
Procurement

Our total procurement expenditure in 2021 was over US$714.3 million, over US$225.9 million higher than 2020. This reflects the ramp up and recommencement of our Didipio Mine, the expansion of operations at the Haile Gold Mine and Macraes Operation and the commencement of production from the Martha Underground at the Waihi Operation.

Eighty-eight per cent of this procurement (over $630.3 million) was invested within the countries that host our operations.

Spend with suppliers (US$)

	Local suppliers	National suppliers	International suppliers	Total
Haile	$41,052,729	$208,168,001	$8,820,757	**$258,041,487**
	16%	81%	3%	**100%**
Didipio	$10,064,339	$25,196,155	$7,023,510	**$42,284,004**
	24%	60%	16%	**100%**
Waihi	$16,810,944	$94,048,422	$24,364,911	**$135,224,277**
	12%	70%	18%	**100%**
Macraes	$53,777,565	$181,189,234	$43,839,156	**$278,805,956**
	19%	65%	16%	**100%**
Total	**$121,705,577**	**$508,601,812**	**$84,048,334**	**$714,355,723**
	17%	**71%**	**12%**	**100%**



Definition of local, national and international supplier for each operation

Didipio	**Local:** Host barangay and adjacent barangays as defined in the Social Development Management Plan **National:** All other areas within the Philippines **International:** All other countries
Waihi	**Local:** Within 30 kilometres of the operation **National:** All other areas within New Zealand **International:** All other countries
Macraes	**Local:** Within the Region of Otago **National:** All other areas within New Zealand **International:** All other countries
Haile	**Local:** Kershaw and all other communities within 30 miles of the operation **National:** All other areas within the United States of America **International:** All other countries

Performance in brief: Local supplier program at Haile

A specialist team at the Haile Gold Mine has come together to look at how procurement processes and policies can be enhanced and to work more closely and efficiently with the mine's local suppliers across Kershaw and the broader Lancaster County.

It's part of the Company's commitment to leaving a positive legacy in the communities it operates in. It's also critical to develop strategies that ensure the community, and its residents, remain independent and sustainable in the long-term.

The local vendor committee consists of seven members of Haile's Commercial, and External Affairs and Social Performance departments. It was established in late 2021 to design a framework for Haile's local supplier program and to investigate and discuss how the mine can assist local businesses with developing sustainable programs.

Haile External Affairs and Social Performance Manager, Kevin Cook, said some of the operation's suppliers were very involved with our continued operations.

"This program is about ensuring that our communication and engagement is targeted, and our processes and policies are robust," Kevin said.

"We also need to take a deep dive into the issues that our operation might pose for our suppliers in the long-term and look at practical ways to help diversify their interests so they remain viable when the mine closes – no matter how far away that may seem right now."

Kevin said OceanaGold was very mindful of how the community suffered when the local textile manufacturing industry collapsed in the 1990s.

"It was the towns' major economic driver and when it disappeared overnight, the community suffered," he said.

"Hundreds of jobs were lost. We are conscious of not letting history repeat itself and we can do that by supporting our workers, their families and the people working right across Haile's supply chain to ensure the community thrives long into the future."

Kershaw is growing significantly. It's close to Columbia and Charlotte but still remains mostly rural, which attracts a lot of families, and of course Haile Gold Mine is a huge local employer for those people.

The Company's commitment to embedding good community relations and social performance into its business includes building and contributing to partnerships by generating resources, sharing knowledge and investing in local capacities designed to enhance positive economic, environmental and social outcomes.

An action plan for implementation in 2022 will focus on short-term process changes across the supply chain. This will include the development of a local procurement procedure to establish guidelines, tiers and scoring system, and the creation of a 'Supplying Haile Guide' that communicates the mines procurement requirements.

"In the process, we learn more about the community and they learn more about us, which we hope continues to nurture sustaining partnerships whereby we support their businesses to grow and thrive into perpetuity," Kevin said.

> **"This program is about ensuring our communication and engagement is targeted, and our processes and policies are robust."**

Financial contributions (US$)

In 2021, we invested US$1,543,005 in social programs, donations, in-kind support and community infrastructure.

Primarily, our social investment programs contribute to:

- Education, training and employment
- Community health
- Local business support and/or development
- Community infrastructure.

	Haile	Didipio	Waihi	Macraes	Total
Donations and community investments	$389,940	$468,590	$37,408	$134,691	**$1,030,629**
Value in-kind donations and community investment	$5,870	$127,567	$19,705	$7,285	**$160,427**
Community programs and infrastructure investment		$265,358	$70,730	$15,861	**$351,949**
Total	**$395,810**	**$861,515**	**$127,843**	**$157,837**	**$1,543,005**

The Haile Gold Mine is funding the Carolina Heelsplitter project, led by the U.S. Fish and Wildlife Service to save the species from extinction

Anti-bribery and anti-corruption

OceanaGold prohibits bribery, corruption and related improper conduct such as offering, soliciting or accepting an improper benefit. Our Anti-Bribery and Anti-Corruption Policy and Standard set out the responsibilities of all OceanaGold directors, employees and associates and is available on our website.

We are members of Transparency International, and transparently report all payments to governments. In addition to reporting all payments in our Sustainability Report, we report against the EITI in the Philippines, which is an EITI Candidate Country.

We are also an extractive sector reporting entity in Canada, which means we file an annual report listing the payments made to government entities in each of the jurisdictions where we operate. These reports sit on a public register.

Our online in-house training aligns to our Anti-Bribery and Anti-Corruption Policy and Standard. Relevant employees and Board members are required to undertake periodic anti-bribery and anti-corruption training.

As part of our commitment to the World Gold Council's Responsible Gold Mining Principles and focus on continuous improvement, in late 2021 we commenced a review of our anti-bribery and corruption compliance program. This review is ongoing and is expected to be completed during 2022.

In 2021, we also commenced development of a refreshed Code of Conduct for completion and implementation in 2022.

Gifts, conflicts, sponsorships and donations

Under our Anti-Bribery and Anti-Corruption Policy and Standard, all directors, employees, contractors, consultants, agents and others representing OceanaGold are prohibited from offering, providing, soliciting or accepting improper benefits (for example, benefits that could inappropriately influence the decision-making of an outside party or an OceanaGold person). If the benefit is not an improper benefit, is reasonable and proportionate and an exception does not apply, they are required to record gifts, travel, entertainment or hospitality (GTE) with a value equal to or greater than US$150 but less than US$300 in our online gifts and conflicts register. If the GTE has a value greater than US$300 then, in addition to recording it, they will also need to seek prior approval before offering, providing soliciting or accepting such benefit. The Policy and Standard also prohibits acting with a conflict of interest unless prior approval to do so has been obtained.

General managers at each operation may impose a lower limit for the value of GTE that are required to be registered and/or approved via our online gifts and conflicts register.

All sponsorships and donations are required to comply with our Sponsorship and Donation Standard and our Anti-Bribery and Anti-Corruption Standard and are also required to be recorded in the appropriate register (Gifts and Conflicts Register or Sponsorships and Donations Register).

The 2021 entries in the Gifts and Conflicts Register and Sponsorships and Donations Register were reviewed by an internal auditor to confirm the completeness of the reporting and the approval of any declared gifts or conflicts by the appropriate approver. A summary of material entries in these Registers is presented to the Audit and Financial Risk Management Committee quarterly.

We made no political donations in 2021.

PEOPLE AND CULTURE

Cindy is an Occupational Health Nurse at the Haile Gold Mine

Targets and objectives

2021 objectives	Progress towards achievement	Comments	2022 objectives
Develop a Fair Employment Strategy to enhance talent attraction, manage performance and reward and engage, grow and retain talent	Achieved	Fair Employment Committee strategy recommendations delivered to Senior Leadership Team for adoption	Develop and test a pilot workforce mentoring program
Increase female workforce representation to 20% by end 2021	Not achieved	18% as at 31 December 2021	Fair Employment Committee development of workplace inclusion objectives
Maintain female leadership representation above 20%	Achieved	25% as at 31 December 2021	Maintain female leadership representation at or above 25%
Develop a remuneration strategy	Achieved		Develop a consistent career management framework across Company
Review and revise the Code of Personal Conduct	Deferred to 2022	Has been deferred to incorporate additional scope in line with RGMP workplan	Publish updated Code of Conduct
Deliver anti-bias training to hiring managers and People and Culture teams in New Zealand	Achieved		Implement an Internship and Graduate Program across Company
Deliver the second phase of the Gold Leadership Program and a leadership playbook	Achieved	Modules two and three of the Gold Leadership Program delivered. The OceanaGold Way Leadership Playbook published	Deliver module four of Gold Leadership training and develop frontline leadership program
Conduct bi-annual surveys to measure leadership effectiveness impact on culture	Achieved	2021 leadership effectiveness rating 54%	Leadership effectiveness rating of 59%
Roll out OceanaGold Way training across the Company	Partly Achieved	OceanaGold Way training delivered in Australia and the USA. Will be completed in New Zealand and Philippines first half of 2022	Develop an Employee Value Proposition strategy

Our approach

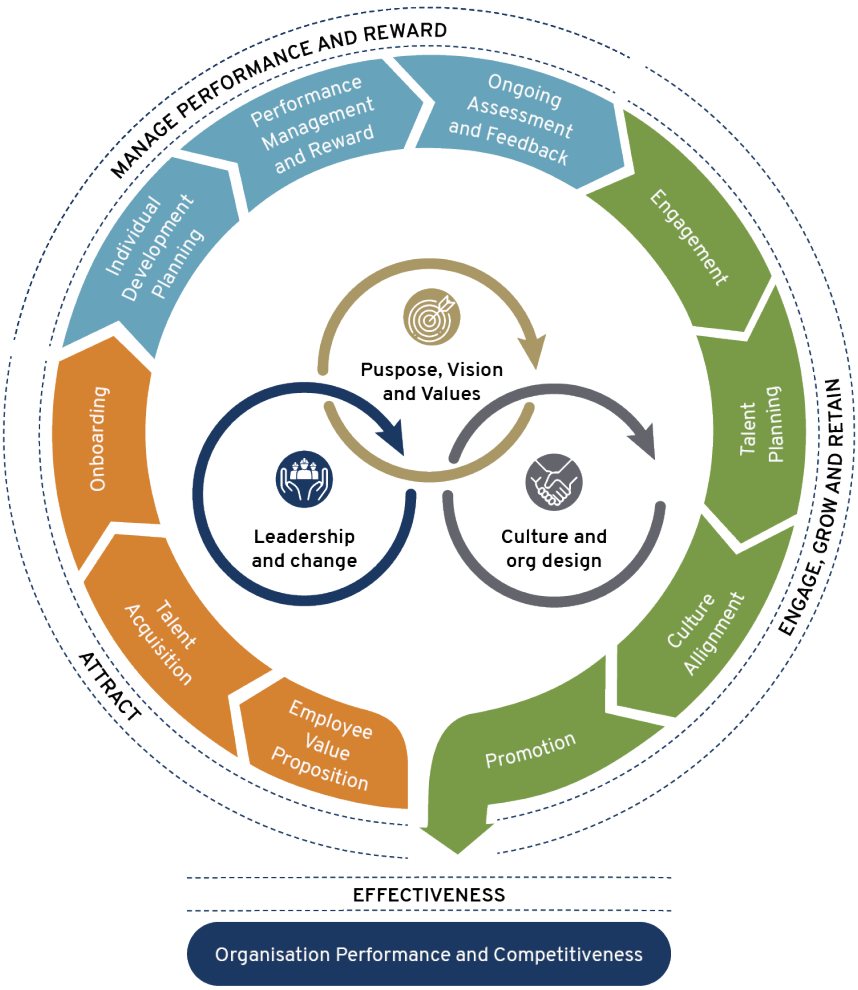
Our People and Culture approach is guided by our Fair Employment Policy and aligned to our purpose, vision, and values of respect, one team, contribute and knowledge (ROCK). We call it, The OceanaGold Way.

The policy is reflective of our culture – where we are values driven and integrate our values through our decisions, processes and behaviours, and where leaders care, provide support and encouragement.

We operate under a People and Culture Common Operational Framework, which provides a set of principles and processes to be followed by People and Culture teams across our Company. The common framework establishes core systems of work and consistent metrics to be applied to measure performance and effectiveness across the following people and culture areas:

- Attracting talent
- Managing performance and rewarding talent
- Engaging, growing and retaining talent.

People and Culture Common Framework model



Attracting talent

We seek a diverse and inclusive workforce that values collaboration, innovation and teamwork to drive positive solutions. In turn, we strive to be an employment destination of choice in the gold mining industry through reputation and branding, communicating our employee value proposition and providing a candidate experience that is exceptional from initial contact through to onboarding.

We provide competitive compensation and benefits, opportunities for career experiences and growth, and an attractive culture based on our values, working with constructive leaders and in effective teams.

Managing talent

We invest in careers to develop the experience and capability required to support individual development. We understand what roles and tasks are critical to our business strategy and focus employee development opportunities to align with our strategy delivery. At the same time, we want to retain, grow and develop our workforce to foster long and successful careers within our Company.

Our approach to enabling performance is to ensure our leaders have the skills to engage in constructive conversations when they are necessary and understand the power of regular positive and constructive feedback on performance. It is important managers understand how to set goals that are aligned to business strategy and support their employees' career goals and performance.

Engaging, growing and retaining

We strive to attract and retain people through our constructive Company culture and ensure everyone has the support they need to be their very best. By constructive Company culture, we mean a culture which balances achievement-focused behaviour with an encouraging and humanistic approach in the way that we engage with each other. By providing quality support and ongoing connection with our employees at OceanaGold, we:

- Attract employees who thrive working in a leading constructive culture
- Provide a strong foundation for growth and a workplace living its values
- Improve organisational agility, productivity and problem-solving
- Work with employees to grow and develop them, focusing on eight critical competencies which form part of their job description
- Allow employees to feel comfortable and safe making decisions and support them to act
- Focus on outcomes that support the achievement of OceanaGold's vision.

In addition, the identification, growth and development of employees who demonstrate the potential for more senior roles is imperative to strengthening the talent risk profile and building the resilience of the Company.

Our employees

In 2021, OceanaGold provided employment for 2,319 employees, with 2,196 (94.7 per cent) employed on a permanent basis and 2,296 (99 per cent) employed full-time.

Employees by location

In 2021, employee numbers increased by 36.2 per cent. This change is primarily attributed to the ramp-up and resumption of operations at our Didipio Mine in the Philippines. However, we also saw an increase in the number of employees at the Waihi Operation (as the development and mining from the Martha Underground ramped up), at our Haile Gold Mine (where pre-development work commenced for the potential Haile Underground), and in our corporate offices (where a small number of additional corporate service roles were hired to support the Company's growth).

	2021	2020	2019	2018	2017
Australia	63	55	50	53	35
Canada	1	1	2	2	5
New Zealand	1,008	923	908	858	741
Philippines	645	189	745	779	752
Singapore	4	4	4	3	0
USA	598	531	461	357	358
Total	**2,319**	**1,703**	**2,170**	**2,052**	**2,068**

Josue and Jeremy work in processing at the Haile Gold Mine

Joan is the President of OceanaGold Philippines Inc. and General Manager Legal and Corporate Affairs at our Didipio Mine

Mine management representation

We have four operating assets, three of which are residential mines (the Waihi and Macraes Operations in New Zealand and Haile Gold Mine in the USA), and one which is fly-in-fly-out (Didipio Mine in the Philippines).

At each operation we preference local rather than expatriate employment, and where we cannot hire locally, we look for opportunities to provide training and skills development to encourage and support internal promotion.

Three of our operations employed expatriates in leadership positions in 2021: the Waihi Operation, Haile Gold Mine and the Didipio Mine. In these cases, expatriates were hired to fill positions we could not fill locally.

- The Waihi Operation had 24 leadership positions (defined as executives, general managers, managers, superintendents, supervisors and senior professionals). Of these, 23 positions were filled locally (New Zealand citizens or permanent residents) and one position (4.17 per cent) by an expatriate.
- The Haile Gold Mine had 43 leadership positions (defined as executives, general managers, managers, superintendents, supervisors and senior professionals). Of these, 42 positions were filled locally (New Zealand citizens or permanent residents) and one position (2.33 per cent) by an expatriate.
- The Didipio Mine had 87 leadership positions (defined as executives, general managers, managers, superintendents, supervisors and senior professionals). Of these, 70 positions were filled locally (Philippine citizens or permanent residents) and 17 positions (19.54 per cent) by expatriates.

Golden Point Underground Crew at the Macraes Operation in New Zealand

Contractors

While we report and measure data against the number of OceanaGold employees in this report, we also provided employment for approximately 1,028 contractors in 2021, bringing our total employee and contractor workforce in 2021 to 3,347.

We employ contractors to undertake specialised activities. In 2021, this included activities such as processing plant shutdown and maintenance, road construction, rehabilitation earthworks and infrastructure development and tailings storage facility construction.

To reflect the number of full-time contractor positions across our Company (rather than counting part-days as one contractor), we have defined full-time as approximately 10 hours per day, at five days per week, for 48 weeks of the year. Based on this definition, our total contractor hours for 2021 were 2,466,524.15 which is the equivalent of 1,027.7 (rounded to 1,028) full time equivalent (FTE) positions.

Pay equity

Pay equity is important to attract, retain and motivate the right people. We recognise the complexity involved in managing remuneration in line with market relativities, skills, experience, sound reward practices and governance, across various jurisdictions, while also meeting employees' expectations.

In addition to base salary and pension, employees across OceanaGold may also receive a variety of benefits in line with legislative and local requirements. This may include health insurance, parental leave, service awards and accommodation. Performance bonuses are also administered to support an incentivised workforce to deliver the required outcomes and realise the OceanaGold strategy and vision. Additional long-term incentives grants may also be administered to applicable employees.

In 2021, we conducted a review of our Short-Term Incentive (STI) program and implemented revised performance management and STI processes with a stronger correlation to market data, Company and employee performance. We also developed a reward strategy, including:

- Developing guiding principles for our reward framework
- Realigning the Company's market position for identified business-critical roles
- Implementing disciplined benchmarking methodology to support pay equity and manage fixed labour costs
- Establishing a Job Architecture Framework to ensure consistency and alignment of job titles throughout the group
- Harmonising our Salary Review and STI processes

In 2022, we will commence a holistic review of employee benefits across all jurisdictions, formalise our total reward framework and define the Company's employee value proposition to enhance employee attraction, retention and engagement.

Employee turnover

We take pride in being an employment destination of choice in the mining industry, with 31 per cent of our employees having worked for the Company for over five years.

	Philippines/ Singapore	USA/Canada	Australia/New Zealand	Total	Rate
Voluntary*	8	113	166	287	14.13%
Non-voluntary**	7	49	14	70	3.45%
Total	**15**	**162**	**180**	**357**	**17.58%**

**Voluntary turnover includes employees who have chosen to resign or retire and employees who have completed fixed-term contracts.*
***Non-voluntary turnover includes redundancies and actions warranting termination under an employment contract and jurisdictional employment law. This includes misconduct, poor performance, redundancy, being absent without leave, and death.*

Members of the exploration team in the core shed at our Waihi Operation in New Zealand

Culture and Development Strategy

Our journey to build a constructive culture started in 2020, with the implementation of a three-year Culture and Development Strategy.

In early 2021, we commenced a Company-wide rollout of The OceanaGold Way program, a training program helping employees draw a personal connection with the Company's purpose, vision and values. The in-person program has also been incorporated into our corporate and operational onboarding programs.

We also introduced a Culture Champion Network, comprising volunteers who provide employee support and feedback to the corporate and operational People and Culture teams (previously reported as Human Resources), to develop, deliver, and evaluate initiatives and programs.

To grow the capability of our employees and support our constructive culture, in the first quarter of 2021, we encouraged employees to create a growth and development plan. We also released leadership development initiatives aligned to our Leadership Framework, to build the capability of leaders.

In mid-2021, we developed an online leadership portal on our intranet as a channel for leaders and aspiring leaders. On the portal we communicate leadership expectations and attributes, and employees can access online resources including leadership training, education and tools. In addition, in late 2021 we published a Leadership Playbook, a training manual style publication that provides all our leaders and aspiring leaders with a comprehensive overview of our leadership context, philosophy, approach, actions, programs, tools and resources.

To measure the impact of our strategy and monitor the outcomes, we partnered with Human Synergistics on a world-first approach that focuses on six causal factors between leadership and culture. We conducted two pulse surveys with around one third of the workforce, to understand how our leaders are impacting our culture and organisational effectiveness. The survey results for 2021 show substantial progress across four of our six leadership factors – information received, information sent up, setting expectations, and leaders being personally supportive. The remaining two factors: teamwork and problem-solving improved in the short-term and remain consistent with the baseline. Overall, these results demonstrated our leaders' positive impact on their teams, our culture and the Company's performance.

In 2022, we will continue developing leadership pathways for our front-line and emerging leaders. This will comprise in-person and online leadership training.

Diversity, equity and employment

An inclusive culture and diverse workforce are crucial to the high performance and long-term success of OceanaGold and our ability to sustainably contribute to the communities where we operate. Bringing together people from a wide range of backgrounds – while promoting an environment that allows them to apply their diverse thought, skills, experiences and backgrounds – benefits all our employees and stakeholders.

Diversity at OceanaGold includes race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, political beliefs or other ideologies.

We strive to achieve a balanced workforce and in doing so, we aspire to be as diverse as the communities in which we live and work. We prioritise local employment and training opportunities to ensure the communities that host our operations can participate and benefit from our operations. In 2020, females represented 26 per cent of our leadership team and 18 per cent of our global workforce.

In 2021, we broadened the Diversity and Inclusion Committee to represent the various elements of the Fair Employment Policy, named the Fair Employment Committee, chaired by our Executive Vice President and Chief Officer – People, Culture and Technology.

The committee developed a Fair Employment Strategy that included three key programs:

- Global graduate program
- Employment value proposition – local and global level
- Career planning framework (to be actioned in 2023).

There was one case of bullying and harassment reported in 2021 at the Waihi Operation. This was investigated in line with the operation's Bullying and Harassment Standard Operating Procedure (which could include a disciplinary process, mediation or termination) and resolved, with appropriate representation for each employee involved. The investigation was conducted and finalised in 2021. This matter is separate to the disclosures made under the Whistleblower section of this report on page 114.

Diversity data

New employees hired by gender, age and region

	Philippines/ Singapore		USA/Canada		Australia/New Zealand		Sub-total		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Age less than 30	72	36	50	16	66	29	188	81	**269**
Age between 30 and 50	293	55	107	11	99	30	499	96	**595**
Age 50 or greater	14	2	30	2	23	7	67	11	**78**
Total	**379**	**93**	**187**	**29**	**188**	**66**	**754**	**188**	**942**

Employees by employment classification and gender

	Male	Female	Total	% of all employees	Male %	Female %
Executive	4	2	6	0.3%	67%	33%
Executive General Manager	2	0	2	0.11%	100%	0%
General Manager	8	2	10	0.4%	80%	20%
Manager	19	5	24	1%	79%	21%
Superintendent, Supervisor and Senior Professional	142	50	192	8.3%	74%	26%
Professional	288	98	386	16.6%	75%	25%
General staff	1,430	271	1,701	73.4%	84%	16%
Total	**1,891**	**428**	**2,319**	**100%**	**82%**	**18%**

Employees by gender and age

	2021	2020	2019	2018	2017
Number of males	1,891	1,404	1,805	1,710	1,731
Number of females	428	299	365	342	335
Total number of employees	2,319	1,703	2,170	2,052	2,066
% male	82%	82%	83%	83%	84%
% female	18%	18%	17%	17%	16%
% of female employees in leadership positions*	25%	26%	13%	14%**	15%
% of male employees in leadership positions*	75%	10.1%	9%	10%	12%
% age under 30	19%	17%	20%	19%	19%
% age 30–50	60%	56%	60%	60%	60%
% age over 50	21%	27%	20%	21%	21%

**Leadership positions include executives, general managers, managers, superintendents, supervisors and senior professionals.*

Employee turnover* by gender, age and region

	Philippines/ Singapore		USA/Canada		Australia/New Zealand	
	Number	Rate	Number	Rate	Number	Rate
Age less than 30	2	0%	45	8%	43	4%
Age between 30 and 50	11	3%	72	13%	91	9%
Age 50 or greater	2	0%	45	8%	46	5%
Male	12	2%	140	24%	137	14%
Female	3	0%	22	4%	43	4%
Total turnover	**15**	**2%**	**162**	**28%**	**180**	**18%**
Total Company turnover	**15%**					

**Turnover data represents voluntary separation.*

Employee breakdown by contract type, gender and region

	Philippines/ Singapore		USA/Canada		Australia/New Zealand		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Permanent	470	144	511	77	827	167	**1,808**	**388**
Temporary	27	8	7	4	49	28	**83**	**40**
Total	**497**	**152**	**518**	**81**	**876**	**195**	**1,891**	**428**

Employee data by gender and employment type

	Male	Female	Total
Full time	1,886	410	**2,296**
Part time	5	18	**23**
Total	**1,891**	**428**	**2,319**

Ben and Wahyu work in the open pit stores at the Macraes Operation

Performance in brief: The value we bring, and create

Over the past three years, OceanaGold has placed huge emphasis on building constructive culture and ensuring its workplaces are psychologically safe. From bolstering its leadership programs, to establishing more inclusive workplace facilities and gaining direct insights from employees, the Company is focused on safeguarding – and strengthening – its unique culture.

Psychological safety at work refers to the notion that employees will not be punished or humiliated for speaking up with ideas, questions, concerns, and mistakes. Instead, it nurtures and welcomes experiences, opinions, and beliefs that contribute to a more inclusive workplace. Inclusive workplaces also drive greater innovation, productivity, performance and ultimately shareholder value.

Executive Vice President and Chief Officer People, Culture and Technology, Graham Almond, said a psychologically safe workplace meant employees could bring their whole selves to work and in turn, help to shape OceanaGold as a work destination of choice.

“Our focus is establishing a sense of belonging, where our people bring out the best in each other, in an environment that fosters diversity, inclusion and creativity, and a culture that encourages people to speak up about behaviour that does not align with our values,” Mr Almond said.

OceanaGold’s People & Culture Strategy 2020-2024 outlines the Company’s culture target which aims to ensure that all employees, globally, feel a genuine sense of belonging to a workplace that is built on all the cornerstones of constructive culture: collaboration, cooperation, personal growth, development, curiosity, achievement of goals and alignment of purpose.

As part of this strategy, the Company established inclusive culture training and a bespoke eLearning module to build knowledge and skills for all employees in understanding what inclusive culture means.

Leadership is also a huge focus for the Company, with current and future leaders participating in a variety of training centred around what it means to be a values-based, constructive, and capable leader.

To help the Company understand if they are on the right track, OceanaGold obtains formal feedback from employees every six months through Culture Pulse surveys.

Emily is an Engineering Superintendent and McKenzee is an Underground Mine Control Systems Engineer at our Haile Gold Mine

Marivella is a Project and Infrastructure Assistant at our Didipio Mine in the Philippines

Training and development

In 2021, we continued our commitment to provide development and training opportunities to support our people to achieve their full potential. We delivered a wide range of on-the-job and technical training throughout the year, including safety training and training to meet local and position-specific requirements.

On average, our employees received 21.76 hours of training in 2021. The total number of training hours increased from 43,207 hours in 2020 to 52,188 hours in 2021. This was a result of the ramp-up of operations and employee numbers at our Didipio Mine in the Philippines.

	2021	2020	2019	2018	2017
Total hours	52,188	43,207	81,631	71,422	87,497
Hours/employee	21.67	24.61	37.52	34.89	42.45

Leadership programs

We consider leadership effectiveness a key driver of cultural and strategic outcomes. Our Culture and Development Strategy, launched in 2020, includes a consistent and evidence-based leadership development approach across all our corporate and operational sites.

To support leaders and aspiring leaders across the Company, in 2021 we delivered:

- Two additional modules under the Gold Leadership Program
- Online leadership portal and Leadership Playbook, providing access to all the Company's leadership development resources
- Online Leadership Self-Assessment, a tool to help employees identify growth and development actions specific to their individual needs
- A new growth and development planning tool focused on broadening development actions across on-the-job experiences, mentoring, coaching, networking, training, webinars, books, articles etc.

In 2020 we commenced a Human Synergistics LSI (Life Styles Inventory) leadership accreditation program across the Company to increase the number of accredited practitioners in the LSI tool who could provide leadership coaching and undertake individual and team assessments. In 2022, a third group will complete the program.

In 2022, we will release the 'Degreed' Learning Experience Platform. This online platform bolsters our learning catalogue to include millions of articles, videos, books and podcasts that support each individual's learning experience. In addition, we will build specialised pathways and programs across all our key leadership capabilities to help address development needs.

In 2022, we will also develop and deliver a face-to-face program for frontline leaders and aspiring leaders and commence a talent planning process that identifies successors for all our critical roles, so that we can invest in their growth.

Performance management

The annual performance and goal setting process is designed to support the business to deliver results against its strategy by cascading relevant and measurable elements appropriately through the workforce.

In 2021, we rolled out the Performance and Contribution Enablement (P.A.C.E) program, focused on establishing a shared understanding between a manager and their employee through aligned goal setting, continuous feedback and recognition. The program features three steps: setting goals, checking in regularly and completing an end-of-year review.

Freedom of association and collective bargaining

All of our employees have the right to collective representation and are free to join a union. We have collective bargaining agreements in place at our Didipio Mine and at the Macraes and Waihi operations. Each collective agreement includes consultation and negotiation periods.

Twenty per cent of all OceanaGold employees were covered by collective bargaining agreements in 2021. This is a decrease from 30 per cent in 2020 and represents a large amount of recruitment at the Didipio Mine for employees who have not taken up union membership.

We strive to work in partnership with all unions. In 2021, we communicated regularly with the E tū union, representing employees at the Waihi Operation, the Amalgamated Workers Union (NZ) representing employees at the Macraes Operation and Pun-oh-ohhaan Hi Kiphodan Organization, representing employees at our Didipio Mine.

Employees under collective bargaining agreements

	2021	2020	2019	2018	2017
Number of employees under a collective bargaining agreement	458	519	906	737	850
% of employees under a collective bargaining agreement	20%	30%	42%	36%	41%

Martha Underground at the Waihi Operation

Minimum notice period for significant changes to employment for employees under collective bargaining

Operation	Significant changes to employment	Under collective bargaining agreement
Didipio Philippines	30 days	Not provided in the collective agreement as covered as a general law in the Labor Code of the Philippines
Waihi & Macraes New Zealand	No standard legal requirement in New Zealand. The Company is required to consult prior to making any significant changes to employment terms and conditions and the length of the consultation period will depend on the situation and magnitude of the changes proposed. For changes to terms and conditions of employment employees and the Company must reach agreement. For restructure or redundancy agreement is not required but the Company must genuinely consider all alternatives to redundancy. Under our employment agreement the notice period once a redundancy decision has been made is four weeks	Under our collective bargaining agreement, all changes to terms and conditions of employment are consistent with conditions for employees not covered by a collective bargaining agreement
Haile USA	Seven days	No employees are represented under a collective bargaining agreement

Child and forced labour

In accordance with United Nations Global Compact Guiding Principles, we support the abolition of child labour across OceanaGold and by our contractors.

In 2021, we did not have employees under 18 years of age at any of our operations. Our youngest employees in 2021 were 19 years old. The three employees aged 19 in 2021 were:

- QA/QC Drill Technician, Haile Gold Mine
- Process Operations Technician, Haile Gold Mine
- Level 1 Field Technician, Macraes Operation.

More information about how we are implementing the requirements of the Australian *Modern Slavery Act 2018*, is available on page 107 of this report.

Engaging with our workforce

Employee engagement has a direct impact on our performance and our ability to retain talent.

OceanaGold uses survey data from our culture surveys and exit interviews to design strategies to improve employee engagement. Likewise, the Fair Employment Committee makes recommendations that supports people and culture and communication professionals to develop engagement channels and collateral.

Communication also plays a key role in engaging and retaining our workforce. Our internal communication strategy is built around our corporate and operational strategies and The OceanaGold Way of doing business (our purpose, vision and values). Governed by our Communication Standard, our internal strategy is developed by the corporate and operational communication teams to:

- Communicate Company Purpose, Vision, Values and strategy
- Demonstrate performance
- Foster loyalty and advocacy
- Enhance transparency and dialogue
- Build a valuable brand
- Boost employee engagement
- Attract talent
- Forge and maintain connections.

In 2021 we continued to deliver global employee communication via the Company website, the internal newsletter (The Portal), the Company intranet page and social media (LinkedIn, Twitter, YouTube). Three of our operations also produced and distributed an internal newsletter (Waihi Goings On, Macraes News and the HGM Scoop) and the Didipio Mine and Waihi and Macraes operations also had a Facebook page. We introduced a global video series (We R.O.C.K.), showcasing employees across the Company and how they demonstrate our values of respect, one team, contribute and knowledge.

In 2022 we will conduct a global communication survey, focus groups and one-on-one feedback sessions to better-understand the communication channels our employees are using at every level of the business and adapt our internal strategy to ensure all employees have access to operational and Company communication materials.

Jess is an Accounting Specialist at our Haile Gold Mine

HEALTH, SAFETY AND WELLBEING

Jamie is attending gantry crane and slinging regular loads training at the Macraes Operation

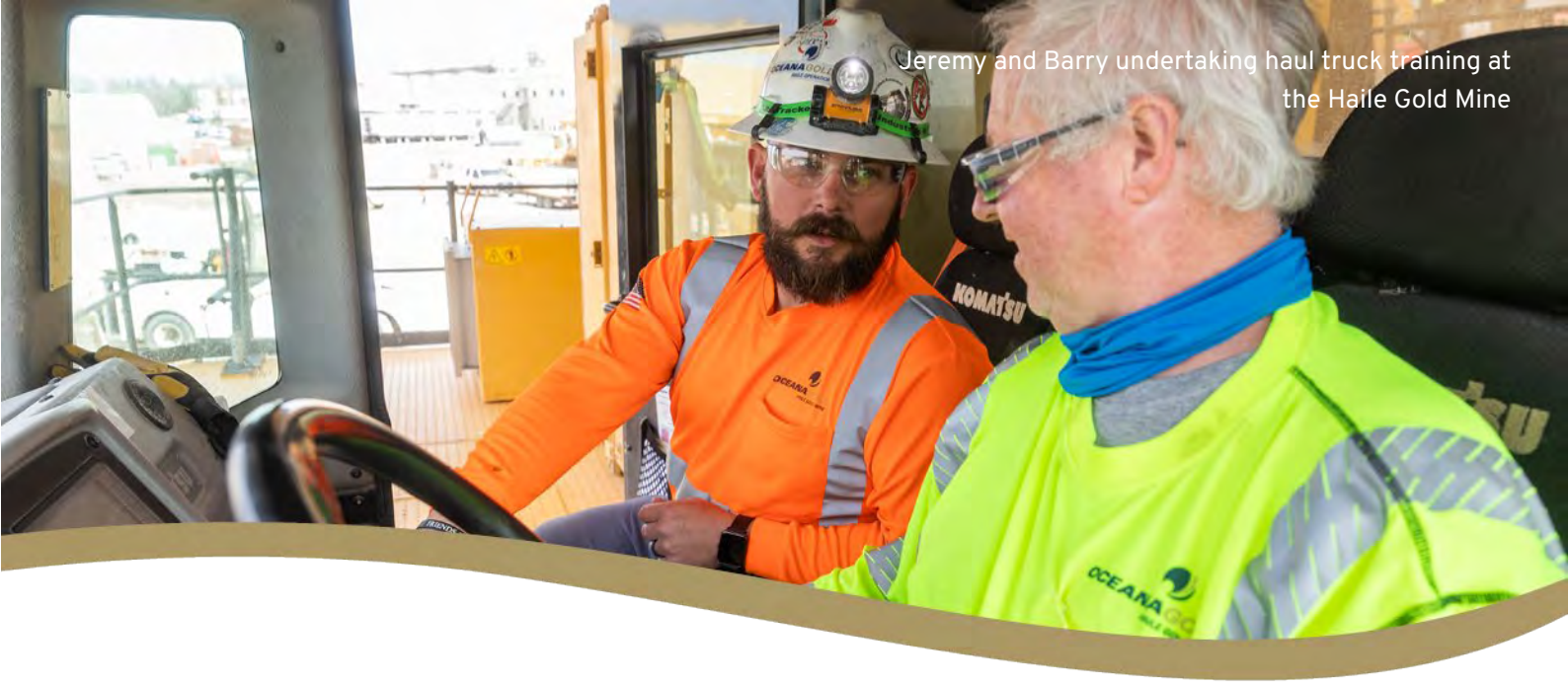
Targets and results

	2021 targets	2021 outcome	Notes	2022 targets
Lag indicators	Target: TRIFR 3 Outstanding: TRIFR<2.8	Actual: TRIFR 3.4 per million hours		Target: TRIFR 3 Outstanding: TRIFR<2.8
Frequency rate of high severity incidents	Target: Cat 4* IFR 0.4 Outstanding: Zero	Actual: Cat 4* IFR 0.3		Target: Cat 4* IFR 0.2 Outstanding: Zero
Lead indicators	Health and Safety audit compliance rating of >80%		The Corporate H&S audit was not conducted in 2021 due to COVID-19 travel restrictions. The planned audits were replaced with RGMP Corporate facilitated gap assessments to deliver final conformance with the RGMP's in September 2022	Undertake an independent assessment to determine conformance to the Responsible Gold Mining Principles and sub principles for H&S at Corporate and Operations levels
	More than 90% of the leadership team to achieve the target Gold Standard Leadership safety activities	Actual: >90% achieved target of Gold Standard Leadership safety activities		≥ 90% of the leadership team achieving target in Gold Standard Leadership safety activities
	Complete 90% of all HPI actions and actions identified through the 2020 corporate audit	Actual: 100%		Complete 90% of all HPI actions and actions identified through third party and corporate audit processes
Corporate safety projects	Review critical controls associated with principal hazards utilising bowtie analysis and shared learnings across operations	Commenced in 2021		Conduct monthly aligned critical control audits of Principal Hazards at all Operations

	Align similar workplace exposure groups across all operations and complete baseline exposure studies to internationally recognised standards	Achieved. Baseline sampling program implemented		Complete baseline occupational hygiene sampling programs across all Operations. Undertake statistical review of sampling data and review exposure risks at all Operations

**Category 4 Safety Consequence - Permanent, irreversible disabling injury, illness or health impact. Lost Time Injuries greater than 5 weeks*

Josh being fitted for a respirator at the Waihi Operation



Jeremy and Barry undertaking haul truck training at the Haile Gold Mine

Our approach

The health, safety, wellbeing and psychological safety of our employees, contractors and local communities is paramount. We continuously strive to improve and enhance our health and safety systems through employee engagement, performance assessments and industry benchmarking against the highest standards and performance.

Our safety performance is aligned to our core values of respect, one team, contribute and knowledge, to achieve workforce health, safety, hygiene and wellbeing. Every person is essential in supporting, embracing and promoting our safety performance across the Company.

Policies and standards

Our Health and Safety Policy outlines our commitment to protect and promote the safety and occupational health of our workforce (employees and contractors) and local communities through the implementation of a management system and structure.

Operational safety

Continuous improvement in our health and safety performance is always a priority. We strive to create a mindset where every employee believes that an incident and injury-free workplace is achievable. Management of workplace hazards through the implementation of hard controls and effective training and education are critical to supporting this positive mindset and underpin the principle that all incidents and injuries are preventable. More information about how we implement occupational safety is available in our Safety Performance Standards Manual.

Health and wellbeing

We care about creating an environment where the health and wellbeing, including the psychological safety, of our workforce is monitored and reviewed proactively as part of the operational management process. We have implemented a global system for reporting and tracking both occupational health exposures and the effectiveness of controls at all our operations. The system enables us to apply a consistent, best practice approach across our operations enabling us to eliminate harmful workplace exposures and potential chronic illnesses. More information about how we implement health and wellbeing is available in our Health Performance Standards Manual.

Underground charge up at the Didipio Mine in the Philippines

Our performance

Our results demonstrate a continued focus on a strong safety culture at all levels of OceanaGold.

As at 31 December 2021, our total recordable injury frequency rate (TRIFR) was 3.4 per million hours worked compared to 3.3 per million hours worked at the end of 2020. There were no fatalities at our operations in 2021, and no new cases of occupational disease were recorded.

In 2021, there were:

- Twenty-two total recordable injuries (TRIs), compared to 20 in 2020
- Three restricted work injuries (RWIs)
- Ten medical treatment injuries (MTIs) across the business.

2021 workforce exposure hours

2021 total work hours	OceanaGold staff	Casual staff	Contractors
6,547,837	4,090,478	0	2,457,359

Safety

	2021	2020	2019	2018	2017
Lost time injury (LTI)	9	6	7	9	11
Lost time injury rate (LTIR)	1.37	0.99	0.92	1.10	1.13
Total recordable injuries (TRI)	22	20	27	37	39
Total recordable injury frequency rate (TRIFR)*	3.4	3.30	3.57	4.53	4.00
Fatalities	0	0	0	0	0

**Based on one million worked hours.*

Our balanced safety scorecard enables us to measure and demonstrate continuous improvement in our health and safety performance. The balanced scorecard reflects an increased focus on the importance of injury severity as well as injury frequency in assessing the effectiveness of our safety management systems. It includes monitoring key lead indicators of safety performance to measure the effort being employed to reduce the likelihood of workplace incidents.

The rules are outlined as a safety performance rating scale, which is applied across four main identified safety metrics:

- Exceeds expectations (4) = Nil fatalities and 2/3 other indicators are outstanding and no indicators are less than target
- Meets all expectations (3) = Nil fatalities and all other indicators meet target
- Needs improvement (2) = Nil fatalities and any 1/3 other indicator less than target
- Fails to meet most expectations (1) = Any fatality or 2/3 other indicators are unacceptable.

Each metric has defined thresholds for what is unacceptable, what needs to be improved or meets the target, and what is considered an outstanding performance.

Winston completing a stop and think personal risk assessment at the Didipio Mine in the Philippines

Performance indicators

	Threshold	Target	Outstanding
Fatalities	One or more	Nil	
Total Recordable Injury Frequency Rate	TRIFR >4	TRIFR >3	TRIFR <2.8
High Severity Injury Frequency Rate	Cat 4 IFR >0.5	Cat 4 IFR <0.4	Cat 4 IFR = 0
High Potential Incident actions completed	<80%	>90%	>95%

In 2021, we continued tracking all incidents and high potential incident (HPI) actions across each of our operations as an area of focus. We also ensured meaningful actions were taken after any significant incident to try to prevent the recurrence of the incident.

After updating our global processes for energy isolation (disconnecting or making equipment safe) in 2020, we delivered training across each of our operations in 2021 to support and embed the new energy isolation requirements.

In 2021, we also continued to enhance our safety performance by focusing on our ICAM (incident cause analysis method) investigations and speeding up the investigation timeline for any High Potential Incidents (HPIs). We continued developing our data capture and reporting systems, building on the balanced scorecard approach.

We continued improving health and safety team collaboration and support across our operations by commencing monthly health and safety forums with all health and safety leads across each operation in attendance.

In 2022, we will continue to focus on engaging with our Health and Safety leaders at each operation to ensure OceanaGold delivers consistent health and safety outcomes across the Company.

Marilyn and Andrew undertaking a task observation at the SAG mill at our Waihi Operation

Year-on-year injury analysis

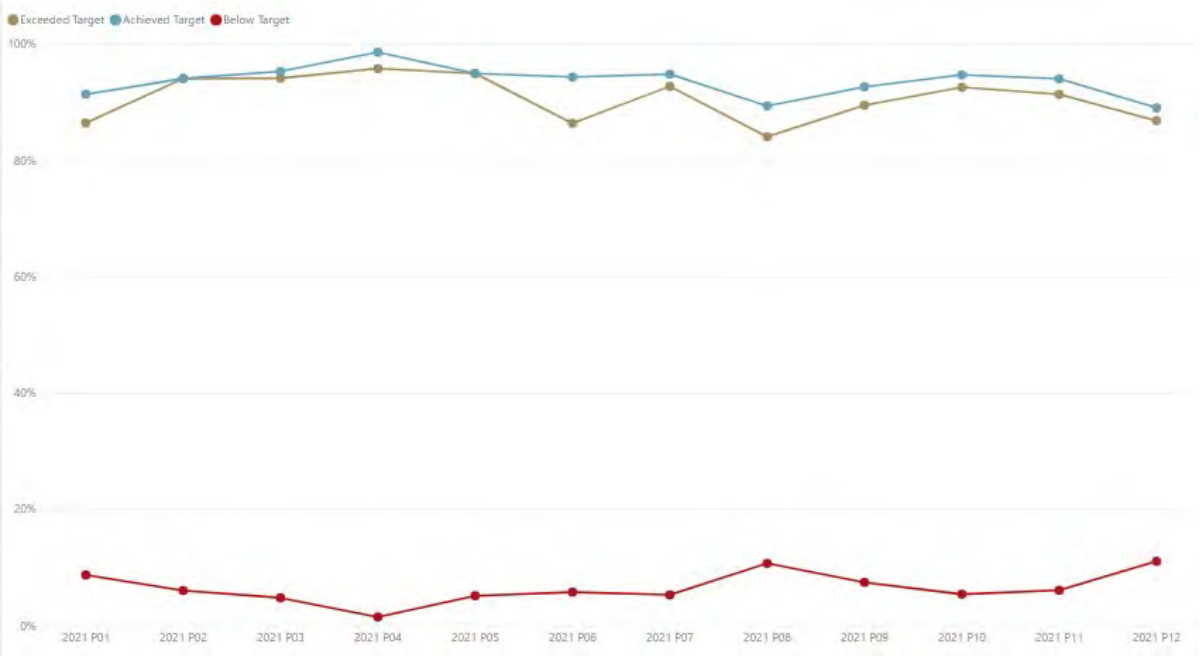
	2021	2020	2019	2018	2017
Nature of injury	Laceration or cut (32%) Fracture (32%) Sprain or strain (13%) Other (22%)	Laceration (50%) Fracture (25%) Sprain or strain (20%) Other (5%)	Laceration (48%) Fracture (22%) Sprain or strain (19%) Other (11%)	Laceration (51%) Sprain or strain (22%) Fracture (11%) Other (16%)	Laceration (33%) Sprain or strain (26%) Fracture (21%) Other (21%)
Mechanism of injury	Struck by moving object (45%) Hitting objects with a part of the body (23%) Falls on the same level (including trips and slips (14%) Other (17%)	Struck by moving objects (25%) Hitting objects with a part of the body (20%) Falls on the same level (including trips and slips) (15%) Other (40%)	Struck by moving objects (30%) Caught in equipment (26%) Muscular stress (11%) Other (33%)	Struck by moving object (27%) Hitting object with body (19%) Caught in equipment (16%) Other (38%)	Struck by moving object (31%) Caught in equipment (15%) Muscular stress (15%) Other (38%)
Body part injured	Hands and fingers (27%) Face and head (22%) Feet and toes (18%) Other (33%)	Hands and fingers (45%) Feet and toes (20%) Face (10%) Other (25%)	Hands and fingers (44%) Arms and wrist (30%) Head—other than eye, ear and face (11%) Other (15%)	Hands and fingers (41%) Hips and legs (16%) Head—other than eye, ear and face (11%) Other (32%)	Hands and fingers (44%) Hips and legs (18%) Feet and toes (10%) Other (28%)

Measuring safety behaviours

To achieve workplace health, safety, hygiene and wellbeing, we align our safety behaviours to our core values of respect, one team, contribute and knowledge (ROCK).

In 2021, we continued to drive safety leadership at all levels. We enhanced safety communication to provide additional transparency and context around key safety initiatives and enhance accountability. We used an internal dashboard to improve the way we share and visualise real time data.

One of our key safety initiatives is the Gold Standard Program. This program sets key performance indicator (KPI) targets for leaders across our Company to measure their participation in field-based task observations, workplace inspections and audits.



Safety leadership activity measures

Individual Performance Ranking		
Participant has not achieved target	Participant has achieved target	Participant has exceeded 120% of target

Occupational health and hygiene

Our occupational exposure risk profile is determined by utilising all available information and parameters to determine the likelihood of an exposure and potential health consequence. Our InHealth database allows us to track individuals and their workplace Similar Exposure Group (SEG).

Monitoring is undertaken through routine medicals, exposure sampling and biological sampling determined by an initial health risk assessment.

In 2021, we continued to implement a baseline sampling program as part of our Occupational Exposure Management Guideline, which was recorded in the InHeath database.

We employed two full time and dedicated occupational hygiene technicians at our Waihi and Macraes operations in New Zealand and we reviewed and validated historical data and completed risk assessments at each operation to identify the top health risks.

The top three health risks recorded at each of our operations in 2021 were:

	Haile Gold Mine	Macraes Operation	Waihi Operation
1	Respirable Crystalline Silica (c)	Noise	Respirable Crystalline Silica (c)
2	Noise	Respirable Crystalline Silica (c)	Noise
3	Thermal Stress / Vibration (c)	Diesel Particulate Matter (c)	Diesel Particulate Matter (c)

In 2022, we will focus on re-establishing a Workplace Exposure Monitoring Program for the Didipio Mine. We will also continue baseline sampling program for each of our operations.

Gemmalyn is an Occupational Health Nurse at the Didipio Mine in the Philippines

Occupational health and hygiene programs

Our occupational health and hygiene requirements are supported by the Health Performance Standards Manual and the corporate Occupational Hygiene Exposure Management Guidelines. These documents set clear expectations on how we manage occupational health and hygiene hazards and help prevent occupational illness.

Management of worker health is a collaborative approach between each site's occupational hygienist, hygiene technician, site nurse and occupational physician. We employ registered nurses at our operations to preventatively identify any health and wellness issues within our workforce. All of our operations run health calendars that identify and promote health topics relevant to employees at that operation. Initiatives range from health talks and assessments to educational activities and collaboration with external agencies. In 2021, we established working groups across each operation to look at particular hygiene stressors.

Occupational hygiene data registration

OceanaGold captures occupational hygiene data via two primary methods – biological (urine and blood sampling) and personal devices that employees wear to measure their exposure to noise and airborne contaminants. Data is then used to understand the risks of certain roles within our operations so that improvements and control measures can be applied.

A risk-based approach to occupational hygiene is used in the same way safety risk is analysed (e.g., assess, control, monitor and review). Data is collected annually to review and update our workforce groups, known as similar exposure groups.

This helps us understand the group exposures and accurately monitor where risk profiles indicate a greater need to improve control measures and mitigate risks to our employees.

We will continue this focus across OceanaGold in 2022 to ensure we are completing the workplace exposure monitoring schedule and compliance to the risk-based monitoring plan. In addition, fit testing for hearing and respiratory protection has commenced to ensure workers are adequately protected.

Thomas is being fitted with dust and noise monitoring devices by Occupational Hygiene Technician, Neil, to test employee exposures at the Macraes Operation

Healthcare services provided at the Didipio Family Health Centre

COVID-19

Throughout 2021, our management of COVID-19 continued to require a flexible and adaptable approach reflective of the local reality at each of our sites – considerate of national and regional response requirements, local workforce demographics, resources and the physical aspects of the workplace.

Our priority first and foremost is the health and wellbeing of our workforce and the communities in which we live and work. During 2021, we continued to communicate with the regulatory agencies in each operational jurisdiction, subscribed to the advice of the World Health Organization, and reviewed industry best practice to assess opportunities to reduce potential workforce and community exposure to the virus.

COVID-19 management in practice

Across our operational locations there are varying risks and responses associated with COVID-19. Each operational management team has developed a Trigger Action Response Plan (TARP) that considers detailed response planning, including the key pandemic risks for that location, its potential impacts and our response for operations, resources, reputation and financial health.

Screen Testing

At the Didipio Mine, in partnership with local government officials, the operation repurposed the Didipio Family Health Centre as an isolation unit to help manage and treat people in the local communities. Between 15 June – 31 December, the Centre conducted 1,274 Rapid Antigen Tests. Of those test 97 people returned positive tests and 40 of them were admitted and treated within the facility.

To help manage the heightened risk of COVID-19 infections at the Didipio Mine, regular screen testing of employees was undertaken between March and December 2021. A total 11,162 tests were conducted during this time. The Haile Gold Mine adopted a similar approach, with 200 employees screened for COVID-19 in 2021.

Vaccinations

In February 2021, with global vaccination programs commencing, we released our COVID-19 Vaccination Statement of Position, outlining our commitment to support equitable global distribution of vaccines in line with jurisdictional strategies, programs and goals. As at the end of 2021, our combined vaccination rate across all sites, as voluntarily reported by employees, was approximately 74 per cent.

Performance in brief: Didipio Mine Supporting COVID-19 Health Outcomes

Following a surge of COVID-19 cases in the Philippines, local government officials and OceanaGold's Didipio Mine repurposed the Didipio Family Health Centre as an isolation unit to help manage and treat people within the Didipio and neighbouring communities.

Renovations were undertaken to meet the requirements of the Department of Health (DOH) for the Centre to serve as a COVID-19 isolation facility and when it opened, it was fully equipped with medicines and supplies, including emergency response equipment, appropriate PPE and Rapid Antigen Test kits.

Didipio Mine Occupational Health Supervisor, Lolita Kigi-e, said the Mine was committed to helping the local government units and the Didipio Family Health Centre support the health and wellbeing of the people in Didipio and adjacent communities.

"Originally the Centre was built with a 10-bed capacity, but the upgrade meant accommodating up to 15 patients and an increased capacity to treat patients who have COVID-19 symptoms who are isolating, and those who require treatment," Lolita said.

"While acting as an isolation facility, the Centre still provides routine and emergency medical services to roughly 15-20 people per day," Lolita said.

The Didipio Mine has invested PhP13.1 million (over US$261,000) constructing, re-fitting and equipping the Centre and has allocated an additional Php12.4 million (over $US247,000) to support the Centre's COVID-19 operating expenses. Barangay Didipio also continues to support the operation of the Centre from its Social Development and Management Fund.

Lolita (left) with staff of the Didipio Family Health Centre

Principal health and safety risks

	Definition	Mitigation plans in place
Principal hazards	All operations are required to undertake risk assessments to identify principal hazards. Where a principal hazard is identified, sites are required to develop a management plan describing how the hazard should be managed	Principal Management Hazard Plans are in use across our operations for the following hazards: compressed gases and pressure vessels, ground control, inundations and inrush, mobile equipment and traffic management, tips ponds and voids, air quality, fire and explosion, explosives, tyre and rim management, tree felling, extreme weather, working near open holes, lifting operations, confined space, work at heights, radiation safety, machine and equipment guarding, hazardous materials and chemical substances
Principal controls	The operations use principal control plans to control the risks associated with more than one hazard and may include principal hazards and other significant hazards	Principal control plans are developed in the areas of worker health, mechanical engineering, electrical engineering, ventilation, emergency management and permit to work
Critical control	A critical control is a control whereby its absence or failure would significantly increase the risk of a fatality. It is associated with previous incidents, additional verification by management would ensure performance of the control	Management assurance activities around critical controls is paramount to set the standard expected on-site. These activities and site controls act as a barrier to prevent incidents (e.g., field discussions, workplace inspections)
Principal exposure risks		
Noise	Our employees are exposed to noise from a variety of sources including trucks, loaders, graders, processing plant areas and maintenance workshop activities	Noise sources across our sites are routinely monitored to inform our noise reduction strategies and reduce noise-induced hearing loss
Dust contaminants, welding fumes and diesel particulates	Silica found in ore is the most common airborne substance to pose a risk to our visitors and employees. Diesel Particulate Matter and lead welding fumes can be harmful in maintenance workshops or underground enclosed spaces	Employees and contractors participate in health and hygiene monitoring programs across all work areas of our operations to provide representative samples of exposure
Musculoskeletal disorder (MSK)	Musculoskeletal injuries pose a significant risk in mining - prevention is key. The term MSK is used for sprain, strains, awkward postures, forceful exertions repetitive actions or duration, vibration of hand or arm and whole body (including jolting and jarring) slips/trips and falls	Routine physical demands analysis is undertaken to ensure workers are fit for work in relation to the demands of the job. Good workplace design and equipment design significantly contribute to the reduction of injures as does education/awareness and worker health monitoring. Preventative strategies are incorporated into the risk management tools used by OceanaGold

Didipio Mine Emergency Response Team members providing ERT training at Kasibu National Agricultural School

Emergency preparedness

Effective emergency management is essential to protect people, the environment and our operations. Each operation and across the corporate business, we have local emergency management plans, including crisis management protocols. Each of our operations has the expertise and specialised equipment to provide rescue and safety services on-site and additional capacity to assist local emergency and rescue services when required.

The five key functions of our Mines Rescue and Emergency Response Teams are:

1. Implement management plans
2. Undertake mandatory skills competency training
3. Manage emergency response equipment
4. Implement the operational emergency response program
5. Facilitate emergency response training on-site and within host and adjacent communities as required/requested.

These teams are highly trained and certified in the areas of:

- Incident response, both on-site and off-site
- Underground search and rescue (including long duration)
- Fire (surface and underground)
- HAZMAT (hazardous materials)
- High and low-angle vertical rope rescue
- Vehicle extrication
- Pre-Hospital Emergency Care (PHEC) medics
- Exploration remote rescue
- Working at heights
- Medical and accident response
- Apparatus and gas detection.

In 2021, the Macraes Operation responded to 20 off-site assistance requests ranging from first aid treatments, medical emergencies and traffic incidents. In 2022, the Macraes Mine Rescue Team will relocate to a new emergency response facility at the operation.

In the Philippines, the Didipio Mine responded to one fire incident, and one vehicle incident. In 2022, the team will focus on providing external emergency preparedness training to the communities around the mine and continue the partnership with local and regional government agencies.

In 2021, the Waihi Operation responded to one event, assisting Fire and Emergency New Zealand, while the Mine Rescue Team at the Haile Gold Mine responded to no emergencies.

Health, safety and wellbeing TRIFR comparative data tables

All injury data supplied in the tables below includes medically treated, restricted work and lost time injury data but excludes minor injuries. These are the injuries we categorise as total recordable injuries as described below:

- Recordable injury: injuries that result in classification as lost time injury, restricted duties injury or medically treated injury
- Lost time injury: any injury or illness that results in one or more shifts away from work, excluding the day of the incident
- Medical treated injury: any injury or illness that results in medical treatment but does not result in any lost or restricted shifts
- Restricted work injury: any injury or illness that results in a person not being able to perform their normal duties.

2021								
	Male	Female	Contractors	Contractor frequency rates	Employees	Employee frequency rates	All workers	Total frequency rates
Recordable injury	21	1	7	2.44	15	3.67	22	**3.36**
Lost time injury	8	1	3	0.81	5	1.47	9	**1.37**
Medical treated injury	10	0	3	1.22	7	1.71	10	**1.53**
Restricted work injury	3	0	1	0.41	2	0.49	3	**0.46**
Occupational disease	0	0	0	0	0	0	0	**0**
Work-related fatalities	0	0	0	0	0	0	0	**0**

2020

	Male	Female	Contractors	Contractor frequency rates	Employees	Employee frequency rates	All workers	Total frequency rates
Recordable injury	19	1	2	0.95	18	4.65	20	**3.3**
Lost time injury	5	1	2	0.95	4	1.01	6	**0.99**
Medical treated injury	11	0	0	0	11	2.79	11	**1.82**
Restricted work injury	3	0	0	0	0	0.76	3	**0.5**
Occupational disease	0	0	0	0	0	0	0	**0**
Work-related fatalities	0	0	0	0	0	0	0	**0**

2019

	Male	Female	Contractors	Contractor frequency rates	Employees	Employee frequency rates	All workers	Total frequency rates
Recordable injury	26	1	6	2.13	21	4.42	27	**3.57**
Lost time injury	7	0	0	0	7	1.47	7	**0.92**
Medical treated injury	17	1	6	2.13	12	2.53	18	**2.38**
Restricted work injury	2	0	0	0	2	0.42	2	**0.26**
Occupational disease	0	0	0	0	0	0	0	**0**
Work-related fatalities	0	0	0	0	0	0	0	**0**

2018

	Male	Female	Contractors	Contractor frequency rates	Employees	Employee frequency rates	All workers	Total frequency rates
Recordable injury	35	2	10	3.03	27	5.61	37	**4.53**
Lost time injury	8	1	2	0.61	7	1.45	9	**1.1**
Medical treated injury	15	1	7	2.12	9	1.87	16	**1.96**
Restricted work injury	12	0	1	0.3	11	2.29	12	**1.47**
Occupational disease	0	0	0	0	0	0	0	**0**
Work-related fatalities	0	0	0	0	0	0	0	**0**

2017

	Male	Female	Contractors	Contractor frequency rates	Employees	Employee frequency rates	All workers	Total frequency rates
Recordable injury	39	0	20	4.28	19	3.81	39	**4**
Lost time injury	11	0	3	0.64	8	1.6	11	**1.13**
Medical treated injury	16	0	11	2.35	5	1	16	**1.64**
Restricted work injury	12	0	6	1.28	6	1.2	12	**1.23**
Occupational disease	0	0	0	0	0	0	0	**0**
Work-related fatalities	0	0	0	0	0	0	0	**0**

ENGAGEMENT AND COMMUNITY

Employees of the Didipio Mine with teachers from the Eastern Nueva Vizcaya National High School in Didipio

Targets and results

We work openly and transparently with all stakeholders and communities interested in or impacted by our operations to deliver on our commitment to create shared value for OceanaGold and our diverse external stakeholders.

2021 targets	2021 outcome	Notes	2022 targets
Develop a workplan to achieve an internal EA&SP compliance level of >75%	Partially Complete	Workplan finalised and implemented, all actions identified completed. No internal audit conducted due to RGMP assurance being prioritised	Develop a workplan to achieve an internal EA&SP compliance level of >75%
Maintain or enhance ESG performance rating among top ESG ratings agencies	Completed	Maintained ESG ratings	Maintain or enhance ESG performance rating among top ESG ratings agencies
Complete Human Rights Impact Assessments (HRIAs) at Waihi and Macraes operations. Develop action plans for all operations	Completed	HRIAs completed in 2021 and associated actions plans implemented with all actions identified and completed for 2021	Develop and implement workplan as per Human Rights Impact Assessments
Continue Responsible Supply Chain Framework development, including update of policies, codes and practices	Completed	Continued development of a Responsible Supply Chain Framework designed to address a range of third-party risks. Operational working group established. Published first modern slavery statement	Continue Responsible Supply Chain Framework development, including update of policies, codes and practices
Waihi Operation: Complete Social Change Assessment	Partially Complete	Phase One of the Social Change Assessment was completed in 2021, with a desktop review and identification of significant social changes. The team was also able to identify a list of key stakeholders and set of interview questions to help validate the initial findings. This process is complimentary to the Social Impact Assessment work that is being completed as part of the consenting process	Develop mine lifecycle sustainability strategy

Macraes Operation: Host land forum with broad farming community as part of a land management strategy to be developed in consultation with the community over the next two years. Host land forum with broad farming community (following end of COVID-19 restrictions)	Not completed	Forum delayed during 2020 and 2021 due to COVID-19 lockdowns and restrictions	Foster understanding of Macraes as a regional treasure by developing a strategic engagement strategy
Macraes Operation: Complete Social Change Assessment	Completed		
Didipio Mine: Commence key stakeholder discussions to enhance our strategies to manage local effects	Partially Completed	After discussions with local regulators, it was identified that this work should be integrated into the annual Social Impact Evaluation process	Complete phases one and two of the social impact evaluation
Didipio Mine: Recommence surface rights acquisition review and develop strategy to resolve outstanding grievances – following resumption of operations	Completed	Strategy developed and key milestones identified	Continue to implement the workplan
Didipio Mine: Complete gap analysis and develop workplan to align with EA&SP Standards	Completed		
Didipio Mine: Resume and complete assessment of operations against World Gold Council Conflict Free Gold Standard once operations commence	Deferred	Deferred due to resumption of operations and key operational priorities. To be completed in 2022	Complete assessment of operations against World Gold Council Conflict Free Gold Standard after operations commence

Haile Gold Mine: Complete Stakeholder Engagement Plan; includes stakeholder identification, mapping and analysis	Deferred	Deferred due to operational constraints and priorities	Complete Stakeholder Engagement Plan; includes stakeholder identification, mapping and analysis
Haile Gold Mine: Finalise a formalised written complaints and grievance procedure, currently in draft form	Completed		
Haile Gold Mine: Complete scope for ethnographic and key community interviews and finalise Social Change Assessment	Completed		
Haile Gold Mine: Identify and set action plan from HRIA	Completed		

Waihi Operation Community Development Advisor, Phil, taking a photo of students visiting the Education Centre

Our approach

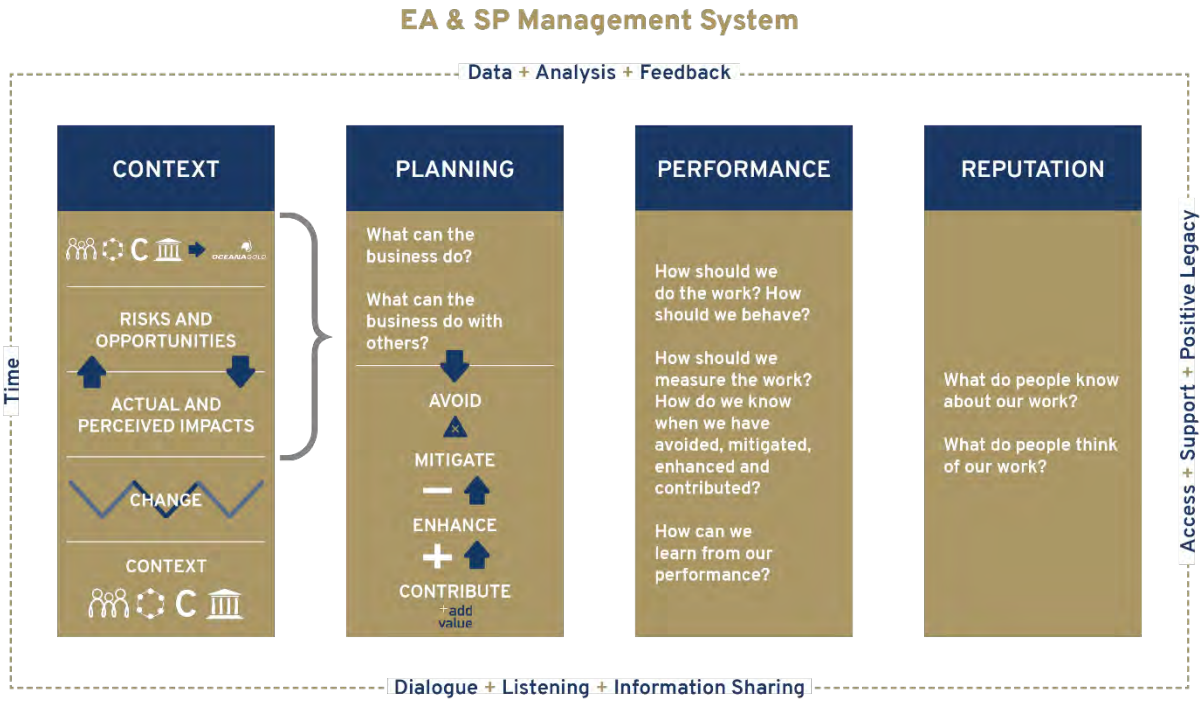
We are committed to creating positive legacies and supporting shared value and opportunities across our business. This approach benefits our employees and our diverse range of external stakeholders, including consultants, contractors and the communities that host our operations.

We recognise that our operations impact neighbouring communities and each day at a corporate, operational, and business unit level, we aspire to be a responsible miner.

Our External Affairs and Social Performance (EA&SP) Management System helps us understand and manage how our business affects local communities and society at large by helping us identify and analyse how:

- We affect the communities and societies where we operate
- We can work to align our operational performance with local aspirations, values and culture
- We should behave as a company and as employees.

Our approach is implemented across four key steps: context, planning, performance and reputation, as outlined below:



The EA&SP Management System is aligned with industry best practice and benchmarked against the World Gold Council Responsible Gold Mining Principles, the Equator Principles and International Council on Mining and Metals (ICMM) Principles and Performance Expectations.

While our operations positively impact host communities, they also have the potential to create significant negative impacts. These negative impacts include amenity effects, in-migration, land use and closure. This management system helps us ensure we assess, respond and mitigate our impact on host communities.

Policies and standards

OceanaGold's commitments to good EA&SP are codified in three policies:

1. Communities Policy
2. Human Rights Policy
3. Government and Civil Society Policy.

Nine EA&SP standards underpin the execution of these policies by outlining the minimum requirements for all operations and business units across the Company:

1. EA&SP Management
2. Communities
3. Government and Civil Society
4. Human Rights
5. Communication
6. Complaints and Grievance Mechanisms
7. Land Access & Resettlement
8. Contribution to Sustainable Development
9. Sponsorship and Donations.

Our EA&SP Manual is available on our website.

Employees at our Didipio Mine in the Philippines complete National Commission on Indigenous People Cultural Sensitivity Training

Stakeholders

We build long lasting relationships with our stakeholders by listening to them, and responding transparently, respectfully and collaboratively. We strive to get to know local communities, understand their interests and expectations, and the impact of our operations.

We aspire to build consistent, open and respectful relationships with our stakeholders across seven key standards:

1. Listening – we listen to the voices of our stakeholders and respond
2. Purposeful – we begin every engagement with a clear understanding of what we want to achieve and who may be affected
3. Timely – we involve stakeholders from the start and agree on when and how to engage
4. Inclusive – we identify relevant stakeholders and make it easy for them to engage
5. Mindful – we are mindful not to approach our engagement activities as if they were with one homogenous or static entity
6. Transparent – we are open and honest in our engagement and set clear expectations
7. Respectful – we acknowledge and respect the expertise, perspective and needs of stakeholders.

In 2021, we refreshed our corporate stakeholder engagement strategy in line with our engagement principles across our corporate stakeholder groups:

- Academics, researchers, expert reviewers, think tanks
- Advisory groups, consultants, business partners
- Analysts (financial and ESG)
- Customers
- Direct and indirect suppliers
- Employees and contractors
- Governments (national, regional and local) and regulators
- Host communities and indigenous groups
- Industry associations and peers, standards organisations
- Investors (institutional and retail)
- Labour unions
- Media
- Multilateral agencies, civil society and advocacy groups, NGOs.

Details about the interests and how we engage with each of these corporate stakeholder groups are available in Appendix 4 of this report.

We use the feedback we gain from stakeholders to improve the way we manage key issues and impacts, respond to concerns or issues relating to our business activities, identify opportunities, inform our business strategy and activities and develop collaborative social investment, environmental and cultural programs.

In 2022, we will conduct a baseline corporate stakeholder perception survey with representatives of our corporate stakeholder groups.

We are continually improving the way we manage and report information relating to our stakeholder engagement activities, permitting and compliance obligations with a focus on enhanced consistency and continuity at operational and corporate levels.

External Affairs and Social Performance Manager, Kevin, engaging with stakeholders of the Haile Gold Mine

We actively engage all stakeholders impacted by our operations and activities. Each of our operations has communication and engagement plans in place that are informed by stakeholder identification, mapping and analysis and social risk and impact analysis. These ensure we conduct all engagement activities in an equitable and culturally appropriate manner, with the maximum transparency commercially possible. Our stakeholder engagement management database, InForm, provides a centralised system that is used across all of our operations.

Our Privacy Policy and Collection Statement outline how OceanaGold and its subsidiaries collect, use and manage personal information in compliance with applicable laws. Where our policy differs from local laws, we comply with whichever is more stringent.

Our Privacy Standard provides a framework for the collection, use, disclosure and security of personal information.

Performance in brief: Just Like Mars – Rover an Inspiration

15-year-old Otago high school student, Mark Campbell, has built a fully functioning rover which is being operated in an unused area of OceanaGold's Macraes Operation.

With aspirations to one day work for a tech Company that builds robots and rovers to explore other planets in the solar system, Mark created the rover to be autonomous and operated by solar power.

Managing the device remotely from his home in Dunedin, the rover drives up to 11 hours per day, and with a real-time camera and time-lapse camera taking a photo every 60 seconds, Mark sees its daily movements concisely.

Mark said the trials of his rover started around his home, then moved to the streets of Dunedin. He was delighted when the OceanaGold allowed him to set up his rover in an unused part of the mine so it could navigate the Martian-type terrain at Macraes.

"Originally, I was just looking at the Mars Rovers on YouTube and I thought that was pretty cool," he said.

"Then I wanted to give it a crack myself. I started buying parts online and just started doing it."

"The ground [at Macraes] is really loose and the gravel just slides underneath the wheels and it's a big open area so there's lots of room to drive around without being run over by one of those big dump trucks."

OceanaGold's commitment to the communities that host its operations involves acknowledging the diversity of its values and interests.

We depend on the support of local communities and in turn, where we can, we support their endeavours – including Mark's.

Mark with his Mars Rover-inspired robot at the Macraes Operation

Social change assessments

Social change assessments help us better understand how social and economic change impacts the communities that host our operations. Social change assessments identify gaps, challenges, and solutions with the aim of improving how we are managing the effects of our operations in host communities, and how the Company can improve its contribution to the communities' long-term resilience.

In 2021, we successfully completed social change assessments at our four operations. We also commenced discussions with key stakeholders of the Didipio Mine and agreed with local regulators to enhance the social impact evaluation process. This will help us enhance strategies for the management of local effects while building capacities across different stakeholder groups. We also completed key stakeholder interviews at the Macraes Operation and the Haile Gold Mine to assist with the validation of significant changes identified.

In 2022, we will develop a global risk profile to summarise the key material social risks OceanaGold faces. Appropriate management actions will be prioritised and developed by our operations to ensure effective and continuous impact management. Each operation will use the information identified in the social change reports to inform their social performance strategies.

Human rights

Our Human Rights Policy and Standard commit us to respecting the human rights of everyone impacted by our business and throughout our value chain, in line with the UN Guiding Principles on Human Rights, UN Declaration of Human Rights and other international frameworks.

Accountability	Governance	2021 Performance
Board of Directors Approves policy **Board Sustainability Committee** Tracks performance **CEO** Ensures implementation **EVP Sustainability** General managers and managers implement	**Human Rights Policy** Sets commitments and goals **Human Rights Standard** Sets performance requirements for implementation at each level of the company **EA & SP Management System** Drives planning, performance, monitoring and review	**Training** **Human Rights Impact Assessments** **Corporate key performance indicator** **Human Rights Standard assurance** **Working towards RGMP assurance**

In 2021, we continued implementing the commitments and requirements outlined in the Human Rights Policy and Standard and included in the External Affairs and Social Performance Management System. The system aligns to the World Gold Council Responsible Gold Mining Principles. This included:

- The development and roll out of our online Business and Human Rights Training module
- Development of a human rights corporate KPI to track progress of Human Rights Impact Assessments (HRIAs)
- Completed HRIAs at all operations including 100 per cent close out of year one actions
- Conducted an internal gap assessment as part of RGMP work to identify key human rights actions
- Continued to support understanding of potential modern slavery risks within our supply chain.

Human Rights Impact Assessments

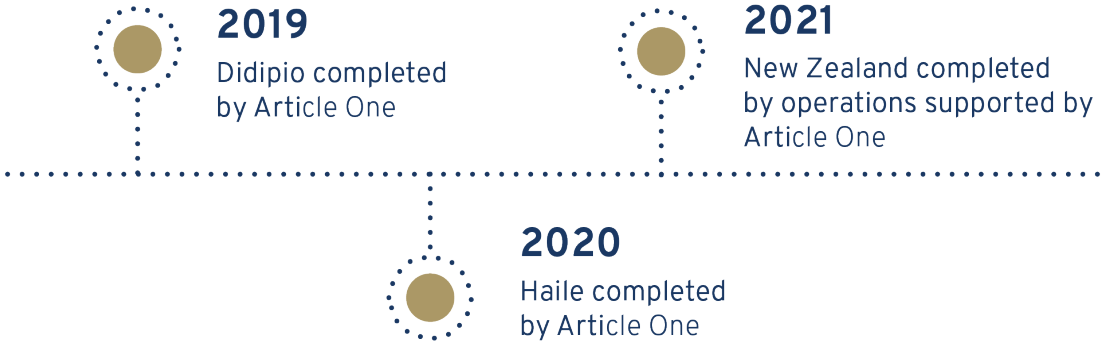
An HRIA is the due diligence tool we use to identify how our activities could potentially cause harm or contribute to a breach of human rights. We conduct HRIAs with the advice and expertise from independent consultants at Article One.

The process begins by assessing our performance against the full set of internationally recognised human rights benchmarks, to determine the most salient human rights risks for our employees, contractors, supply chain workers, communities and other key stakeholders. Guided by the UN Guiding Principles on Business and Human Rights, the severity and likelihood of a potential adverse impact is assessed, considering the scale, scope and if an adverse impact can be remediated if it were to occur.

Article One implements the HRIAs using a desktop review of documentation, interviews and focus groups with rightsholders and stakeholders which may include OceanaGold and vendor employees, management, contractors, community groups, government agencies and civil society.

Once a HRIA is complete, the respective teams review any gaps to establish actions.

In 2021, all operations had completed a HRIA and associated three-year action plan to address any identified gaps, with the first years' actions effectively closed out. This included updating security procedures to align with the Voluntary Principles on Security and Human Rights, updating contracts to include a human rights lens, ensuring all local contracts were formalised and incorporating human rights aspects into our existing complaints and grievance processes.



In 2022 we are partnering with human rights experts from Article One, to release a human rights report outlining the key methodological steps taken to assess and understand our salient human rights risks resulting from the completion of our HRIAs.

Due to the suspension of operations at the Didipio Mine from July 2019 until we received the confirmation of the Financial or Technical Assistance Agreement (FTAA) renewal in July 2021, the HRIA review timeline restarted at operational recommencement. The operation will continue implementing their HRIA Action Plan in 2022.

As outlined in our Human Rights Standard, operations will seek to update their HRIAs every two years (unless there is a material change). The Didipio Mine and Haile Gold Mine will update their HRIA analysis in 2023.

Business and human rights training

Training and awareness are integral to ensuring our human rights program is integrated across our business.

As part of the continuous improvement process, training modules (undertaken every two years, both in person and online) are updated regularly to ensure the most current and up-to-date information is being shared.

At the end of 2021, 99 per cent of eligible employees (employees due to complete training and refresher training) across the Company had completed human rights training.

In 2022, the training module will be updated to incorporate ongoing feedback from participants and ensure continuous improvement.

Training program	Participants	Total representatives in category	Number due to complete training in 2021	Percentage that completed training in 2021
Business and human rights	Boards of Directors*	7	2	0% (Deferred to 2022)
	Executive Leadership Team**	6	1	17%
	Senior Leadership**	24	22	92%

**The President and CEO is included in the Board of Directors.*
***The Executive Leadership team is defined as all people in an Executive Vice President role.*
****Senior leadership in this context is defined as all people in an Executive General Manager, General Manager or Manager position.*

Didipio Mine Community Relations and Development Manager, Neri, speaking at an industry stakeholder forum in the Philippines

Modern slavery

Modern slavery exploits vulnerable people and abuses their basic human rights. It goes against our values and our commitment to respecting the human rights of everyone impacted by our business and throughout our value chain.

Earning the right to operate long into the future means understanding our broader societal impact and working closely with suppliers, communities, governments and global organisations to maintain our high standards and continue to enhance our practices over time.

Our approach to assessing and addressing modern slavery risks is incorporated within our broader responsible mining programs, in particular our:

1. Human rights impact assessment program, led by the External Affairs and Social Performance Team
2. Responsible supply chain management work program, led by a cross-functional working group and sponsored by an Executive Steering Committee.

In 2018, Australia passed the *Modern Slavery Act 2018*. The Act requires entities based, or operating, in Australia, which have an annual consolidated revenue of more than $100 million, to report annually on the risks of modern slavery in their operations and supply chains, and actions to address those risks. Other entities based, or operating, in Australia may report voluntarily.

We released our first Modern Slavery Statement in 2021, outlining our first steps to enhance our supply chain management. This was successfully registered with the Department of Home Affairs with no non-compliances.

During 2021, we continued efforts for continuous improvement, including:

- Completing an inherent risk assessment of our tier one suppliers and a residual risk assessment on a sample of suppliers identified as having potentially high or medium inherent risk for modern slavery. This work was supported by Earnst and Young
- Undertaking an enhanced review of the sample of suppliers identified as potentially high or medium risk in the residual risk assessment.
- Developing enhanced template responsible supply chain contract clauses to be included in the procurement process across the Group. These clauses address various ethics and compliance risks, including modern slavery.
- Continuing to build our Responsible Supply Chain Management Framework, including consulting with key commercial / procurement stakeholders at each operation.
- Participating in key industry training initiatives to continue learning about leading practice in this area.

In May 2022, to ensure we continue to meet legislative requirements we released our second Modern Slavery Statement, that outlines our actions in 2021, how we measure effectiveness and our planned actions for 2022.

Social investment

We invest in the communities that host our operations and align our focus with community-identified needs and priorities. This is one way we are working to make a positive and lasting contribution.

To achieve this, we are conscious of the need to deliver respectful social investment plans that are created in consultation with the communities we live and work in. This ensures our programs align with each community's needs and priorities and supports social and economic development in a manner that avoids dependencies over the long-term.

Primarily, our social investment programs contribute to:

- Education, training and employment
- Community health
- Local business support and/or development
- Community infrastructure.

In 2021, we invested US$1,543,005 in social programs, donations, in-kind support and community infrastructure. The full breakdown of our investment is available in the Economic Performance and Contribution section of this report on page 55.

In 2021, we developed a new reporting mechanism to align with the updates made in 2020 to the Sponsorship and Donations Standard. The new reporting mechanism streamlines processes to create consistency across each of our operations, specifically how we report results of our sponsorship and donations.

2021 operational social investment programs

Operation	Description
Didipio Mine, Philippines	• Maintenance of main access road • Scholarship program • Assistance to Health Services, Health Facilities and Health Professionals • Enterprise Development, Livelihood and Support to Agriculture
Waihi Operation, New Zealand	• Contributed to running costs for Auckland Rescue Helicopter • Salvation Army Food Bank • Waihi Kindergarten – outdoor area upgrades • Educational support across Waihi schools
Macraes Operation, New Zealand	• Foundational sponsorship of the Waitaki Whitestone Geopark • Children's Activities Area • Biodiversity Research Funding • Educational support across seven schools in North Otago
Haile Gold Mine, United States	• Sponsorship of multiple conservation programs e.g., Lindsay Pettus Greenway • Support provided to heritage programs e.g., Historic Camden • Mt Calvary Outreach • Clyburn Childhood Center Playground • Lancaster Children's Home

Performance in brief: Putting young people in the driver's seat

The Jumpstart Navigator Program is a partnership between OceanaGold, Waihi College, local Police, Waihi community members and Blue Light – a charity that works with Police to help local young people.

The aim of the initiative is to support Waihi students get their full driver's licence, especially those young people who may not have access to a suitable legal vehicle or no licenced adult to teach them to drive.

New Zealand has a graduated driver licensing system which means drivers move from a learner to a restricted, and then a full licence, over two years. This system is designed to help train safe drivers, but in some cases, it can prove daunting for young people who do not have regular access to a vehicle or someone to supervise them. The young people who face these barriers are often at-risk youth, and not having a driver's licence further perpetuates this, with a future of limited employment opportunities.

Waihi College Careers Co-ordinator, Carolyn Graveson, said that without a licence, many young people, especially those in rural areas like Waihi with no public transport, were disadvantaged.

"They can't drive a vehicle to work or to a training provider. Many jobs require a licence before they will employ you. If you don't have a driver's licence when you leave school your options really are limited. A program like Jumpstart can have a real local impact," Carolyn said.

Through the Jumpstart program, Waihi College students get driver training during school hours using a vehicle provided by OceanaGold. So far, eight community members have been trained as 'navigators' and are rostered on for two hours each week to drive with the students. There are currently 23 students on the course with over 100 hours of driver training delivered in the first two months. OceanaGold has committed a vehicle to the Jumpstart program and manages all running costs.

Jumpstart Program navigators in Waihi

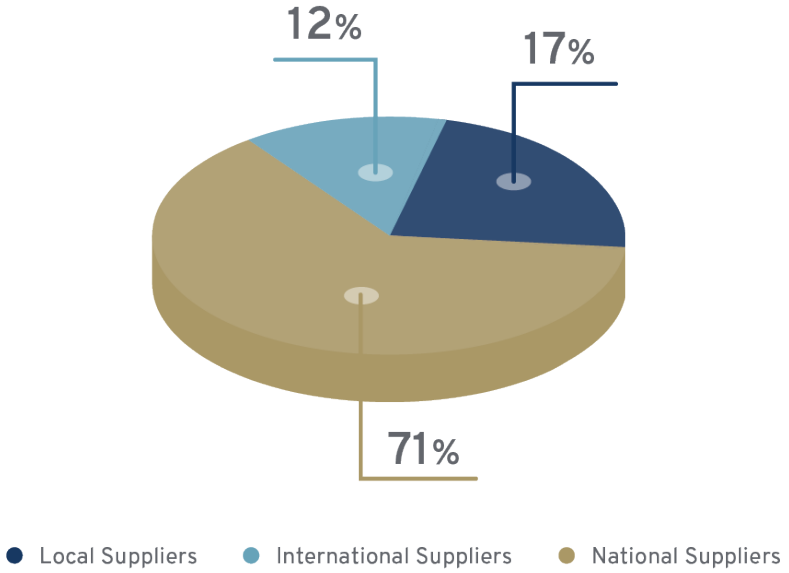
In New Zealand we support the EPro8 Challenge, an inter-school science and engineering competition

Local procurement

We prioritise local procurement at all our operations. This includes mining equipment and supplies, specialist mining services and general site services. Our total procurement expenditure in 2021 was over US$714.3 million, over US$225.9 million higher than 2020. This reflects the ramp up and recommencement of our Didipio Mine, the expansion of operations at the Haile Gold Mine and Macraes Operation and the commencement of production from the Martha Underground at the Waihi Operation. Eighty-eight per cent of this procurement (over $630.3 million) was invested within the countries that host our operations.

The combined local and national spend provides employment and business opportunities beyond the boundaries of our operations. The full breakdown of our investment is available on page 52 of this report.

2021 Supplier Breakdown



Complaints and grievances

We recognise the importance of creating and running effective operational grievance mechanisms to:

- Help remediate harm for which OceanaGold identifies it has caused or contributed to
- Act as an early warning system to prevent escalation and potential outbreak of conflicts
- Provide critical information for broader human rights due diligence processes.

Our grievance mechanisms are supported by our Complaints and Grievance Mechanism Standard, which outlines our approach to the timely and adequate resolution of concerns, complaints and grievances related to our operations and projects, through a process and management system that allows preventative and transformational conflict management.

Our standard and processes are aligned with the criteria of effectiveness for non-judicial grievance mechanisms in the UN Guiding Principles on Business and Human Rights; legitimate, accessible, predictable, equitable, transparent, rights-compatible and are a source of continuous learning.

The standard also defines what we mean when we report concerns, complaints, grievances and third-party resolution.

During 2021, we continued to improve and assess the effectiveness of our complaints and grievance processes. We participated in training held by Global Compact Australia on implementing effective modern slavery grievance mechanisms to ensure a human rights lens, more specifically to ensure modern slavery issues can be dealt with effectively. The training provided practical advice on how to design and implement operational complaints processes. Any learnings will be incorporated into further operational training with each site.

In 2021, we also improved our reporting by developing a new dashboard, reported monthly to the Executive Leadership Team. This included each operation's complaints and concerns for the previous month to summarise the issues raised and how they were being dealt with, and ensures accountabilities are in place to effectively manage and understand the issues being raised.

In 2022, we will continue to enhance our reporting of concerns. This is in recognition of the ability to act on concerns before they become complaints, therefore continually improving our relationship with host communities.

Grievance mechanism definitions

Concern	A general expression of dissatisfaction, where the complainant does not want to formally complain. For data capturing, a concern will be registered as concern, but is treated similarly to complaints. Recording and tracking concerns is a good early warning system to identify emerging issues. In addition, in some contexts, people are reluctant to lodge official complaints, but have legitimate concerns that should be known and addressed.
Complaint	A general expression of dissatisfaction with a situation or the behaviours of the business. Generally, a complaint will be able to be managed within the business and is resolved internally.
Grievance	An escalation of a complaint, as it is a serious feeling of wrongdoing. It may be that a complaint was not addressed to the satisfaction of the complainant. Generally, a grievance will be managed with third-party resolution or at least escalated to the corporate level and a remedy will be provided where OceanaGold identifies that it has caused or contributed to harm.
Third-party Resolution	Where it is culturally and legally acceptable, we will attempt to affect a peaceful settlement between disputing parties via the facilitation of another independent third-party, with all parties and a third-party present at the same time. The parties involved in the dispute determine the resolution themselves rather than have it imposed on them.

Each of our operations record, monitor and respond to community concerns, complaints and grievances, taking corrective action as required. Our site-based community engagement teams consult and engage with host communities and other stakeholders and provide an important conduit for identifying, reporting and responding to complaints and grievances.

Each operation has a community hotline or office where community members can report grievances (via phone, online or in-person).

New complaints

	2021	2020	2019	2018	2017	2016
Waihi	90	112	229	170	213	315
Macraes	3	10	5	11	5	1
Haile	6	18	2	0	0	0
Didipio	47	11	8	26	17	84
Total	**146**	**152**	**244**	**207**	**235**	**400**

In 2021, we continued to see a decrease in complaints at our Waihi Operation in New Zealand. The decrease was a result of the reduction in noise and vibration-related impacts as we scaled-down production from the Correnso Underground (which runs underneath residential properties). We also saw a decrease at our Macraes Operation and Haile Gold Mine.

In the second half of 2021, following the renewal of our Financial or Technical Assistance Agreement (FTAA) and the ramp-up and commencement of operations at our Didipio Mine, we saw an increase in complaints relating to historical surface rights acquisition and land rights.

Description of 2021 complaints at our operations

Operation	Number of complaints	Description
Waihi	90	Noise and vibrations from underground blasting operations
Macraes	3	Public road maintenance, water management and leaseholder land access
Haile	6	Blasting and vibration, noise management, odour management (from natural gas), and traffic management
Didipio	47	Road maintenance, surface rights acquisition and land rights, employment opportunities*

**With the ramp-up of the Didipio Mine operations, many people are seeking employment with OGC. The team is working closely with the local community to ensure priority is provided to local employment where the skills can be found.*

During 2021, in addition to monthly reporting of complaints, we also tracked and reported concerns. Recording and tracking concerns is a good early warning system to identify emerging issues. In addition, in some contexts, people are reluctant to lodge official complaints, but have legitimate concerns that should be known and addressed.

Concerns in 2021

Waihi	Macraes	Haile	Didipio	Total
34	13	4	5	56

Total disputes under mediation and negotiation

	2021	2020	2019	2018	2017
Waihi	0	0	1	0	1
Macraes	0	1	1	1	1
Haile	0	0	0	0	0
Didipio*	8	50	30	26	23
Total	**8**	**51**	**32**	**27**	**25**

**Disputes relating to land acquisition at the Didipio Mine continue to be worked through. During 2021, the Didipio team was able to complete a thorough investigation into the disputes and have identified a clear process and an action plan to continue to remedy any outstanding grievances relating to historical land rights.*

Whistleblower service

We are committed to upholding the highest standard of integrity, fairness and ethical conduct and creating a supportive environment where our people feel safe to speak up. To achieve that, our Speak Up Policy:

- Encourages and promotes a culture of openness and acceptance in reporting misconduct within OceanaGold
- Encourages individuals to report any concerns about misconduct without fear of victimisation
- Sets out our framework for managing reports of misconduct in a lawful, fair, consistent and timely manner.

All stakeholders can report concerns relating to non-compliance with our Code of Conduct or unacceptable conduct through our independent, confidential whistleblower hotline.

Concerns can be raised with our whistleblower protection officers (comprising members of our legal team), or through our independent and confidential 24-hour Speak Up hotline service, provided by Deloitte. Anyone can use this service by emailing oceanagold@deloitte.com.au. Alternatively, a full list of hotline service phone numbers for each country where we operate or have an office, can be found in our Speak Up Policy.

Where disclosures are substantiated, we take appropriate remedial action and advise the reporter on the progress and conclusion of the process. We will not tolerate any form of retaliatory or discriminatory action against anyone who makes a disclosure or participates in an investigation.

In 2021, in line with our commitment to continuous improvement, we commenced a program of work to enhance our investigations process and the development of a Company-wide investigations framework. This work is designed to support whistleblower and stakeholder confidence in our process, consistent investigation outcomes and to maximise accountability.

In 2021 we received a total of six disclosures concerning three of our operations. Issues raised in these disclosures related to conflict of interest, sexual misconduct, bullying and harassment, fraud and unequal opportunities/discrimination. Investigations have commenced into all matters reported. Three investigations are ongoing and will be concluded in 2022.

Resettlement

Our Land Access and Resettlement Standard establishes the requirements for managing all forms of temporary and permanent land access related to exploration, development and operations, as well as associated areas and facilities. It ensures that all land access plans align with OceanaGold's four Responsible Land Access Principles:

1. Avoidance of displacement impacts
2. Fair market and replacement value
3. Legal compliance and social legitimacy
4. Fairness, equity and transparency.

The standard covers all involuntary or voluntary resettlement impacts in the form of either physical or economic displacement. It is understood displacement can happen in any phase of the mine life cycle and commitments should be maintained in case of operation suspension or mine closure. The standard applies regardless of the number of people displaced, the level of severity of displacement impacts and if land access is undertaken by OceanaGold or by one of its subsidiaries, a government, a contractor or subcontractor or a joint venture partner.

No involuntary resettlement occurred at any of our four operations in 2021. All land purchases completed were willing-seller, willing-buyer.

Indigenous Peoples

We identify and acknowledge Indigenous Peoples, their duly elected representatives, their significant sites and cultural values, and are committed to conducting our business activities in a manner consistent with the principles of Free, Prior and Informed Consent (FPIC). We actively promote ongoing engagement to anticipate and avoid adverse impacts or to minimise and mitigate such impacts. This requires developing a knowledge base of Indigenous Peoples' connections to land, water and natural resources, cultural traditions and traditional decision-making structures. More information about how we achieve this is available in our EA&SP Manual.

There were no violations involving the rights of Indigenous Peoples in 2021. To the contrary, over the course of the year, we engaged with Indigenous Peoples across our operations to better understand the impacts and opportunities our operations may provide.

At our Didipio Mine we are committed to supporting the revitalisation of Indigenous Peoples culture in the local area and in 2021, we strengthened our partnership with the National Commission of Indigenous Peoples (NCIP) to support Indigenous Peoples' desire to participate in local governance with the selection of their representation.

At our Waihi Operation, as part of the proposed Waihi North Project, we worked with iwi (Maori) groups to conduct cultural values assessments. These assessments documented traditional owners' cultural values, interests, and associations with an area or natural resource and outlined how a proposal might impact the identified cultural values. In some instances, the assessments also outlined measures to mitigate the effects of the proposal. In addition, we are supporting iwi to undertake cultural impact assessments, which will be completed as part of the project's consenting process.

Indigenous agreements in place

Our operations in New Zealand currently have six formal agreements in place with iwi (Maori). These Memorandums of Understanding (MOUs) acknowledge the relationship between indigenous communities and OceanaGold and agree to an approach for collaboration. The MOUs recognise the special status of each iwi as separate and distinct from each other and other groups. As such, the content of MOUs is confidential.

Operation	Memorandum of Understanding (MOU) signed	
Waihi	6	MOUs are in place with Ngati Puu, Ngati Hako, Ngati Maru, Ngati Koi, Ngati Tara Tokanui and Ngati Tamatera.
Macraes	1	MOU with three Runanga: Puketeraki, Otakou and Moeraki Runanga: governing councils and administrative groups of the local Maori community.
Haile	0	The Haile Gold Mine is not on Catawba Indian Nation land and we do not have an MOU with them. We engage with them on cultural heritage and other topics as a key stakeholder of the Haile Gold Mine.
Didipio	0	There are currently no formally recognised ancestral domain or native title rights across our mine area. However, we engage with local communities and our employee population who self-identify as Indigenous Peoples from a number of tribes in the Philippines.

ENVIRONMENT

Adrian is a Process Operator at our Waihi Operation in New Zealand

Targets and results

	2021 targets	2021 Outcome	Notes	2022 Target
Lag indicators	Zero level four or greater environmental events resulting in measurable medium-term impact off-site (lasting less than six months post remediation)	Achieved		Zero level four or greater environmental events resulting in measurable medium-term impact off-site (lasting less than six months post remediation)
	Zero prosecution or enforcement action resulting from environmental non- compliance or events	Not Achieved	Enforcement action and fine for exceedance of discharge limits at Haile Gold Mine	Zero prosecution or enforcement action resulting from environmental non-compliance or events
Lead indicators	Corporate environmental audit compliance >80%	Not achieved	Internal audit program refocussed to support RGMP assurance alignment	Legal Compliance Audit corrective action plans developed and > 90% completion of planned actions.
	Complete Energy Management Plans including site-specific reduction targets for 2022	Achieved		Energy and Carbon: Completed negotiations with electricity suppliers to maximise access to increased renewable energy PLUS >90% completion of Energy Management Plan actions
	Meet requirements of the World Gold Council Responsible Gold Mining Principles and prepare for assurance in 2022	Ongoing	RGMP Gap assessments completed at 3 operations (Haile Gold Mine scheduled for 2022)	Third party assurance of our conformance with RGMPs
				Integrate GISTM tailings management requirements into the Tailings Governance Framework and complete alignment audit in Q4 2022

Our approach

We are committed to responsible environmental management across all our business activities. This encompasses the conservation of designated protected areas, sharing information and practices on biodiversity management, and supporting, developing and implementing inclusive and transparent procedures for integrated land use.

Our Environment Policy is supported by six Statements of Position that detail how we manage our environmental material risk areas of water, closure, biodiversity, cyanide, tailings management and energy and greenhouse gas.

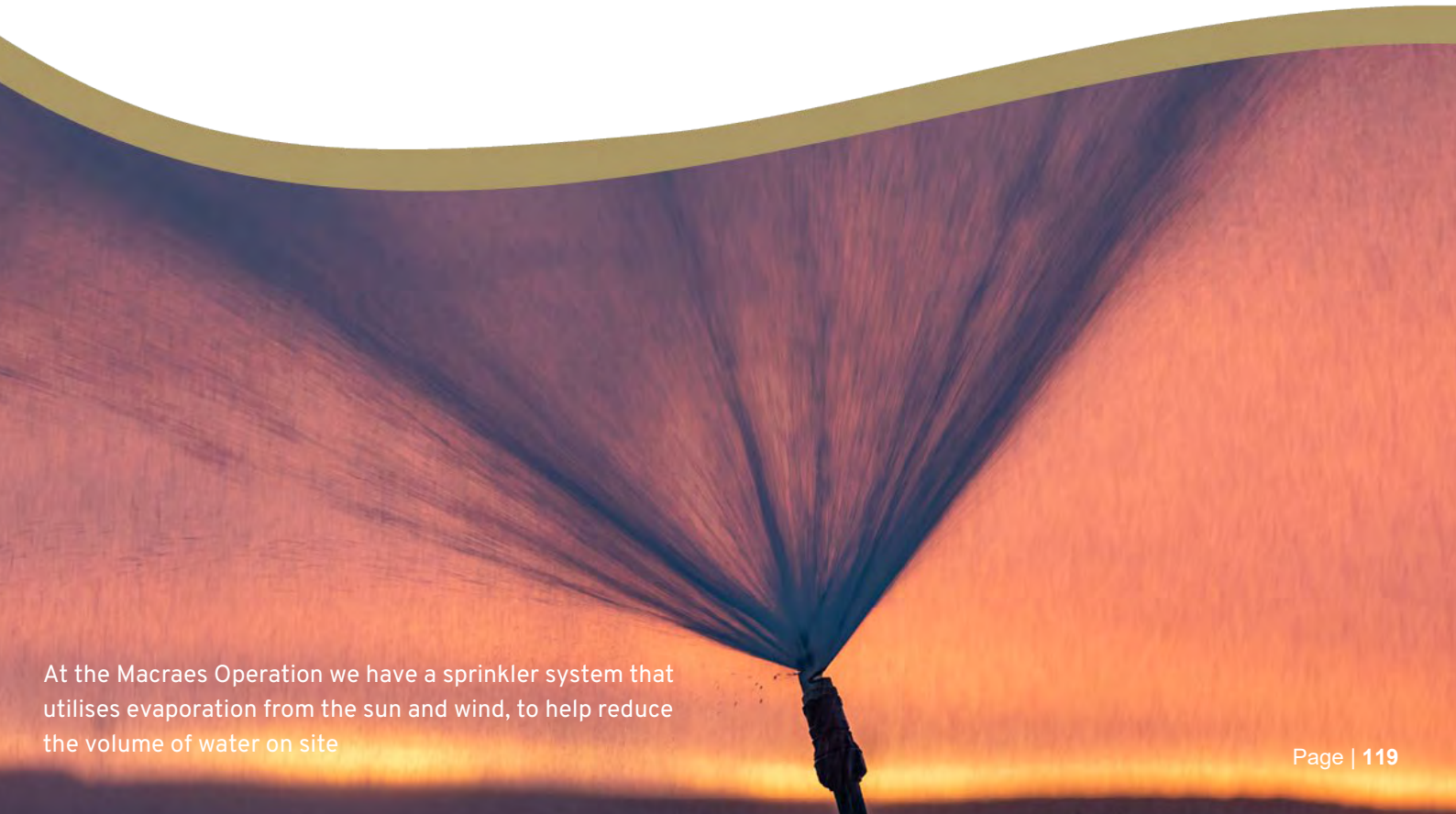
These Statements of Position publicly commit OceanaGold to specific actions and review in each area, and align our standards to the International Council on Mining and Metals (ICMM), World Gold Council (WGC) and International Finance Corporation (IFC) requirements.

Policies and standards

We comply with the environmental laws of all host countries and go beyond these to implement Company -wide environmental processes that are consistent with internationally accepted standards and conventions. In doing so, we provide the necessary training, education, equipment and information to our employees and contractors to support their implementation.

Our Environment Policy outlines our commitment to responsible environmental management to protect the environment and prevent pollution, and extends across all our business activities including exploration, all stages of the project development lifecycle, mining operations and closure.

Our Environmental Standards Manual outlines environmental and operational minimum requirements that each operation must meet. Operational performance against these standards is audited annually on a rotating basis. In 2021, as part of our document management requirements and continuous improvement process, we reviewed and updated our environmental performance standards.



At the Macraes Operation we have a sprinkler system that utilises evaporation from the sun and wind, to help reduce the volume of water on site

Environmental governance policies and plans

	Didipio	Macraes	Haile	Waihi
Environmental Policy	Y	Y	Y	Y
Environmental risk assessment and Matrix	Y	Y	Y	Y
Environmental Compliance Standard	Y	Y	Y	Y
Energy efficiency and greenhouse management	Y	Y	Y	Y
Water management	Y	Y	Y	Y
Waste and tailings management	Y	Y	Y	Y
Sediment and erosion control	Y	Y	Y	Y
Air quality	Y	Y	Y	Y
Noise, vibration and blasting	Y	Y	Y	Y
Rehabilitation	Y	Y	Y	Y
Acid rock management	Y	Y	Y	Y
Dust management	Y	Y	Y	Y
Mine closure	Y	Y	Y	Y
Emergency management	Y	Y	Y	Y
Artisanal and small-scale mine operators*	Y	N	N	N

**There are no artisanal and small-scale miners operating near the Macraes or Waihi operations or the Haile Gold Mine*

Our performance

Compliance

We continued our strong focus on operational controls and environmental management across all sites throughout 2021. We had one significant (level three or above) environmental incident in 2021 (including spills) at the Haile Gold Mine. We captured minor technical and administrative breaches through our internal compliance monitoring system, as reported in the table below.

Non-compliant result or technical/administrative non-compliance matter

	2021	2020	2019	2018	2017
Didipio	2	0	0	3	0
Haile	3	5	1	15	NA*
Macraes	15	17	33	32	35
Waihi	3	1	2	1	2
Total	**23**	**23**	**36**	**51**	**77**

**The Haile Gold Mine commenced operations in 2017*

In 2021, the Haile Gold Mine received one fine totalling US$12,600 for exceeding permit discharge limits of total cadmium (Cd), free cyanide (CN), and chronic effluent toxicity (CTOX) in events occurring in 2020 and 2021. Cd exceedances were resolved with the installation of a micro filtration unit however, Haile Gold Mine continues to investigate and identify CTOX and CN sources to support the design of the proposed Contact Water Treatment Plant expansion in accordance with the approved corrective action plan.

Incidents at our Waihi and Macraes operations were classified as low level resulting in minor to nil environmental effects. A majority of the Macraes Operations' environmental incidents were water related resulting from water quality trigger exceedances identified during routine water monitoring. Corrective actions in response to the low-level water quality exceedances included installation of auxiliary critical equipment for water management, updating the monitoring program to better understand the extent of effects and agreement with the regulating authority on updating trigger limits.

In 2016, the Philippine government gazetted a water quality standard (DAO2016-08), which specified water quality for different stream classifications for authorised facility discharge activities. Where facilities were unable to meet the specified criteria, a five-year embargo period applied. This embargo period expired in June 2021. The Didipio Mine experienced delays in implementing the required water treatment controls by this date (in part due to the operational suspension in 2020-2021 and COVID-19 impacts). This resulted in exceedances of arsenic levels in discharge waters. The Didipio Mine is actively working with the Department of Environment and Natural Resources, Environmental Management Bureau Central Office and its regional office (R02) to amend the discharge location while implementing an instream dosing trial during the construction of a new water treatment plant, which will be completed in 2022.

In 2021, ambient water quality monitoring results identified elevated ammonia-N at upstream and downstream sampling locations from the Didipio Mine. Communication and coordination with the Environmental Management Bureau Central Office in response to the elevation has occurred and we are currently investigating the potential source of these upstream and downstream exceedances.

In 2021, erosion and sediment controls failed during a rainfall event at the Haile Gold Mine resulting in off-site sediment release (not classified as an environmental spill). The sediment loss at the location of the incident did not exceed any measurable limit but was classified as a level three event at the time. The failed controls were immediately restored and upgraded, with no long-term environmental effects. There are currently no ongoing regulatory compliance actions in relation to this event.

There were no level three or above environmental spills during 2021.

Significant (level three or above) moderate to major environmental spills

	2021	2020	2019	2018	2017
Didipio	0	0	0	0	0
Haile	0	0	0	0	NA*
Macraes	0	0	0	0	0
Waihi	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**

**The Haile Gold Mine commenced operations in 2017.*

Water sampling at the Didipio Mine in the Philippines

Emissions and energy use

OceanaGold supports the Paris Agreement's goal of limiting the increase in global average temperature to below 2°C above pre-industrial levels and pursuing efforts to limit the increase to 1.5°C.

In 2020, we released an updated Statement of Position on Climate Change, Energy Use and Greenhouse Gas, with a goal to achieve net zero greenhouse emissions from our operations by 2050. In 2021, we completed a review of our actions to support the development of an interim 2030 emissions reduction target and in February 2022, the Board of Directors approved an interim target to reduce carbon emissions per ounce of gold produced by 30 per cent by 2030 (based on 2019 performance levels). In 2021, each operation developed energy management plans, which outline energy reduction opportunities for its mobile fleet (trucks) and stationary equipment (processing plants).

2021 energy use

Energy – total direct (fossil fuel in GJ)	2,525,767
Energy – total indirect (electricity in GJ)	1,399,278
Total energy consumption (GJ)	3,925,045 Renewables: 651,885 Non-renewables: 3,273,160

2021 CO_2 emissions

Greenhouse gas emissions (tCO_2-e) – direct Scope 1*	177,509
Greenhouse gas emissions (tCO_2-e)- indirect Scope 2**	55,358
Total Scope 1 and Scope 2 emissions	232,867

**Gases included in emissions calculations are limited to CO_2 equivalents from energy sources only.*
*** Scope 2 emissions have been offset by NZ Renewable Energy Credits (REC) for the period 1 April 2021 and 31 December 2021.*

Consolidation is undertaken using an operational control approach. To calculate emissions, direct and indirect energy sources are converted to GJ's, then specific emissions factors are applied to each energy source to calculate emissions to CO_2 equivalents (CO_2-e).

Sources of emissions and conversion factors

- National Greenhouse Accounts Factors: 2021 | Department of Industry, Science, Energy and Resources
- Philippines Emissions Factor
- NZ Emissions Detailed Guide 2020

In 2021, we changed our calculation methodology for energy consumption (excluding electricity) to 'energy purchased', not 'energy issued' as reported in prior years. This change supports our progression toward data collection automation across the Company. The methodology change does not result in a material impact on overall emissions numbers, except at the Didipio Mine where fuel consumption increased by 676 per cent due to the replenishment of fuel stocks following the approval of our Financial or Technical Assistance Agreement (FTAA) and ramp-up of operations in the second half of the year. This results in our over-reporting actual emissions at the Didipio Mine for 2021 only.

Across the Company, our total energy consumption for Scope 1 increased by 17 per cent compared to 2020 due to increased fuel consumption at the Waihi Operation, Didipio Mine and Haile Gold Mine. At the Waihi Operation diesel fuel consumption increased by approximately 23 per cent as a result of the commencement of projects, including mining from the Martha Underground. Diesel and petroleum fuel consumption at the Haile Gold Mine increased by 27 per cent and 86 per cent respectively, with the inclusion of contractor fuel in our calculation that has not been included in previous years' reporting.

In 2021, electricity usage remained at levels similar to 2020, which includes the recommencement of operations at the Didipio Mine. However, a 25 per cent reduction in the Company's overall Scope 2 emissions was achieved with our Waihi and Macraes operations successfully entering into an offsetting agreement with our New Zealand electricity supplier. This was achieved by purchasing Renewable Energy Certificates for the period 1 April to 31 December 2021, resulting in 100 per cent offsetting of Scope 2 emissions for nine months of the year, and representing a 76 per cent reduction across our New Zealand operations in 2021.

In 2021, the Didipio Mine also entered into an arrangement with its electricity supplier to secure additional access to renewable energy. In 2022, we are working with the provider to verify the increase in renewable energy supply. As a result, the emissions reported for the Didipio Mine in this report are an overestimate.

Following the resumption of operations at the Didipio Mine in the second half of 2021, we expect to see an increase in Scope 1 and Scope 2 emissions in 2022. However, the increase in the Company's total Scope 2 emissions will continue to be offset by the application of a full 12 months of Renewable Energy Certificates for the New Zealand operations.

In 2020, we completed and reported on our first assessment of Scope 3 emissions. There was no material change to the scope of supplier activity in 2021 when compared to 202 and the scale of scope three emissions remains similar year on year. We will review and report our Scope 3 emissions again in 2022 based on a full year of production at the Didipio Mine.

Detailed direct and indirect energy use data and direct (Scope 1) and indirect (Scope 2) CO_2 emissions data and our sources of emissions factors are outlined in the following tables.

Energy—total direct (fossil fuel in GJ)

	2021	2020	2019	2018	2017
Didipio	64,986	8,551	144,400	308,099	502,190
Haile	1,338,691	1,045,976	643,531	472,934	542,218
Macraes	1,026,331	1,015,498	977,606	919,075	902,439
Waihi	95,760	77,083	87,816	79,237	101,557
Total	**2,525,767**	**2,147,109**	**1,853,352**	**1,779,345**	**2,048,405**

Energy—total indirect (electricity in GJ)

	2021	2020	2019	2018	2017
Didipio	193,033	175,565	419,804	492,476	384,927
Haile	343,907	344,410	321,351	251,308	190,700
Macraes	653,692	680,502	722,189	700,807	690,116
Waihi	208,646	163,138	209,664	206,408	195,284
Total	**1,399,278**	**1,363,615**	**1,673,009**	**1,650,998**	**1,461,027**

Greenhouse gas emissions (tCO_2-e)—direct Scope 1

	2021	2020	2019*	2018	2017
Didipio	4,574	600	10,173	21,525	35,093
Haile	93,859**	73,313	45,081	32,832	37,514
Macraes	72,176	71,243	68,648	63,886	62,737
Waihi	6,906	5,622	6,392	5,743	7,243
Total	**177,515**	**150,778**	**130,294**	**123,986**	**142,587**

**We have restated our 2019 data for each operation and in total. This restatement is a result of a minor conversion correction based on the factors provided in the emission source documents.*
***Incorporates contractor fuel consumption not previously reported.*

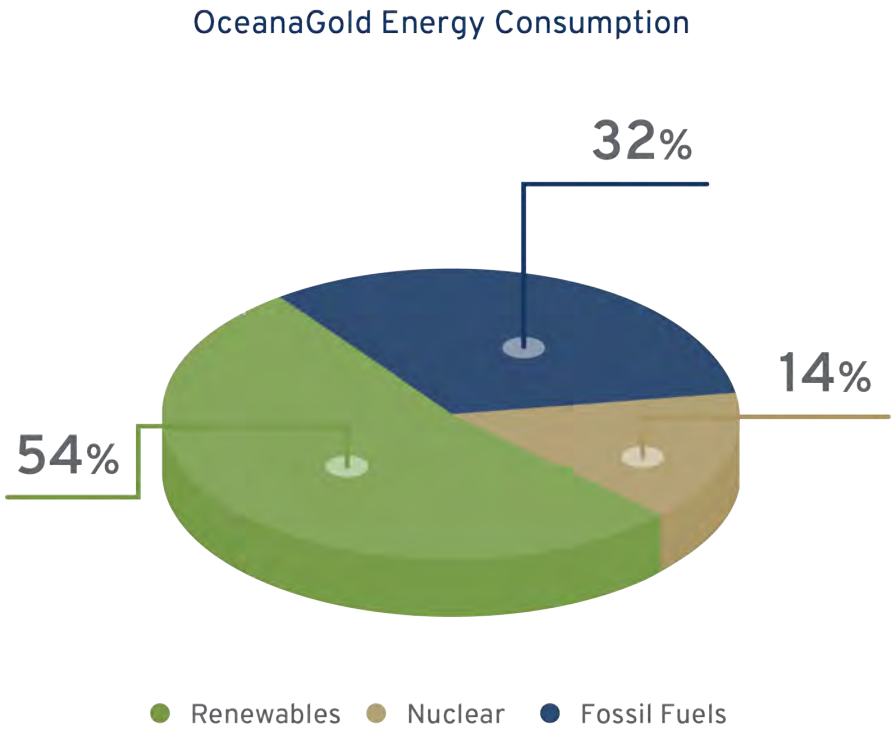
Greenhouse gas emissions (tCO_2-e)—indirect Scope 2

	2021	2020	2019	2018	2017
Didipio	27,185	25,688	61,423	72,056	56,320
Haile	22,268	27,457	25,619	20,035	15,124
Macraes	4,467*	22,494	23,872	23,166	22,812
Waihi	1,438*	5,393	6,931	6,823	6,455
Total	**55,358**	**81,032**	**117,845**	**122,079**	**100,711**

**Scope 2 emissions have been offset by NZ Renewable Energy Credits (REC) for the period 1 April 2021 and 31 December 2021.*

Electricity mix in regions where OceanaGold operates

Using our electricity consumption data and the information from the table below we have calculated that 54 per cent of our electricity is sourced from renewable energy generation, 14 per cent from nuclear energy generation and the remaining 32 per cent from fossil fuel energy generation. The percentage of fossil fuels that make up our total energy consumption has continued to decrease from 37 per cent in 2019.



Country – region	Share of renewable energy in energy grids*	Source of information
New Zealand	81% of renewable energies	New Zealand Government https://www.mbie.govt.nz/dmsdocument/16820-energy-in-new-zealand-2021
Philippines: Luzon	16% of renewable energies	Asian Development Bank https://www.adb.org/publications/philippines-energy-assessment-strategy-road-map
USA: South Carolina	8% renewable energies, 56% nuclear energy	US Energy Information Administration https://www.eia.gov/state/print.php?sid=SC

**Renewable energy sources included are hydro, biomass, wind, solar and geothermal.*

Water and effluents

We recognise that gold mining activities can impact the availability and quality of local and regional water resources through activities such as ground and surface water abstraction and use, water diversion schemes, increased sediment loads from surface disturbance and the potential introduction of contaminants from processing and accelerated geological weathering.

We are committed to reducing our water related impacts through collaboration, partnerships, product stewardship, minimising use and a strong focus on operational control and improving operational performance. We manage water to meet the compliance requirements of each host country as well as the requirements of our Water Management Standard.

Water management

We actively manage site water sources to protect the environment and host communities. None of our operations are in areas under water stress. Our Water Management Standard sets the governance standards and operational performance requirements for our operations.

Water consumption

Total water consumption (cubic metres)				Total water consumption in areas of water stress	Change in water storage if storage is identified as having a significant water related impact
	2021*	2020	2019		
Didipio	1,529,981	-6,334,195	-3,911,222	Nil areas of water stress	Nil identified
Haile	1,226,057	-376,012	487,685	Nil areas of water stress	Nil identified
Macraes	4,069,484	1,962,816	2,029,193	Nil areas of water stress	Nil identified
Waihi	13,173	-906,832	-1,151,309	Nil areas of water stress	Nil identified
Total	**6,838,696**	**-5,654,223**	**-2,545,653**		

**As part of our continuous improvement and alignment with the GRI standards, the calculation methodology for water harvested was amended in 2021 to include rainwater harvested. At our underground operations (Didipio Mine and Waihi Operation) we included calculated volumes for rainwater that was temporarily stored and discharged as there was no change in stored water inventories. At our open cut operations (Haile Gold Mine and Macraes Operation, which includes open cut and underground mining), we used two different calculation methodologies due to the availability of monitoring data. The Haile Gold Mine applied a change in stored water inventory approach, while the Macraes Operation used a rational method calculation approach.*

In 2021, we enhanced the reporting of water withdrawals in line with guidance from the GRI Standards. As a result, all operations have reported an increase in total water consumption. Therefore, we approach 2021 as a reset year for reporting this metric and ensuring a consistent approach to the calculation of these volumes across our operations moving forward.

Total water withdrawn and discharged (megalitres) including groundwater

	2021	2020	2019	2018
Total volume withdrawn	33,106*	21,734	22,963	22,004
Total volume discharged	26,268	27,388	25,508	22,004

**The significant increase in surface water withdrawn is the result of the change in calculation methodology.*

Our operations proactively reduce water use and maximise water recycling. Where possible, we reduce our need to extract water from local catchments and ensure our host communities maintain access to healthy water sources. We actively monitor any water discharge from our operations, which meet the operation-specific limits that local regulators set and our own water management standard. These limits are set through a regulatory process and are based on robust environmental impact assessments, considering appropriate mitigation.

Water discharge from operations is monitored and assessed regularly. In 2021, all water discharged from our Waihi Operation met the site-specific discharge limits. Our Macraes Operation is only authorised to discharge water from silt ponds if certain rainfall events occur.

Water discharge destinations

	Water discharge destination
Waihi	Ohinemuri River
Macraes	N/A (water is not directly discharged but is stored and evaporates or is recycled)
Haile	Tributary of the Little Lynches River
Didipio	Dinauyan River

In 2021, three incidents of non-compliant water discharges were reported at the Haile Gold Mine and Didipio Mine as reported in the Compliance section of this report on page 121.

The potential to reuse wastewater from our processing facilities has increased across all our operations. At the Waihi Operation, Haile Gold Mine and Didipio Mine, water treatment plants treat water for recycling or release. At the Macraes Operation, water passes through a cyanide destruction plant prior to being stored and then evaporates or is recycled. These treatment plants are designed and operated to treat substances identified through the regulatory permitting process.

In 2021, we withdrew 33,106 megalitres of water at our operations. Overall, our groundwater take was larger than our surface take (from rivers). In 2021, we also started reporting 'harvested rainfall' as 'surface water withdrawn', which has resulted in an increase in surface take compared to 2020.The change in water withdrawn compared to the total volume discharged contributes towards an increase in water inventory across our Haile Gold Mine and Macraes Operation.

A breakdown of the water withdrawn and water discharged volumes by water quality type is provided in the following tables. We do not take any water from marine water bodies (the ocean).

2021 Total water withdrawn (megalitres) by type

Water Withdrawal by source	Waihi	Didipio	Macraes	Haile	All Areas	Areas with Water Stress
Surface water (total)	**704**	**9,176**	**3,600**	**2,085**	**15,565**	**0**
Freshwater (≤1,000 mg/L Total Dissolved Solids)	704	9,176	2,412	2,066	5,182	0
Other water (>1,000 mg/L Total Dissolved Solids)	0	0	1,188	19	14,358	0
Ground water (total)	**3,197**	**13,416**	**538**	**361**	**17,512**	**0**
Freshwater (≤1,000 mg/L Total Dissolved Solids)	3,197	13,416	0	361	16,974	0
Other water (>1,000 mg/L Total Dissolved Solids)	0	0	538	0	538	0
Third Party Withdrawal*	**29**	**0**	**0**	**0**	**29**	**0**
Total Third-party Withdrawal	29	0	0	0**	29	0
Total Withdrawal	**3,916**	**22,592**	**4,138**	**2,446**	**33,106**	**0**

**Third-party water is water that is provided (normally at a cost) by the local municipality and is often referred to as potable water.*
*** The Haile Gold Mine was unable to quantify third party water take for 2021 due to a data recording error by the local council. The operation has installed its own flow meter to prevent future loss of data.*

Total water discharged (megalitres) by type

Water discharge by destination	Waihi	Didipio	Macraes	Haile	All areas	Areas with water stress
Surface water	3,916	21,062	69	1,220	26,268	0
Groundwater	0	0	0	0	0	0
Water discharged by type					**All areas**	**Areas with Water stress**
Freshwater (≤1,000 mg/L Total Dissolved Solids)	0	0	0	1,220	1,220	0
Other water (>1,000 mg/L Total Dissolved Solids)	3,916	21,062	69	0	25,047	0
Total water discharge	**3,916**	**21,062**	**69**	**1,220**	**26,267**	**0**

Mill Zone Open Pit at the Haile Gold Mine in the USA

Operations at the Deepdell Open Pit in the foreground rehabilitated waste rock stacks in the background at our Macraes Operation in New Zealand

Waste management

Managing waste is central to our ability to minimise long-term legacy impacts. Our mining activities produce two main waste streams:

1. Rock (e.g., excess rock moved but not processed and tailings)
2. Other waste (e.g., used oil, rags, batteries, fluorescent lamps).

Each operation has a waste management plan that describes how each waste stream will be managed.

Based on the fundamental principles of reduce, reuse and recycle, each waste management plan also addresses the design, location and operational management of all waste storage facilities located on-site and any monitoring requirements for the waste streams to minimise long-term impacts from our waste management practices.

In 2021, our overburden volumes continued to increase due to the expansion of open cut mining and an increase in the haul truck fleet at the Haile Gold Mine.

Waste generation

	2021	2020	2019	2018	2017
Waste rock (tonnes)	82,085,455	75,086,261	66,920,905	52,753,370	53,659,080
Tailings (tonnes)*	9,283,321	9,067,280	12,167,585	12,151,463	12,712,215
Waste to landfill (tonnes)	1,856	1,898	1,966	1,230	1,273

**This is the weight of dry material sent to tailings.*

An Archey's Frog identified during a field survey north of the Waihi Operation in New Zealand

Biodiversity

Declining biodiversity creates an imbalance to ecosystems, which can result in adverse impacts to ecological, social, cultural and economic values.

We recognise that gold mining has the potential to impact biodiversity through land clearing, water extraction and changes to air, water and soil parameters during exploration, development and operational mining phases.

As part of our continuous improvement, we regularly review and improve our standard against the requirements of leading, globally recognised standards.

We conduct biodiversity assessments prior to exploration, development and operations and throughout the lifecycle of the mine. We understand some of our host communities have a long-standing connection to the land we lease or own and we effectively manage the land under our stewardship, including protecting biodiversity and cultural values. Our existing land management practices include:

- Sediment and erosion control
- Waste rock siting and management
- Storm water diversion
- Soil profiling and management
- Soil conservation
- Progressive rehabilitation
- Hydroseeding pit walls and waste rock stacks.

We take great care to minimise our environmental disturbance by ensuring our workforce takes practical steps with equipment and during their daily work activities. This is enhanced with regular, site-based environmental management training sessions and internal communication updates.

Performance in brief: Haile supports recovery of Carolina Heelsplitter

The Carolina Heelsplitter – a freshwater mussel – is one of the rarest species on the planet. Now, thanks to collective work led by the U.S. Fish and Wildlife Service (USFWS) and funded by the Haile Gold Mine, the Carolina Heelsplitter has a better chance at survival than it has had in decades.

For the past several years, Morgan Wolf – the USFWS' lead National Recovery Biologist – and her team have been working hard to save this critical species. In 2017, for the first time in recorded history, they released the initial batch of lab-raised heelsplitters in Flat Creek. In October 2021, Morgan and fellow agents were back again, carefully trekking the calm Flat Creek waters in search of a stable area to introduce 559 juvenile heelsplitters.

Each juvenile heelsplitter is raised at the Orangeburg Mussel Conservation Center (OMCC) through a program responsible for propagating the endangered species. The project, which began in 2015, included the challenge of figuring out how to emulate the reproduction process.

Morgan calls the OMCC a "game-changer" for species recovery. "It allows us to produce animals in South Carolina, near heelsplitter occupied habitats for the first time ever," she said.

Haile Gold Mine funding was one of the main components leading to the program's establishment. As part of Haile's Conservation Management Plan for impacts to local waters, the Company committed a $3.7 million endowment divided into annual contributions for the Carolina Heelsplitter. Approximately $1.6 million has been provided for the program since 2015.

Haile also supports the project by fostering some of the best remaining habitats for the heelsplitter known to exist. Juveniles released in October were stocked on the lower portion of Flat Creek, property Haile once owned before the Company donated it to the Katawba Valley Land Trust.

Haile Gold Mine Executive General Manager, David Londono, said the operation respects and strives to protect the natural environments where they work.

"The Haile team will continue to work with the USFWS and other supporting agencies to hopefully one day enjoy the heelsplitters flourishing on their own," David said.

Areas of restoration (hectares)*

	2021**	2020	2019	2018
Whether partnerships exist with third parties* to protect or restore habitat areas distinct from where OceanaGold has overseen and implemented restoration or protection measures	1	5	2Ha of area in one partnership	2Ha of area in one partnership
Size and location of all habitat areas protected or restored and whether the success of the restoration measure was or is approved by independent external professionals (as at 31 December)***	1,956.41	1,954.54	1,442.54	1,442.54

** As part of our continuous improvement and alignment with the GRI standards, the calculation methodology for areas of reforestation was amended in 2021 to remove progressive rehabilitation areas formerly reported as being areas of protected and restored habitat. This change was implemented to the 2020, 2019 and 2018 data, which has been re-stated in this table.*
***In 2021 the agreements between the Didipio Mine and the partner organisation expired and were not renewed. This does not affect the protected status of these areas.*
****The success of a restoration measure will be approved by independent external professionals prior to closure.*

2021 operational breakdown

	Didipio	Haile	Macraes	Waihi	Total
Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals (Ha)	117.71	1,126	671.7	41	**1956.41**
Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organisation has overseen and implemented restoration or protection measures.	0	0	1	0	**1**

Land disturbance and rehabilitation (hectares)*

	2021	2020	2019	2018	2017
Total land disturbed at beginning of reporting period	2712	2,686	2,479	2,278	2,485
Amount of newly disturbed land	132	65	15	208	115.6
Total amount of land newly rehabilitated to the agreed end use within the reporting period	130	38	21	7	12.4
Total land disturbed at the end of the reporting period	2714	2,712	2,473	2,479	2,558

**Area determined by GIS (graphic information systems mapping), site surveys and aerial photography.*

Many of our sites connect high biodiversity areas and support, or have the potential to support, species and ecological communities that are significant. As part of our environmental assessments, we map key flora and fauna species that are known to exist within the areas we operate and adhere to strict protocols as set out by each area's environmental governing bodies.

The Archey's frog (*Leiopelma archeyi)*, predominantly found in the Coromandel Peninsula, is listed as critically endangered but with a stable population on the IUCN Red List. The Archey's Frog is found at Wharekirauponga, approximately 10 kilometres north of our Waihi Operation, which is the site of our proposed Wharekirauponga Underground Mine. We understand that native bush and its biodiversity is precious and have been conducting ecological surveys involving the Archey's frog since 2017. Our extensive ecological studies, including work we have done during our exploration phase, are already providing the scientific and ecological community with a greater insight into the species that inhabit this area. In 2022, we are identifying opportunities to further protect and enhance the biodiversity within the Coromandel Peninsula, including the habitat of the Archey's frog, with the aim of delivering a biodiversity net gain.

We undertake progressive rehabilitation to minimise our effects on the landscape during operations and to provide for a productive and biodiverse future. The total area rehabilitated across all sites in 2021 was 130 hectares. Opportunities to increase rehabilitation areas is limited due to the land being used for active mining.

Protected land and environmental offsets (seedlings)

	2021	2020	2019	2018	2017
Number of trees planted in protected areas off-site	1,719	0	42,944	40,695	168,971

The former tailings storage facility at the Reefton Restoration Project has been restored as an engineered wetland

Performance in Brief: A snapshot of biodiversity at Macraes in 2021

Located in a region that supports multiple land uses including farming, grazing, mining and conservation, the Macraes Operation is at the forefront of responsible mining and sustainability initiatives.

The region is home to the Macraes Ecological District – a characteristic landscape and range of biological communities protected by the Department of Conservation.

In 2021, the team progressed a range of initiatives to support the ongoing biodiversity of the region.

- Completed one of the largest lizard salvaging programs in New Zealand, relocating approximately 1,500 Korero Geckos and 450 Southern Grass Skinks (both classified as at-risk declining species) from the Deepdell North mining area. The lizards were relocated to research plots or the Cranky Jim's shrubland covenant.
- Collected and relocated rock tors (rock stacks) from the Deepdell North mining area to reconstruct 56 natural lizard habitats at the backfilled and rehabilitated Deepdell South Pit.
- Annual monitoring of eight research plots created to investigate the optimal rock sizes for constructed habitats at the Golden Bar research site. The research is a field extension of a PhD thesis, which simulated the optimum interstitial space (the space between levels) for skink and gecko habitat.
- Continued baseline survey work on the largest biodiversity offset in the Otago Region, made up of a 5.4 hectare (ha) ephemeral wetland and 56ha area of tussock shrubland.
- Seasonal monthly baiting of 156 pest control traps in the Deepdell Tussock Covenant. This program includes research around the rate of return of lizard populations to the Covenant following pest control. As at the end of March 2022, 236 mammals have been caught since the project commenced in March 2021, with over 50 per cent being introduced hedgehogs.
- Constructed 10 lizard habitats in Camp Creek as part of the Coronation North lizard habitat research project. This included planting 384 mixed native seedlings, specifically chosen as either a food source or cover for native lizard species.
- Relocated 1,840 snow tussock (native shrub) stems onto Trimbells Waste Rock Stack as part of the Coronation North Landscape Management Plan. Relocated 1,800 red tussock stems onto the Coronation North Silt Pond and the Horse Whim display sites from the Deepdell North mining area.
- Planted 1,719 mixed native species as infill planting on the Macraes Road and Horse Whim display site. This planting was organised as a community fund raising event for the Macraes Moonlight school.
- Identified a new species of insect (Empidadelpha pokekeao fly), based in part on specimens found at the Camp Creek Pine Tree removal site. This identification extended the known range of this species.

Korero Gecko

Closure and rehabilitation

We are committed to the full mining lifecycle, which extends beyond mine closure to full environmental restoration and final relinquishment to landowners. Each of our operations has a closure plan.

Our Statement of Position on Closure and Rehabilitation Management outlines our commitment to the delivery of long-term positive legacies to communities that host our operating facilities. On a local scale, this means leaving lasting and sustainable benefits well beyond mining.

In 2021, each operation continued to improve their closure plans aligned to the Environmental Management Standard. In 2022, in preparation for stakeholder engagement around their closure plan, the Macraes Operation will complete a detailed closure planning review.

A focus on implementing closure activities continued at the Reefton Restoration Project, while activities at Junction Reefs focused on facilitating public access to portions of previously mined areas for recreational activities and commencing several technical studies to support a phased mining lease relinquishment process.

Reefton Restoration Project

To date, we have completely rehabilitated over 131 hectares of the roughly 260 hectares of disturbance. We have planted approximately 800,000 seedlings across the site as part of rehabilitation and will be planting an additional estimated 200,000 Beech and Manuka seedlings by December 2023, which is the scheduled end of the planting program.

In addition to the Beech and Manuka varieties, in the 2021 planting season we also planted 44,000 littoral zone plants on the margins of Fossickers Lake (the former tailings storage facility), and Globe Pit Lake (former Globe Open Pit). A further 20,000 plants will be planted in 2022 to complete these areas.

Below are two aerial photos showing the planting progress at the Reefton Restoration Project in New Zealand between December 2020 (left) and January 2022 (right).

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, vineyard and sheep and cattle grazing region.

We acquired the Junction Reefs Site, which was subject to continued monitoring requirements to ensure the success of the environmental rehabilitation works, as part of our acquisition of Climax Mining in 2007.

We have been working collaboratively with key stakeholders, including local landowners, the Junction Reefs Reserve Trust and the New South Wales (NSW) Department of Planning, Industry and Environment, to ensure the site is suitable for relinquishment and that the community's long-term goals are achieved and that the site is left safe, stable and non-polluting. Relinquishing a mining lease and removing a Company's legal obligations over mined land is very rare in Australia.

In June 2021, we finalised an agreement with the NSW Government to allow areas of the land covered by the Junction Reefs Reserve Trust to be opened to the general public for recreational activities.

The rehabilitation completed at Junction Reefs consists of well-established vegetation, a backfilled and capped open pit, two capped tailings dams and a small residual void. The established vegetation is supporting the postmining land use, with areas of land currently incorporated into existing pastoral activities. The establishment of trees and shrubs into the rehabilitated landscape are supporting local biodiversity outcomes.

In 2021, we commenced several technical studies to support a phased relinquishment of the Mining Leases and in 2022, we will commence consultation with the overlying landholders and the NSW Government.

Junction Reefs is demonstrative of mining and community coexisting, with mutual, long-term benefits for each party and land fully rehabilitated for future productive use, including farming.

Junction Reefs in New South Wales, Australia

Tailings management

We design, construct and manage tailings storage facilities (TSF) in compliance with all host country TSF regulations and, where applicable, any additional requirements consistent with our TSF management standards and framework.

Our Tailings Governance Committee meets regularly to ensure a robust governance and review process occurs for every TSF across the Company's global operations and includes the use of external third-party technical expertise.

Key areas of focus for the Committee are:

- To separate internal TSF governance functions from operational functions
- Report independently and directly to the Board of Directors on TSF operational performance and governance processes
- Apply innovation and new technology to minimise risks of TSF failure
- Ensure meaningful engagement with affected parties and fully assess social, economic and environmental impacts, integrating feedback, concerns and mitigations into TSF design and management.

In 2021, we released an updated TSF Management Statement of Position, specifically committing to meeting the requirements of the Global Industry Standard on Tailings Management (GISTM). Recognising the importance of making big strides towards meeting the new global industry standards, we are implementing a new accountability and governance framework to ensure there is a clear separation between operations and governance functions. This includes appointing accountable executives who also chair the Tailings Governance Committee. The President and CEO is an active supporter and member of this Committee.

In 2022, we will continue to embed the GISTM requirements into our TSF governance and operational frameworks to ensure robust Quality Assurance and Quality Control (QA/QC) processes. This will include a review of the external QA/QC experts we use across our operations to enhance our review and governance processes. We will also complete a set of common QA/QC requirements including standardised review inclusions, review frequency and the maximum consecutive engagements of independent experts.

We use the following methods of tailings storage:

Didipio	Haile	Waihi	Macraes	Reefton
Downstream (1) Paste backfill (underground)	Downstream (1) with composite clay/HDPE liner	Downstream (2)	Downstream with upstream lift (2) Downstream (1)	Downstream (1) In-pit storage (1)

We also have two TSFs at Junction Reefs (a joint venture in New South Wales, Australia) that are now closed and rehabilitated. One was an in-pit storage and the other a traditional TSF. Both have been capped and revegetated.

Descriptions and illustrations of our TSFs, and more information about our TSF management is available on our website.

APPENDICIES

Exploration drill rig at the Waihi Operation in New Zealand

Appendix 1: Assurance report

INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of OceanaGold Corporation

Introduction and Objectives of Work

Bureau Veritas Australia Pty Ltd ("Bureau Veritas") was engaged by OceanaGold Corporation ("OceanaGold") to undertake a limited assurance engagement on selected information and data presented in the 2021 OceanaGold Sustainability Report ("the Report"). This Assurance Statement applies to the related information included within the scope of assurance described below.

Scope of Limited Assurance

The scope of assurance was limited to the information and data related to OceanaGold's four operating assets: Haile Gold Mine (USA), Didipio Mine (Philippines), Waihi Operation (New Zealand) and Macraes Operation (New Zealand) for the period of 1st January 2021 to 31st December 2021.

The complete list of assured disclosures is referred to within the GRI Index of the Report.

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

Limited Assurance Conclusion

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

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

It is our opinion that OceanaGold has established systems for the collection, aggregation and analysis of relevant information and quantitative data.

Understanding how OceanaGold has prepared the Information

The Report was prepared in accordance with the GRI Standards: Core option and GRI G4 "Mining and Metals Sector" Disclosures including appropriate considerations of the reporting principles for defining report content and report quality, profile disclosures, management approach disclosures and performance indicators.

OceanaGold's Responsibilities

Management of OceanaGold was responsible for:

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

Our Responsibilities

Bureau Veritas was responsible for:

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

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

INDEPENDENT ASSURANCE STATEMENT

Methodology

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

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

- Review of the suitability of the criteria used as the basis for preparing the information subject to assurance;
- Interviews and follow-up communication with relevant individuals;
- Review of documentary evidence produced by OceanaGold representatives;
- Audit of performance data and factual information including source verification; and
- Review of OceanaGold's processes for identification, aggregation and analysis of relevant information, report content and performance data.

Limitations and Exclusions

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

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

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

Statement of Independence, Impartiality and Competence

Bureau Veritas is a global leader in Testing, Inspection and Certification ("TIC") services. The Group's mission is to reduce its clients' risks, improve their performance and help them innovate to meet the challenges of quality, health, safety, hygiene, environmental protection and social responsibility. Leveraging its renowned expertise, as well as its impartiality, integrity and independence, Bureau Veritas has helped build trust between companies, public authorities and consumers for more than 190 years.

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

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

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

Jeremy Leu
General Manager – Certification and Sustainability Pacific

18th May 2022
Bureau Veritas Australia Pty Ltd

Appendix 2: Material topics and boundaries

A material topic reflects our Company's significant economic, environmental and social impacts (positive or negative), or their substantive influence on the assessments and decisions of stakeholders. We do not assess materiality based on the impact to our Company, for example a change to our reputation.

Significant impacts are those that are a subject of established concern for expert communities, or that have been identified using established tools, such as impact assessments methodologies or life cycle assessments. Impact that are considered important enough to require active management or engagement by the organisation are likely to be considered significant.

Our material topics and their boundaries

Topic	Definition	Why it's material for OceanaGold
Economic Performance (GRI 201-1)	Direct economic value generated and distributed	Economic performance is a material topic for our Company, in each of our operating jurisdictions, every year. Our stakeholders have a significant interest in all aspects of our economic performance and how it is distributed, which is reflected in this and the subsequent three material topics which all relate to financial aspects. The normal operations of the Didipio Mine in the Philippines remained suspended throughout the first half of the calendar year (until July 2021). As a result, there was a material reduction to the economic distribution at our Didipio Mine for the first half of the year, followed by an increase in our economic distribution over the second half of the year, including the hiring of approximately 1,000 employees and contractors. In this report we provide data outlining our revenue, operating costs, employee wages and benefits, payments to providers of capital, payments to government and community investment. Details outlining our economic performance in 2021 are provided in the Economic Performance and Contribution section of this report on page 49.
Market Presence (GRI 202-2)	Proportion of senior management hired from the local community	Our stakeholders have a significant interest in how we impact (positively and negatively) the local areas in which we operate.

Topic	Definition	Why it's material for OceanaGold
		The normal operations of the Didipio Mine in the Philippines remained suspended throughout the first half of the 2021 calendar year, which included a significantly reduced local workforce at the operation. Following the confirmation of the Financial or Technical Assistance Agreement (FTAA) in July 2021, the operation commenced hiring approximately 1,000 employees and contractors to support the ramp-up and operation of the mine. This included a preference for local employment where possible. The specific aspect of this GRI topic we report against is the proportion of senior management hired from the local community at our Didipio Mine in the Philippines. This includes our commitment to train and develop the local workforce and reduce the number of expatriates working at the mine. Details outlining the proportion of senior management hired from the local community at our Didipio Mine are provided in the People and Culture section of this report on page 62. In the 2021 report we also disclose, for the first time, the proportion of management hired from the local community from the Haile Gold Mine and Waihi and Macraes operations.
Indirect Economic Impact (GRI 203-1)	Infrastructure investments and services supported	Our stakeholders have a significant interest in our indirect impacts in the jurisdictions in which we operate, and our indirect economic impacts is a material topic for the Company every year across all our operating jurisdictions. The specific aspect of the GRI topic we report against is our infrastructure investments and support. The normal operations of the Didipio Mine in the Philippines remained suspended throughout the first half of the 2021 calendar year, which included a significantly reduced spend on infrastructure investments and support. The investment during the suspension was directed primarily to support COVID-19 vaccination and health programs. Following the confirmation of the FTAA in July 2021, the operation was able to recommence infrastructure investments and support. Details outlining our community investments, including infrastructure and service investments, are provided in the Economic Performance and Contribution and Engagement and Community sections of this report on pages 55 and 108.
Procurement Practices (GRI 204-1)	Proportion of spending on local suppliers	Our stakeholders have an interest in our direct financial contributions, including the significant investment we make in procurement. Where practicable we prioritise local procurement to deliver additional local employment, investment and payments to government in each of the communities and regions the that host our mines.

Topic	Definition	Why it's material for OceanaGold
		In 2021, we increased our investment in the ongoing expansion and development of our mines in New Zealand and the United States. In the Philippines, which was not operational in the first half of 2021, we saw an increase in procurement expenditure in the second half of the year to support the ramp-up and recommencement of operations. Details outlining our proportion of spending on local suppliers are provided in the Economic Performance and Contribution and Engagement and Community sections of this report on pages 52 and 110.
Occupational health and safety (GRI 403-1)	Occupational health and safety management system	In 2021, in response to the global COVID-19 pandemic, we saw significant interest in our management of occupational health and safety. With a focus on protecting our workforce and preventing the workplace becoming a source of COVID-19 infections, we took a flexible and adaptable approach that reflected the local reality at each of our offices and operations across all jurisdictions. Details outlining our response to the COVID-19 pandemic are provided in the Health, Safety and Wellbeing section of this report on page 87. While this aspect is material for the Company as a result of the impacts of the COVID-19 pandemic on our business and the communities in which we work and live more broadly, the specific GRI aspect we report against is our occupational health and safety management system, which played an important part in our response to COVID-19. Details outlining our management system are provided in the Health, Safety and Wellbeing section of this report on page 79.
Water and Effluents (GRI 303-3)	Water withdrawal	Access to fresh water is essential for human life and wellbeing and is recognised by the United Nations as a human right. A company can impact water resources through its withdrawal and consumption of water, an impact which is of great interest to our stakeholders in each of our operating jurisdictions. In 2021, stakeholders asked questions about our use and impact on water at each of our operations. At Macraes in relation to drinking water quality, at Didipio and Haile in relation to treatment and discharge, and at Waihi in relation to the potential impacts on groundwater of the proposed Wharekirauponga Underground. More information about each of these is available in the Environment section of this report on page 121. Details outlining our water withdrawal are provided in the Environment section of this report on page 127.

Topic	Definition	Why it's material for OceanaGold
Biodiversity (GRI MM1)	Amount of land disturbed or rehabilitated	Our stakeholders across our operating jurisdictions expect our Company to deliver the same value with fewer impacts to the environment. One way we do this is by minimising our land disturbance and rehabilitating any land no longer being used for mining progressively throughout the life of an operation. Details outlining the amount of land we disturbed and rehabilitated in 2021 are provided in the Environment section of this report on page 134.
Environmental compliance (GRI 307-1)	Significant fines and non-monetary non-compliance with environmental laws and/or regulations	Non-compliance with environmental laws and regulations can have negative, and at times significant, impacts on the community and environment that host mining operations. Environmental compliance is therefore important for our stakeholders and for our Company. Details outlining the fines and non-monetary non-compliances we paid in 2020 are provided in the Economic Performance and Contribution and Environment sections of this report on pages 50 and 121.
Energy consumption within the organisation (GRI 302-1)	Direct and indirect energy consumption	Our stakeholders have an interest in the amount and types of energy we use across the Company, and subsequently the of emissions we produce. While this is information we report in the Sustainability Report annually, in 2021 we have added this topic to our material topics to ensure, in conjunction with emissions reporting, we quantify our total energy consumption in support of our emissions calculations. Details outlining our direct and indirect energy consumption are available in the Environment section of this report on page 124. In recognition of the establishment of a 2030 climate change target in early 2022, we will include reporting against the energy intensity topic (GRI 302-3) from the 2022 reporting period.
Emissions (GRI 305-1, 305-2)	Direct (Scope 1) and indirect (Scope 2) GHG emissions	The impacts of climate change on our business and our global communities are of particular interest to our stakeholders. In 2021, the Company developed an interim target to reduce carbon emissions per ounce of gold produced by 30 per cent by 2030. This interim target was launched in early 2022. More information about this target is available in the Environment section of this report on page 123. Our stakeholders also want to understand the direct and indirect GHG emissions of each of our operations. Details outlining our Scope 1, Scope 2 and Scope 3 emissions at each of our operations over the last five years are provided in the Environment section of this report on page123.

Topic	Definition	Why it's material for OceanaGold
Waste (GRI MM3)	Overburden, rock, tails and sludges and their associated risks	There is significant stakeholder interest in the management of tailings storage facilities following the catastrophic dam collapse of the Corrego de Deijao mine in Brumidinho, Brazil in 2019. As a result of this disaster the International Council on Mining and Metals (ICMM), the United Nations Environment Programme (UNEP) and the Principles for Responsible Investment (PRI) co-convened the Global Tailings Review to establish an international standard that provides a framework for the safer management of tailings storage facilities (TSFs). It resulted in the Global Industry Standard on Tailings Management (GISTM), which was released in August 2020. In response to the tragedy, and in line with the launch of the GISTM, we have continued to strengthen our focus on safe tailings storage by forming a Tailings Governance Committee and have released an updated TSF Statement of Position. Details outlining our waste generation (including tailings) and the way we manage our tailings storage facilities are provided in the Environment section of this report on pages 131 and 139.
Labour/Management Relations (GRI 402-1)	Minimum notice periods regarding operational changes	The normal operations of the Didipio Mine in the Philippines remained suspended for the first half of 2021 before recommencing after the confirmation of the FTAA renewal in July 2021. As a result, the Didipio Mine hired approximately 1,000 employees and contractors, providing an immediate material positive impact to the host and adjacent communities. The specific GRI topic we report is the minimum notice periods regarding operational changes, including redundancies, at each of our operations. That data is provided in the People and Culture section of this report on page 74.

Topic	Definition	Why it's material for OceanaGold
Right of Indigenous Peoples (GRI 411-1)	Incidents of violations involving the rights of Indigenous Peoples. Many Indigenous Peoples have suffered from historic injustices and therefore are considered a vulnerable group. Such a group is at a higher risk of suffering a disproportionate burden of the economic, environmental and/or social impacts of an organisation's activities.	In 2021, stakeholders opposed to the Didipio Mine in the Philippines continued to communicate allegations that the Indigenous tribe at Didipio has suffered an injustice because the mine did not conduct a Free Prior and Informed Consent (FPIC) process prior to commencing operations. In 1997, the Philippines National Government passed the Indigenous Peoples Rights Act (IPRA), establishing formal processes for recognising the right to customary land tenure and self-governance. The Didipio FTAA area is not included in any existing ancestral domain, so FPIC has not been required. However, we did obtain favourable endorsement for the mine from the Didipio community in 2002, as part of our Environmental Compliance Certificate process. A representative of the Bugkalot tribe submitted a land claim in 2012 and 2015 with the Philippines National Commission on Indigenous Peoples (NCIP). The claim sought to extend their ancestral domain over a number of barangays (villages), including the Didipio FTAA area. This claim was assessed by the NCIP and ancestral domain was not granted. The NCIP subsequently granted a Certificate of Non-Overlap (CNO) in November 2020 confirming the Didipio FTAA area does not overlap with any ancestral domain. The determination of ancestral domain by the NCIP is a regulatory process and OceanaGold had no role in the review or determination. We would undertake the FPIC process under the IPRA Law if required. The specific GRI topic we report against in this report is the incidents of violations involving the rights of Indigenous Peoples. Details outlining our approach to engaging with Indigenous People and the agreements we have in pace across all our operations are provided in the Engagement and Community section of this report on page 115.
Human Rights Assessment (GRI 412-1)	Operations that have been subject to a Human Rights Impact Assessment	In previous years stakeholders of the Didipio Mine in the Philippines have alleged the mine violated human rights during the process to acquire land, and human rights remains a topic of interest for many stakeholders. In 2019, we undertook a Human Rights Impact Assessment at the Didipio Mine in the Philippines. In 2020, we completed a HRIA at our Haile Gold Mine. In 2021, we completed HRIAs at our Waihi and Macraes operations in New Zealand. Details outlining our human rights performance in 2021 are provided in the Engagement and Community section of this report on page 105.

Topic	Definition	Why it's material for OceanaGold
Local Communities (GRI 413-2, MM7)	Operations with significant actual and potential impacts on local communities	Our activities have the potential to positively or negatively impact the communities that host our mines. The potential and real impacts we have on the communities that host our operations are always a material topic for our Company. We report on community concerns, complaints and grievances and any other issues concerning our stakeholders in this report annually. The details are provided in the Engagement and Community section of this report on page 111.
Closure Planning (MM 10)	Number and percentage of operations with closure plans	Our stakeholders, especially the communities and government that host our operations, have an interest in our plans for closure and relinquishment once we have completed mining. This process, done well, can mitigate potential impacts on the workforce, host community and regional economy and the environment. Details about our active closure projects (Reefton Restoration Project and Junction Reefs) are available in the Environment section of this report on page 137. Details about our approach to closure and rehabilitation are available in the Our Company section of this report on page 41.
Emergency Preparedness (GRI – MM12)	Information on the existence of emergency plans, how they are prepared (consultation, rehearsal, regular review and modification), and their content (arrangements for the management of crises should they arise).	Following the declaration of the COVID-19 pandemic in 2020, our emergency response teams across the Company made a significant contribution to the communities that host our operations. While we have always included emergency preparedness in our sustainability reporting, we included the topic in our materiality assessment for the first time in 2020 and, with the pandemic continuing throughout 2021, it is material to the Company again for 2021 due to the increase in members of our workforce contracting the virus or being required to isolate in line with government health requirements. Details outlining our response to COVID-19 are provided in the Health, Safety and Wellbeing section of this report on page 87. In addition to interest from our stakeholders about how we supported the communities that host our operations, our emergency response teams manage our emergency plans and ensure we are always ready to provide a fast and effective local response to any incident that occurs at or as a result of one of our operations. Details outlining our emergency response capacity are provided in the Health, Safety and Wellbeing section of this report on page 90.

Appendix 3: GRI table

Global Reporting Initiative disclosure table – core and material topic disclosures. Topics that have been externally assured are highlighted in green.

Topic	Disclosure	Title or indicator	Summary	Page(s)
Organisational profile	102-1	Name of the organisation	OceanaGold is a Canadian corporation, listed on the TSX and ASX under "OGC".	32
	102-2	Activities, brands, products and services	Our global exploration, development, and operating experience has created a significant pipeline of organic growth opportunities and a portfolio of established mine assets including the Didipio Mine in the Philippines; Macraes and Waihi operations in New Zealand; and Haile Gold Mine in the United States of America. Our operations are supported by corporate offices located in Brisbane, Australia (our headquarters), and Melbourne, Australia.	32
	102-3	Location of headquarters	Our head office is located at Level 3, 99 Melbourne St, South Brisbane, Queensland 4101, Australia. Information about our global locations is available on our website.	14, 186
	102-4	Location of operations	Our global exploration, development, and operating experience has created a significant pipeline of organic growth opportunities and a portfolio of established mine assets including the Didipio Mine in the Philippines; Macraes and Waihi operations in New Zealand; and Haile Gold Mine in the United States of America. Our operations are supported by corporate offices located in Brisbane, Australia (our headquarters), and Melbourne, Australia. A full breakdown of our structure is available in our Annual Information Form.	32
	102-5	Ownership and legal form	OceanaGold is a Canadian corporation, listed on the TSX and ASX under "OGC". A full breakdown of our structure is available in our Annual Information Form.	32, 37

Topic	Disclosure	Title or indicator	Summary	Page(s)
	102-6	Markets served	Each of our operations produce gold doré bars (containing gold and silver), that are stamped with the mine of origin. At the Didipio Mine in the Philippines we also produce copper-gold in concentrate. In 2021, gold produced from our Philippines and New Zealand operations was transported to the Perth Mint, and gold produced in the United States of America was transported to Metalor. The gold doré is refined and cast into London Bullion Market Association Good Delivery Standard bars and marked with the refiner stamp. Gold is sold to financial institutions and/or refineries. We have a commercial offtake with Trafigura for the copper-gold concentrate produced in the Philippines. We are publicly listed on the Toronto Stock Exchange (TSX) and the Australian Securities Exchange (ASX) under the stock ticker 'OGC'. Approximately 90 per cent of our shareholders are institutional investors with brokers, retail and corporate investors accounting for the remaining 10 per cent. As at 31 December 2021, our shareholders were located in North America (58.4 per cent), the United Kingdom (21.5 per cent), Europe (12.1 per cent), Australia (5.3 per cent) and Asia (0.7 per cent), with 704 million shares outstanding. Additional details are available in the investor centre on our website.	29, 37
	102-7	Scale of the organisation	We have a portfolio of established mine assets including the Didipio Mine in the Philippines; Macraes and Waihi operations in New Zealand; and Haile Gold Mine in the United States of America. We achieved 2021 consolidated production and cost guidance, producing 362,807 ounces of gold and 2,323 tonnes of copper. Full year 2021 revenue was $744.7 million. Adjusted Earnings Before Interest, Depreciation and Amortisation ('EBITDA') for the full year 2021 was $351.8 million. In 2021, we provided direct employment for 2,319 employees and 1,028 contractors.	32, 48, 62-63
	102-8	Information on employees and other workers	In 2021, we provided direct employment for 2,319 employees and 1,028 contractors. More details around employment contracts by type, region and gender and contractor responsibilities is included in this report.	62-63, 67-69

Topic	Disclosure	Title or indicator	Summary	Page(s)
	102-9	Supply chain	Our total procurement expenditure in 2021 was over US$714.3 million. OceanaGold has suppliers in 28 countries, however, the key regions for supply are: • New Zealand – 1,288 Suppliers • United States – 644 Suppliers • Australia – 448 Suppliers • Philippines – 308 Suppliers. OceanaGold's largest categories of spend by product are: • Construction Machinery & Heavy Trucks (18%) • Diversified Support Services (15%) • Construction & Engineering (13%) • Research & Consulting Services (7%). More information about our supply chain is available in our Modern Slavery Statement.	52, 151
	102-10	Significant changes to the organisation and its supply chain	Our total procurement expenditure in 2021 was over US$714.3 million, over US$225.9 million higher than 2020. This reflects the ramp up and recommencement of our Didipio Mine, the expansion of operations at the Haile Gold Mine and Macraes Operation and the commencement of production from the Martha Underground at the Waihi Operation.	52
	102-11	Precautionary Principle or approach	Our approach is aligned to the Precautionary Principle and centres on adopting a mitigation hierarchy in relation to any impacts during the lifecycle of our operations. Environmental, cultural and social impact assessments underpin our management and control processes and if incidents occur, we investigate the cause and take action to remediate and prevent a recurrence.	15
	102-12	External initiatives	As a member (and with a seat on the Board) of the World Gold Council we are committed to comply with the Responsible Gold Mining Principles.	13, 43

Topic	Disclosure	Title or indicator	Summary	Page(s)
			We are also a member of the United Nations Global Compact and support the ten principles on human rights, labour, environment and anti-corruption. This report forms our third annual communication on progress and in it we describe our actions to continually improve the integration of the Global Compact principles into our business strategy, culture and daily operations. As a member of Transparency International Australia, we support Transparency International's work and continue to report all aspects of our financial performance and commitments. A list of our memberships and associations is provided in this report.	
	102-13	Membership of associations	We continue to play an active role in international, national and regional industry organisations and multi-stakeholder groups through membership, funding, providing expertise and participation on boards, in committees and working groups. A full list of our memberships and associations is provided in this report.	43
Strategy	102-14	Statement from senior decision-maker	Message from OceanaGold Chairperson, Paul Benson and President and Chief Executive Officer, Gerard Bond.	5-7
Ethics and integrity	102-16	Values, principles, standards and norms of behaviour	OceanaGold is a multinational gold producer committed to the highest standards of technical, environmental and social performance. For over 31 years OceanaGold has delivered strong environmental, social and governance (ESG) outcomes for our host communities and other stakeholders. Our existing operations and organic growth profile are contributing to sustainable economic growth, providing certainty for community, business and government. We have four mine assets including the Macraes and Waihi operations in New Zealand; Haile Gold Mine in the United States of America (USA); and Didipio Mine in the Philippines. At each of our operations we contribute to economic growth, employment and skills development and community and environmental partnerships.	3-4, 13, 20-24, 28, 34, 59, 79, 98, 119

Topic	Disclosure	Title or indicator	Summary	Page(s)
			Our purpose is mining gold for a better future. The gold, copper and silver we produce help power the global economy, hold important historic and cultural significance and are essential to the renewable energy and transport sectors, life-saving medical devices and the technology that connects communities around the world. Our vision is to be a resilient and dynamic gold miner, trusted to deliver enduring value through innovation, performance and sustainable growth. That vision is brought to life by our Company Values – Respect, One Team, Contribute and Knowledge – that put the safety and wellbeing of our people, communities and environment at the forefront of every decision we make.	
Governance	102-18	Governance structure	The collective wisdom and experience of our Board of Directors (Board) expertly guides OceanaGold through changing market cycles and operating environments, maintaining a steadfast focus on performance, sustainability and shareholder returns. The Board delegates certain responsibilities and authorities to the Chief Executive Officer (CEO) and the Executive Leadership Team (formerly reported as Executive Committee), to enable them to conduct OceanaGold's day-to-day activities, subject to certain limitations. Matters beyond the scope of these limitations require Board approval. A full breakdown of our governance structure is provided in this report.	34-36
Stakeholder engagement	102-40	List of stakeholder groups	• Academics, researchers, expert reviewers, think tanks • Advisory groups, consultants, business partners • Analysts (financial and ESG) • Customers • Direct and indirect suppliers • Employees and contractors • Governments (national, regional and local) and regulators • Host communities and indigenous groups • Industry associations and peers, standards organisations • Investors (institutional and retail) • Labour unions • Media • Multilateral agencies, civil society and advocacy groups, NGOs.	100, 168-170

Topic	Disclosure	Title or indicator	Summary	Page(s)
	102-41	Collective bargaining agreements	20% of all OceanaGold employees were covered by collective bargaining agreements in 2021	73
	102-42	Identifying and selecting stakeholders	We actively engage all stakeholders impacted by our operations and activities. use the feedback we gain from stakeholders to improve the way we manage key issues and impacts, respond to concerns or issues relating to our business activities, identify opportunities, inform our business strategy and activities and develop collaborative social investment, environmental and cultural programs. Each of our operations has communication and engagement plans in place that are informed by stakeholder identification, mapping and analysis and social risk and impact analysis. These ensure we conduct all engagement activities in an equitable and culturally appropriate manner, with the maximum transparency commercially possible. Our stakeholder engagement management database, InForm, provides a centralised system that is used across all our operations.	100-101
	102-43	Approach to stakeholder engagement	Our stakeholders, their interests and how we engage with them are outlined in this report.	168-170
	102-44	Key topics and concerns raised	Our stakeholders, their interests and how we engage with them are outlined in this report.	168-170
Reporting practice	102-45	Entities included in the consolidated financial statements	All entities in OceanaGold Corporation are included in the Company's financial results.	14
	102-46	Defining report content and topic boundaries	This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards – Core Option and the GRI G4 Mining and Metals Sector Disclosures. Our material topics and topic boundaries are listed in Appendix 2.	13-18, 143-149

Topic	Disclosure	Title or indicator	Summary	Page(s)
	102-47	List of material topics	For the 2020 reporting year our GRI material topics included: Economic Performance; Market Presence; Indirect Economic Impact; Procurement Practices; Occupational Health and Safety; Water and Effluents; Biodiversity; Environmental Compliance; Energy Consumption Within the Organisation; Emissions; Waste; Labour/Management Relations; Right on Indigenous Peoples; Human Rights Assessment; Closure Planning; Emergency Preparedness. We also provide a table of our material topics and their boundaries in Appendix 2 of this report.	17-18, 143-149
	102-48	Restatements of information	We provided four restatements of data: • In 2021, we changed our calculation methodology for energy consumption (excluding electricity) to 'energy purchased', not 'energy issued' as reported in prior years. This change supports our progression toward data collection automation across the Company. The methodology change does not result in a material impact on overall emissions numbers, except at the Didipio Mine where fuel consumption increased by 676 per cent due to the replenishment of fuel stocks following the approval of our Financial or Technical Assistance Agreement (FTAA) and ramp-up of operations in the second half of the year. This results in our over-reporting actual emissions at the Didipio Mine for 2021 only. • Scope 1 greenhouse gas emissions – we have restated our 2019 data for each operation and in total. This restatement is a result of a minor conversion correction based on the factors provided in the emission source documents. • Water consumption – as part of our continuous improvement and alignment with the GRI standards, the calculation methodology for water harvested was amended in 2021 to include rainwater harvested. This change was also applied to the 2020 and 2019 data. • Areas of reforestation – As part of our continuous improvement and alignment with the GRI standards, the calculation methodology for areas of reforestation was amended in 2021 to remove progressive rehabilitation areas formerly reported as being areas of protected and restored habitat. This change was also applied to the 2020, 2019 and 2018 data.	124, 125, 127, 134

Topic	Disclosure	Title or indicator	Summary	Page(s)
	102-49	Changes in reporting	We have added one material topic in 2021: energy consumption within the organisation. While this is information we report annually in the Sustainability Report, in 2021 we have added this topic to our material topics to ensure, in conjunction with emissions reporting, we quantify our total energy consumption in support of our emissions calculations. We have removed two material topics in 2021: security practices and resettlement. The addition of security practices in 2020 reflected the delivery of emergency backup fuel to the Didipio Mine in 2020, which included a blockade of a public road by protestors. There was no repeat of this event in 2021 and no other security events at any of our operations. The inclusion of resettlement in 2020 reflected the acquisition of land at Waihi to support the expansion of the operation. As no land was acquired in 2021, and no resettlement took place, this was not material to the Company. We temporarily suspended mining operations at our Didipio Mine in the Philippines in July 2019, and processing in October 2019. The operation remained suspended until the Financial or Technical Agreement (FTAA) was renewed, with confirmation of the renewal received in July 2021. Following confirmation, the operation commenced copper concentrate transport for export and the ramp-up and operation of the operational mine. As a result of the ongoing suspension throughout the first half of the 2021 year, the data for the Didipio Mine is significantly different when compared to previous years. Material changes to data resulting from the change in operational status are outlined in each section throughout this report.	16-17,
	102-50	Reporting period	This Sustainability Report provides information and data from our four mine assets during the period 1 January 2021 to 31 December 2021.	14
	102-51	Date of most recent report	This Sustainability Report follows our 2020 report, published on 21 June 2021. This report was published on Monday 23 May 2022.	14
	102-52	Reporting cycle	We publish an externally assured sustainability report annually.	14

Topic	Disclosure	Title or indicator	Summary	Page(s)
	102-53	Contact point for questions regarding the report	Your feedback on this sustainability report is always welcome and may be provided to us at info@oceanagold.com or by calling +61 3 9656 5300. We are also available at our head office: Level 3, 99 Melbourne St, South Brisbane, Queensland 4101, Australia.	14
	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards – Core Option and the GRI G4 Mining and Metals Sector Disclosures.	13
	102-55	GRI content index	This index.	150-168
	102-56	External assurance	Bureau Veritas has independently assured all data relating to core and material disclosures in this sustainability report. These disclosures are highlighted green in this GRI index. Where partial assurance received, or a topic note assured, that information has been included in the GRI table. A copy of the assurance report is provided in Appendix 1.	141-142, 150-167
Management approach	103-1	Explanation of the material topic and its Boundary	A summary of our material topics in 2021, and why they are material to our Company is provided in Appendix 2 of this report.	143-149
Economic performance	201-1	Direct economic value generated and distributed	Our revenue, operating costs, employee wages and benefits, payments to providers of capital, payments to government by country and community investments are outlined in the Economic Performance chapter of this report.	47-56
Market presence	202-2	Proportion of senior management hired from the local community	Three of our operations employed expatriates in leadership positions in 2021: the Waihi Operation, Haile Gold Mine and the Didipio Mine. In these cases, expatriates were hired to fill positions we could not fill locally. The Waihi Operation had 24 leadership positions (defined as executives, general managers, managers, superintendents, supervisors and senior professionals). Of these, 23 positions were filled locally (New Zealand citizens or permanent residents) and one position (4.17 per cent) by an expatriate.	62

Topic	Disclosure	Title or indicator	Summary	Page(s)
			The Haile Gold Mine had 43 leadership positions (defined as executives, general managers, managers, superintendents, supervisors and senior professionals). Of these, 42 positions were filled locally (New Zealand citizens or permanent residents) and one position (2.33 per cent) by an expatriate. The Didipio Mine had 87 leadership positions (defined as executives, general managers, managers, superintendents, supervisors and senior professionals). Of these, 70 positions were filled locally (Philippine citizens or permanent residents) and 17 positions (19.54 per cent) by expatriates.	
Indirect economic impacts	203-1	Infrastructure investments and services supported	In 2021, we invested US$1,543,005 in social programs, donations, in-kind support and community infrastructure. Primarily, our social investment programs contribute to: Education, training and employment; community health; local business support and/or development; community infrastructure. Our total procurement expenditure in 2021 was over US$714.3 million, over US$225.9 million higher than 2020. This reflects the ramp up and recommencement of our Didipio Mine, the expansion of operations at the Haile Gold Mine and Macraes Operation and the commencement of production from the Martha Underground at the Waihi Operation. Eighty-eight per cent of this procurement (over $630.3 million) was invested within the countries that host our operations.	50, 52-53, 55, 108, 110

Topic	Disclosure	Title or indicator	Summary	Page(s)
Procurement practices	204-1	Proportion of spending on local suppliers	**Spend with suppliers (US$)** An outline of our definitions for local, national and international suppliers is provided in this report.	52-53, 110
Occupational health and safety	403-1	Occupational health and safety management system	Our Health and Safety Policy outlines our commitment to protect and promote the safety, and occupational health of our workforce (employees and contractors) and local communities through the implementation of a management system and structure.	79, 83-84

Spend with suppliers (US$)

	Local suppliers	National suppliers	International suppliers	Total
Haile	$41,052,729	$208,168,001	$8,820,757	**$258,041,487**
	16%	81%	3%	**100%**
Didipio	$10,064,339	$25,196,155	$7,023,510	**$42,284,004**
	24%	60%	16%	**100%**
Waihi	$16,810,944	$94,048,422	$24,364,911	**$135,224,277**
	12%	70%	18%	**100%**
Macraes	$53,777,565	$181,189,234	$43,839,156	**$278,805,956**
	19%	65%	16%	**100%**
Total	**$121,705,577**	**$508,601,812**	**$84,048,334**	**$714,355,723**
	17%	**71%**	**12%**	**100%**

<table>
<tr><th>Topic</th><th>Disclosure</th><th>Title or indicator</th><th>Summary</th><th>Page(s)</th></tr>
<tr><td>Water and effluents</td><td>303-3</td><td>Water withdrawal</td><td>
Total water withdrawn and discharged (megalitres) including groundwater
<table>
<tr><th></th><th>2021</th><th>2020</th><th>2019</th><th>2018</th></tr>
<tr><td>Total volume withdrawn</td><td>33,106*</td><td>21,734</td><td>22,963</td><td>22,004</td></tr>
<tr><td>Total volume discharged</td><td>26,268</td><td>27,388</td><td>25,508</td><td>22,004</td></tr>
</table>
*The significant increase in surface water withdrawn is the result of the change in calculation methodology.
</td><td>128-130</td></tr>
<tr><td>Biodiversity</td><td>MM1</td><td>Amount of land disturbed or rehabilitated</td><td>
Land disturbance and rehabilitation (hectares)*
<table>
<tr><th></th><th>2021</th><th>2020</th><th>2019</th><th>2018</th><th>2017</th></tr>
<tr><td>Total land disturbed at beginning of reporting period</td><td>2712</td><td>2,686</td><td>2,479</td><td>2,278</td><td>2,485</td></tr>
<tr><td>Amount of newly disturbed land</td><td>132</td><td>65</td><td>15</td><td>208</td><td>115.6</td></tr>
<tr><td>Total amount of land newly rehabilitated to the agreed end use within the reporting period</td><td>130</td><td>38</td><td>21</td><td>7</td><td>12.4</td></tr>
<tr><td>Total land disturbed at the end of the reporting period</td><td>2714</td><td>2,712</td><td>2,473</td><td>2,479</td><td>2,558</td></tr>
</table>
*Area determined by GIS (graphic information systems mapping), site surveys and aerial photography.
</td><td>134</td></tr>
<tr><td>Environmental compliance</td><td>307-1</td><td>Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.</td><td>In 2021, the Haile Gold Mine received one fine totalling US$12,600 for exceeding permit discharge limits of total cadmium (Cd), free cyanide (CN), and chronic effluent toxicity (CTOX) in events occurring in 2020 and 2021. Cd exceedances were resolved with the installation of a micro filtration unit however, Haile Gold Mine continues to investigate and identify CTOX and CN sources to support the design of the proposed Contact Water Treatment Plant expansion in accordance with the approved corrective action plan.</td><td>50, 121</td></tr>
</table>

Topic	Disclosure	Title or indicator	Summary	Page(s)
Energy consumption within the organisation	302-1	Direct and indirect energy consumption		124-125

Energy—total direct (fossil fuel in GJ)

	2021	2020	2019	2018	2017
Didipio	64,986	8,551	144,400	308,099	502,190
Haile	1,338,691	1,045,976	643,531	472,934	542,218
Macraes	1,026,331	1,015,498	977,606	919,075	902,439
Waihi	95,760	77,083	87,816	79,237	101,557
Total	**2,525,767**	**2,147,109**	**1,853,352**	**1,779,345**	**2,048,405**

Energy—total indirect (electricity in GJ)

	2021	2020	2019	2018	2017
Didipio	193,033	175,565	419,804	492,476	384,927
Haile	343,907	344,410	321,351	251,308	190,700
Macraes	653,692	680,502	722,189	700,807	690,116
Waihi	208,646	163,138	209,664	206,408	195,284
Total	**1,399,278**	**1,363,615**	**1,673,009**	**1,650,998**	**1,461,027**

Topic	Disclosure	Title or indicator	Summary	Page(s)
Emissions	305-1	Direct (Scope 1) GHG emissions	**Greenhouse gas emissions (tCO_2-e)—direct Scope 1** **2021** / **2020** / **2019*** / **2018** / **2017** Didipio: 4,574 / 600 / 10,173 / 21,525 / 35,093 Haile: 93,859** / 73,313 / 45,081 / 32,832 / 37,514 Macraes: 72,176 / 71,243 / 68,648 / 63,886 / 62,737 Waihi: 6,906 / 5,622 / 6,392 / 5,743 / 7,243 **Total**: **177,515** / **150,778** / **130,294** / **123,986** / **142,587** **We have restated our 2019 data for each operation and in total. This restatement is a result of a minor conversion correction based on the factors provided in the emission source documents.* ***Incorporates contractor fuel consumption not previously reported.* Sources of emissions and conversion factors • National Greenhouse Accounts Factors: 2021 | Department of Industry, Science, Energy and Resources • Philippines Emissions Factor • NZ Emissions Detailed Guide 2020	125

Topic	Disclosure	Title or indicator	Summary	Page(s)
	305-2	Energy indirect (Scope 2) GHG emissions	**Greenhouse gas emissions (tCO_2-e)—indirect Scope 2** **2021 / 2020 / 2019 / 2018 / 2017** Didipio: 27,185 / 25,688 / 61,423 / 72,056 / 56,320 Haile: 22,268 / 27,457 / 25,619 / 20,035 / 15,124 Macraes: 4,467* / 22,494 / 23,872 / 23,166 / 22,812 Waihi: 1,438* / 5,393 / 6,931 / 6,823 / 6,455 **Total: 55,358 / 81,032 / 117,845 / 122,079 / 100,711** **Scope 2 emissions have been offset by NZ Renewable Energy Credits (REC) for the period 1 April 2021 and 31 December 2021.* Sources of emissions and conversion factors • National Greenhouse Accounts Factors: 2020 | Department of Industry, Science, Energy and Resources • ecometrica.com/assets/Electricity-specific-emission-factors-for-grid-electricity.pdf • https://environment.govt.nz/assets/Publications/Files/2016-guidance-for-voluntary-corporate-greenhouse-gas-reporting.docx	125
Waste	MM3	Overburden, rock, tails and sludges and their associated risks	**Waste generation** **2021 / 2020 / 2019 / 2018 / 2017** Waste rock (tonnes): 82,085,455 / 75,086,261 / 66,920,905 / 52,753,370 / 53,659,080 Tailings (tonnes)*: 9,283,321 / 9,067,280 / 12,167,585 / 12,151,463 / 12,712,215 Waste to landfill (tonnes): 1,856 / 1,898 / 1,966 / 1,230 / 1,273 **This is the weight of dry material sent to tailings.*	131

Topic	Disclosure	Title or indicator	Summary	Page(s)
Labour/management relations	402-1	Minimum notice periods regarding operational changes	Minimum notice periods: • 30 days at Didipio • No standard legal requirement in New Zealand • 7 days in the United States. Each collective bargaining agreement includes consultation and negotiation periods.	74
Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of Indigenous Peoples	There were no violations involving the rights of Indigenous Peoples in 2021.	115-116
Human rights assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	In 2021, all operations had completed a Human Rights Impact Assessment and associated three-year action plan to address any identified gaps.	105
Local communities	413-2	Operations with significant actual and potential negative impacts on local communities	In 2021, we successfully completed social change assessments at our four operations. We also commenced discussions with key stakeholders of the Didipio Mine and agreed with local regulators to enhance the social impact evaluation process. This will help us enhance strategies for the management of local effects while building capacities across different stakeholder groups. We also completed key stakeholder interviews at the Macraes Operation and the Haile Gold Mine to assist with the validation of significant changes identified. Each of our operations record, monitor and respond to community concerns, complaints and grievances, taking corrective action as required. Our site-based community engagement teams consult and engage with host communities and other stakeholders and provide an important conduit for identifying, reporting and responding to complaints and grievances.	103, 111-114

Topic	Disclosure	Title or indicator	Summary	Page(s)
	MM6	Number and description of significant disputes relating to land use and customary rights of Indigenous Peoples	In the second half of 2021, following the renewal of our Financial or Technical Assistance Agreement (FTAA) and the ramp-up and commencement of operations at our Didipio Mine, we saw an increase in complaints relating to historical surface rights acquisition and land rights.	111-114
	MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	Our grievance mechanisms are supported by our Complaints and Grievance Mechanism Standard, which outlines our approach to the timely and adequate resolution of concerns, complaints and grievances related to our operations and projects, through a process and management system that allows preventative and transformational conflict management. Our standard and processes are aligned with the criteria of effectiveness for non-judicial grievance mechanisms in the UN Guiding Principles on Business and Human Rights; legitimate, accessible, predictable, equitable, transparent, rights-compatible and are a source of continuous learning.	111-114
Closure Planning	MM10	Number and percentage of operations with closure plans	Each of our four operations has a closure plan and bonds in place to ensure closure costs are covered if the Company fails. We are also delivering closure projects in New Zealand (Reefton Restoration Project) and Australia (Junction Reefs).	41, 137-138
Resettlement	MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	No involuntary resettlement occurred at any of our four operations in 2021. All land purchases completed were willing-seller, willing-buyer.	115

Topic	Disclosure	Title or indicator	Summary	Page(s)
Emergency Preparedness	MM12	Information on the existence of emergency plans, how they are prepared, reviewed, content and crisis management *Note: Not assured. Material in the context of COVID-19 response and development of site-specific response plans.*	Effective emergency management is essential to protect people, the environment and our operations. Each operation and across the corporate business, we have local emergency management plans, including crisis management protocols. Each of our operations has the expertise and specialised equipment to provide rescue and safety services on-site and additional capacity to assist local emergency and rescue services when required. Across our operational locations there are varying risks and responses associated with COVID-19. Each operational management team has developed a Trigger Action Response Plan (TARP) that considers detailed response planning, including the key pandemic risks for that location, its potential impacts and our response for operations, resources, reputation and financial health.	

Appendix 4: Our stakeholders, their interests and how we engage with them

Stakeholder	Key areas of interest	Engagement channels
Academics, researchers, expert reviewers, think tanks	Business strategy and performance Sustainability performance Positive and negative impacts	Direct engagement Conferences, events and forums Corporate reporting and publications Company website and social media Site visits
Advisory groups, consultants, business partners	Business strategy and performance Technical studies Sustainability performance Procurement practices Investment practices	Direct engagement Paid contracts Technical reports Corporate reporting and publications Company website and social media Site visits
Analysts (financial and ESG)	Business strategy and performance Sustainability performance Business risk Project delivery Commitment to external initiatives, charters, principles	Direct engagement Conferences, events and forums Corporate reporting and publications Company website and social media Site visits Virtual and in-person roadshows
Customers	Business strategy and performance Sustainability performance Quality of product Contract performance	Direct engagement Corporate reporting and publications Company website and social media Site visits Virtual and in-person roadshows
Direct and indirect suppliers	Business strategy and performance Sustainability performance Procurement practices Investment practices	Direct engagement Paid contracts and onboarding Technical reports Corporate reporting and publications Internal communication collateral Company website and social media Site visits

Employees and contractors	Business strategy and performance Sustainability performance Project delivery Recruitment practices Remuneration and work conditions Training and development	Direct engagement Onboarding Technical reports Corporate reporting and publications Internal communication collateral Company website and social media
Governments (national, regional and local) and regulators	Business strategy and performance Sustainability performance Investment practices Innovation and technology Employment practices	Direct engagement Regulatory reporting Formal submissions Conferences, events and forums Corporate reporting and publications Company website and social media Site visits
Host communities and indigenous groups	Positive and negative impacts and mitigations Business strategy and performance Sustainability performance Employment opportunities	Direct engagement Formal and informal forums Representative groups Events Information centres Company surveys Social and infrastructure investment programs Donations and sponsorships Corporate reporting and publications Company website Site visits
Industry associations and peers, standards organisations	Business strategy and performance Sustainability performance Innovation and technology	Direct engagement Conferences, events and forums Corporate reporting and publications Company website and social media Site visits
Investors (institutional and retail)	Business strategy and performance Sustainability performance Business risk Project delivery	Direct engagement Conferences, events and forums Corporate reporting and publications Company website and social media Site visits

	Commitment to external initiatives, charters, principles	Virtual and in-person roadshows
Labour unions	Business strategy and performance Sustainability performance Employment performance Remuneration and work conditions Mine closure processes	Direct engagement Corporate reporting and publications Company website and social media Site visits
Media	Issues reflecting stakeholder concerns and priorities	Direct engagement Conferences, events and forums Corporate reporting and publications Media releases and briefings Company website and social media Site visits
Multilateral agencies, civil society and advocacy groups, NGOs.	Business strategy and performance Sustainability performance Positive and negative impacts Commitment to external initiatives, charters, principles	Direct engagement Conferences, events and forums Corporate reporting and publications Company website and social media Site visits

EVP and Chief Operating Officer, Scott, talking with employees in the Martha Underground crib room at our Waihi Operation

Appendix 5: 2021 Climate Change Transparency Summary

Our Commitment to Climate Change

2021 Climate Change Transparency Summary

OceanaGold operates mines in three distinctive geographic locations (New Zealand, Philippines and United States of America) and recognises the different climate variabilities within and across those regions.

In the last five years, we have experienced increased typhoons (strength and frequency) in the Philippines, higher precipitation in South Carolina in the USA and warming trends in New Zealand. We recognise the potential risks to our business poised by these climate trends and the longer-term potential changes indicated by global warming models.

In 2020, we released our Statement of Position on Climate Change, Energy Use and Greenhouse Gas Management that set a goal of net zero operational greenhouse emissions (scope 1 and 2) by 2050 and outlined the processes we are committed to embedding within our business to deliver on that goal. In early 2022, our Board of Directors approved an interim target to reduce carbon emissions per ounce of gold produced by 30 per cent by 2030 (based on 2019 performance levels).

In 2021 and as part of our road map to achieve net zero emissions, we commenced developing Energy Management Plans at each of our operations to identify specific actions and strategies to reduce our operational greenhouse emission intensity (scope 1 and 2) by 30% by 2030. Implementation of these plans has commenced and will be subject to ongoing reviews to ensure new and emerging technology and opportunities are identified and where feasible adopted to accelerate this reduction.

In 2021 we also commenced a process to align our management and reporting of climate change effects to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The TCFD framework provides a common platform for business to assess the potential risks and opportunities from climate changes, consider appropriate responses within a “just transition” context, and provide transparent and consistent climate reporting to the Board and affected stakeholders.

We recognise that it will take a global effort to address climate change by reducing greenhouse gas emissions and decarbonising all economies and all sectors. OceanaGold is part of the local communities in which we mine as well as global community, which we support.

Our response to climate change

We have set a goal of net zero greenhouse emissions (scope 1 and 2) by 2050 and outlined the processes we are committed to embedding within our business to deliver on that goal. We have also established an interim target to reduce carbon emissions per ounce of gold produced by 30 per cent by 2030 (based on 2019 performance levels).

To achieve this, we will:

- Report against milestone intensity targets (GHG emissions per ounce of gold produced) annually
- Link employee performance incentives to the delivery of our climate change commitments
- Develop and implement an Energy and Greenhouse Gas Emissions Management Plan at all current operations to describe and deliver short- and medium-term actions that reduce GHG emissions and improve production efficiency
- Ensure new operations and acquisitions develop and implement Energy and Greenhouse Gas Emissions Management Plans that describe and deliver short-, medium- and long-term actions aligned to our 2050 net zero emissions goal
- Undertake climate-related risk and opportunity reviews and report these to the Board
- Collaborate with all stakeholders, including communities, suppliers and equipment manufacturers, governments, industry bodies and recognised research institutions in relation to climate change, energy use and greenhouse gas emissions management
- Report performance in line with the requirements of the Global Reporting Initiative (GRI) and the recommendations of the Task Force for Climate-related Financial Disclosure (TCFD) annually.

Delivery of carbon emission reductions is focussed at our operations where four key pathways are being followed to identify and implement emission reduction plans:

Decarbonise the mobile equipment fleet (Scope 1)

- Displacement or reduction of diesel as the primary fuel for mining equipment
- May be progressed through electrification, use of biodiesel, increased efficiency, and use of emerging technology such as hydrogen as alternate or mixed fuel sources.

Decarbonise the electricity supply (Scope 2)

- Decreasing the carbon intensity in the electrical supply
- Achievable through purchasing certified renewable electricity, supplementing purchased power with onsite renewables, and greening of grid electricity.

Energy efficiency in the static plant (Scope 1 and 2)

- Reducing our energy use throughout our operations
- Options include solar lighting, improved thermal efficiency, improved equipment efficiency, production circuit design and minimising electricity line loss.

Carbon capture, sequestration, and offsets

- Removing carbon dioxide from the atmosphere
- Actions include tree planting, carbon sequestration in tailings, and investing in national or international emissions reduction through purchased carbon credits.

At a whole of Company level, we are working to build resilience to potential climate change effects – understanding the extent of potential change and our ability to respond to the physical impacts (both acute and chronic) of climate change. This includes:

- Conducting physical risk assessments based on climate scenarios
- Identifying opportunities for our operations and host communities to prepare for and become more resilient to climate change impacts.

We are also focussed on understanding potential impacts associated with management, skills, technology and cost structure changes as we transition to low and no carbon economies. Risks and opportunities will emerge through the transition cycle and can be advance and mitigated through:

- Supporting the global transition through supplying the raw materials we produce
- Ensuring our supply chains are robust
- Maintaining our awareness of emerging technology and ensuring we have the required skills.

While we are commencing this journey, we acknowledge there remains much to do.

2021 report card

TCFD Theme	2021 progress	2022 actions
Governance	Board is engaged on climate change action progress and emission reduction target through reports to the Board Sustainability Committee	Endorse Targets Approve budgets to implement emission reduction actions
	Steering committee oversees development of Energy Management Plans and Risk Assessments	
Strategy	Identified and assessed physical and transitional risks for each operating asset	Improve scenario analysis with refined modelling
	Developed Energy Management Plans to identify carbon reduction opportunities	Improve measurement and monitoring capabilities
Risk management	Developed the pathway to achieve a 2030 emission reduction target	
	Identified climate risks and opportunities	Embed climate change risks into operational risk registers and strategic risk registers
Metrics and targets	Developed 2030 emission reduction target (Scope 1 & 2)	Revise Scope 3 emission assessment with updated material emission factors from source data Establish a corporate performance KPI for Energy and Carbon management
	Reported Scope 1 and 2 emissions in accordance with GRI in Sustainability Report	

Governance

The OceanaGold Board of Directors Sustainability Committee was established to provide the highest level of oversight is provided on significant sustainability risks. Climate Change remains a standing agenda item for the committee.

In 2020 the Board formalised its response to Climate Change risks through In 2020, we released our Statement of Position on Climate Change, Energy Use and Greenhouse Gas Management that set a goal of net zero operational greenhouse emissions (scope 1 and 2) by 2050 and outlined the processes we are committed to embedding within our business to deliver on that goal. In early 2022, the Board approved an interim target to reduce carbon emissions per ounce of gold produced by 30 per cent by 2030 (based on 2019 performance levels).

A Climate Change Steering Committee, chaired by the General Manager Health, Safety and Environment, was established in 2020 to focus on the development of internal processes to deliver on our goal.

The Climate Change Steering Committee is comprised of senior management across all operating assets as well as key process managers to identify opportunities and pathways to reduce energy use and carbon emissions and reports on its progress to the Board level Sustainability Committee quarterly. This reporting includes:

- Real time reporting of GHG emissions (intensity) across all operations
- Progress against 2030 emission reduction targets
- Climate Change Physical and Transitional Risk Assessments
- Operational Energy Management Plans to establish emission baselines and identify energy efficiency and energy transition opportunities for future inclusion in life of mine capital budgets
- Research and development of opportunities to reduce emissions at potential new mines (e.g., Wharekirauponga Underground at the Waihi Operation).

The Board reviews and approves all capital expenditure including expenditure relating to new technology, fuel switching and renewable energy projects that would reduce emission and minimise climate charge related risks.

The Company continues to collaborate with relevant stakeholders, including engaging and responding to increasing information requests from business analysts, investors, insurers and community. We also retain the support of climate change specialists who provide advice on the changing global policy landscape.

Risk management

OceanaGold implements an Integrated Management System (IMS) aligned to the requirements of ISO14001:2015 and the ISO45001:2018 Standards. This system requires our assets to embed all aspects of our responsible mining policies and standards on a continuous improvement basis.

Our decision making and performance standards are underpinned by the Company's risk management process that is aligned to the requirements of ISO 31000:2018.

Climate Change has been identified as a Material Environmental Risk within the Environmental Performance Standards. The risk management process requires the identification of hazards and development of control measures based on the hierarchy of controls.

In 2021, the Company facilitated a climate change physical and transitional risk assessment. These risk assessments used modelled climate change scenarios specific to each operating location with participation from employees with skills and expertise in:

- Environment and rehabilitation
- Commercial and supply chain
- Technical services and production
- Processing
- Site services and engineering
- Tailings storage facility management
- Water management
- Legal
- Project development and execution.

Climate change risk scope

The current life of mine of our operating assets extends to 2033+. With continuous exploration and assessment mineral resources and reserves and additional permitting, the potential life of our assets is likely to extend. On this basis the following timeframes were adopted for the physical risk assessments:

- Short Term: now to 2025
- Medium Term: 2026 – 2050
- Long Term: 2050 to 2100

The risk assessment process considered two extreme potential scenarios for the Company:

Scenario 1

Relates to the potential impact of an extreme global warming scenario (e.g., high emissions scenario – 4.0°C global temperature increase). This scenario represents a "Business as Usual Approach" with no tangible policy changes to reduce emissions. Emissions will continue to increase unabated, and lead to high greenhouse gas concentrations over time. There is no change to technology and current processes and maintaining a continued reliance on coal and diesel.

Climate Variable	**Macraes & Waihi** New Zealand (South & North Islands)	**Didipio** Philippines (Luzon)	**Haile** USA (South Carolina)
	Increasing temperatures (year on year) Colder nights decrease Hotter nights increase	Increasing temperatures (year on year) Increasing Summer temperatures	Increasing temperatures More hot days per year
	Substantial variation in rainfall around the country, increasing in magnitude	Substantial variation Wet Season becomes wetter Dry seasons become drier Heavier daily rain with increased frequency	Increasing heavy rainfall
	Storm events and flooding to increase Largest increases over the South Island	Increase in the Monsoon Season	Increasing cyclone frequency and intensity
	Time spent in drought in eastern and northern New Zealand is projected to double or triple	Drier days experienced after heavier rain	More severe droughts
	Rising Sea Levels	Rising Sea Levels	Rising Sea Levels
	Increasing Winds	Increasing winds with tropical storm events	Increasing hurricane winds

View toward the processing plant at the Macraes Operation

Scenario 2

Relates to meeting the Paris Climate Accord target and mitigating global warming from exceeding 2°C through an accelerated or forced rate of transition. This will require a rapid transition from the current "business as usual" approach to a low carbon emission business model. The speed of this transition will create challenges and risks for the business.

At OceanaGold, without concerted global action, we could experience the effects of both scenarios as some jurisdictions mandate industries to meet a 2050 net zero carbon emission outcome.

In 2022 we will complete a review on the identified risks to formalise our mitigation response.

Tables 1 and 2 below provides a summary of both transitional and physical risks that have the potential to impact the business.

As a producer of raw materials that support the transition to a low carbon economy and number of opportunities will present themselves.

Table 3 below identifies some of the opportunities that could be created.

Table 1: OceanaGold asset transitional risks

Timeframe: Short - Now to 2025, Medium - 2026 to 2050, Long - 2050 to 2100

Type of risk	Timeframe			Risk	Risk Category	Potential Financial impacts
	S	M	L			
Transition Risks	*Policy & Legal Risks*					
	✓	✓	✓	New policies or regulations impact business viability or ability to transition	Policy and legal	Increased operating costs due to extended reliance on fossil fuel energy sources Increased costs due to carbon price being imposed on liable emissions Increased operating costs due to extended reliance on fossil fuel energy sources Increased permitting costs (legal, permitting, offsets) Reduced revenue due to delayed approvals Operational non-compliance risk and increased legal / litigation costs Increased capital and operational costs due to new requirements / commitments
	✓	✓	✓	OceanaGold could become a target for litigation for poor climate performance and disclosure	Policy and legal	Increased legal/litigation costs Increased requirement and cost to employ/engage technical resources to manage business Climate Change risks and disclosures Increased cost to subscribe to and meet external reporting and disclosure requirements e.g., SBTi Increased employment / consultant cost to obtain specialist skills
		✓	✓	Commercial energy suppliers are unable to provide clean energy to support the required transition rate	Technology	Decreased production leading to lower revenue Increased power costs Increased operating costs due to reliance on fossil fuel energy sources Increased capital to fund alternate green energy sources e.g., solar and wind Increased cost due to carbon price being imposed on liable emissions
	✓	✓	✓	OceanaGold unable to adopt new technology to support the required transition rate	Technology	Decreased production leading to lower revenue. Increased capital costs for equipment modifications / infrastructure and system upgrades Increased cost due to reliance on fossil fuel energy sources and equipment

Type of risk	Timeframe			Risk	Risk Category	Potential Financial impacts
	S	M	L			
						Increased cost due to carbon price being imposed on liable emissions Increased capital requirement
		✓	✓	Supply chain performance (Scope 3 Emissions) do not support transition targets	Market	Increased cost due to outsourcing / changing to low emission suppliers
	✓	✓	✓	Support for the Company /operation (including investor support) is affected by actual transitional performance and impacts	Reputation	Access to future resources areas not approved or approvals are materially delayed Increase permitting costs (legal, permitting, offsets) Withdrawal of investor support reducing access to capital

**Definitions of the risk types are provided in the Recommendations of the Task Force on Climate-related Financial Disclosures*

Table 2: OceanaGold asset physical risks

Timeframe: Short - Now to 2025, Medium - 2026 to 2050, Long - 2050 to 2100

Type of risk	Timeframe			Risk	Risk Category	Potential Financial impacts
	S	M	L			
Physical Risks	✓	✓	✓	Access to critical supplies and resources could be periodically interrupted	Acute* Chronic**	Decreased production leading to lower revenue Increased cost of alternate materials / supplies Increased transport costs (materials and workforce) due to weather impacts Lower revenue due to reduced export reliability of ore concentrate and gold doré to customers Increased council/Govt, maritime rates to upgrade/maintain infrastructure
	✓	✓	✓	Grid power supply could become less reliable - more volatile	Acute	Decreased production leading to lower revenue Increase operational and capital costs to develop site based (or back up) power Increase in cost of grid power
		✓	✓	Changes in land use and access to water creates conflicts with stakeholders.		Increased permitting costs and approval timeframes Legal challenge on future mining approvals Loss of future reserves - restricted exploration rights Water constraints interrupt/limit production leading to lower revenue Increased land management costs Increased cost of supplementary/alternate water supplies or water treatment Increased costs for managing environmental impacts e.g., dust control Increased support required to retain workforce e.g., Didipio
	✓	✓	✓	The site water balance becomes unmanageable	Acute	Decreased production leading to lower revenue Increased pumping and water management / treatment costs Increased cost of supplementary/alternate water supplies or water treatment Increased costs to maintain or repair damaged infrastructure and facilities Increased capital required for additional storage and pumping infrastructure Increased closure monitoring and maintenance (relinquishment) costs Increased costs to manage dust emissions in surface and underground environments Periodic non-compliances with discharge, freeboard etc resulting a fine, citation or prosecution
		✓	✓	There is an increase in site infrastructure damage and failure	Acute	Decreased production leading to lower revenue Increased water management and treatment costs Increased costs to maintain or repair damaged equipment, infrastructure and facilities Legal and remediation costs resulting from a catastrophic TSF failure Increased cost to recover unplanned opencut highwall failure due to Geotechnical instability

Type of risk	Timeframe			Risk	Risk Category	Potential Financial impacts
	S	M	L			
						Increase in insurance costs or loss of insurance cover
		✓	✓	There could be new workplace exposures	Chronic	Decreased production and revenue due to lost employee productivity and increased rates of absenteeism Additional costs e.g., personal protective equipment and pest control Increased cost to implement temporary environmental controls Increased cost for new engineering controls to remove workplace hazards
				Local biodiversity/ecology could change	Acute Chronic	Increased permitting costs and approval timeframes Increase in rehabilitation maintenance costs Increase in mine rehabilitation liabilities including bonds Increased land management costs Increased closure costs due to delayed relinquishment
			✓	Completion criteria (Closure Objectives) could become impossible or at least increasingly difficult to achieve	Chronic	Increased water management and/or treatment costs Increased rehabilitation maintenance / re-establishment costs Mining Lease relinquishment delay resulting in an increased holding costs Increase in rehabilitation liability provisions / surety costs

**Acute physical risks refer to those that are event-driven, including increased severity of extreme weather events, such as cyclones, hurricanes, or floods.*
***Chronic physical risks refer to longer-term shifts in climate patterns (e.g., sustained higher temperatures) that may cause sea level rise or chronic heat waves.*

Table 3: OceanaGold Asset Opportunities

Timeframe: Short - Now to 2025, Medium - 2026 to 2050, Long - 2050 to 2100

Type of risk	Timeframe			Risk	Potential Financial impacts
	S	M	L		
Opportunities	*Energy Source*				
		✓	✓	Install onsite renewable energy generation and storage capacity	Initial increase in capital establishment cost Increased revenue from mitigating electricity supply interruptions Reduced operating costs Reduced exposure to carbon liability costs
	✓	✓	✓	Installation of energy efficient technology	
	✓	✓	✓	Transition mobile fleet to lower emission fuel sources	
	✓	✓	✓	Negotiate increased renewable energy from commercial electricity suppliers	
	Carbon Sequestration				
		✓	✓	Establish carbon sequestration projects on current land assets	Initial increase in capital cost Reduced exposure to carbon liability cost
	✓	✓	✓	Identify partnerships to develop offset opportunities	
	✓	✓	✓	Investigate Tailing Storage Facilities (TSF) for Carbon Sequestration opportunities	
	Markets				
	✓	✓	✓	Access to new markets by supporting low emission energy transition	Increased sales revenue Reduced development costs
	✓	✓	✓	Access public sector incentives	
	✓	✓	✓	Collaborative partnerships with customers, research institutions and broader industry groups.	
	✓	✓	✓	Strategic partnerships with original equipment manufacturers to trial low emission technology	
	Product and Services				
	✓	✓	✓	Partner with suppliers to provide low emission materials (Scope 3)	Better competitive position to reflect shifting Investor expectations
	Resilience				

Type of risk	Timeframe			Risk	Potential Financial impacts
	S	M	L		
	✓	✓	✓	Decrease climate risk in the supply chain	Better competitive position to reflect shifting Investor expectations

Our climate change balanced target

Under the Greenhouse Gas Protocol[1] companies are required to establish a "base year" so that comparing emissions data over time is meaningful and consistent. We have selected 2019 as the base year for the 2030 Scope 1 and Scope 2 target. This was the most recent year with near normal production and energy use, acknowledging the limitations in selecting any recent period due to impacts including the Didipio shutdown, COVID-19, and Haile start-up/ramp up activities in 2017-18.

In 2019, Scope 1 GHG emissions accounted for 52% of the total direct emissions from operations and is almost entirely associated with diesel consumption from mobile equipment use, with 48% from indirect Scope 2 emissions (electricity). When applied against the total Gold produced in 2019, we determined a baseline emissions intensity of 0.52 CO_2-e/oz au.

We approached our target setting by assessing a range of current opportunities (planned, likely and potential) from which we developed a recommendation to the Board for a 2030 target based on specific Site based reduction plans.

Based on an emissions intensity per ounce of gold (oz au), we have committed to a 30% reduction by 2030. Based on our pipeline of emission reduction opportunities (inclusive of Scope 1 & 2 emissions), we expect to achieve an emissions intensity of 0.36 T CO_2-e/oz au (173,000T CO_2-e) at 2030 against the 2019 baseline year.

Measuring our performance

Emissions Intensity has been used as a measure of efficiency as it is acknowledged that changes in Company output or production levels may change absolute emissions.

We have consistently reported our scope 1 and 2 emissions (energy only) in accordance with the Global Reporting Initiative (GRI) in our annual Sustainability Reports.

In 2020 we embarked on our first Scope 3 emissions profile and propose to update this estimate on a regular basis with refined Scope 1 and Scope 2 emissions from our suppliers for materials we use.

In 2021 we focussed on positioning our business to respond to climate change by taking the following actions, outlined below.

[1] The GHG Protocol is a comprehensive global standard and framework to measure and manage greenhouse gas (GHG). The Protocol was developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) in collaboration with members from environmental groups (such as WWF, Pew Center on Global Climate Change, The Energy Research Institute) and industry (such as Norsk Hydro, Tokyo Electric, Shell). Greenhouse Gas Protocol (ghgprotocol.org)

Focus Area Action	Status	2021 Progress
Set a goal to achieve net zero GHG emissions from our operations by 2050	Complete	Statement of Position on Climate Change, Energy Use and Greenhouse Gas specifically outlines our goal to achieve net zero greenhouse gas emissions by 2050
Establish milestone intensity targets (GHG emissions per ounce of gold produced) by the end of 2021 to support delivery of the 2050 goal	Complete	Committed to a 30% emission intensity reduction by 2030
Link employee performance incentives to the delivery of our climate change commitments	Ongoing	In 2021 the employee bonus structure included the requirement to deliver operational energy management plans. This incentive continues in 2022 to ensure a focus remains on implementing energy reduction and efficiency actions associated with these plans
Develop and implement an Energy and Greenhouse Gas Emissions Management Plan at all current Operations by the end of 2021 to describe and deliver short- and medium-term actions that reduce GHG emissions and improve production efficiency	Ongoing	Plans have been developed to support 2030 target. Plans will be further developed as part of continuous improvement processes
Ensure that new Operations and acquisitions develop and implement Energy and Greenhouse Gas Emissions Management Plans that describe and deliver short, medium and long-term actions aligned to our 2050 net zero emissions goal	Ongoing	As required – all new projects are considering energy efficiency opportunities and will be supported by a management plan
Undertake climate-related risk and opportunity reviews and report these to the Board	Complete	Initial Risk Assessments have been completed and will be incorporated into operations and corporate risk registers during 2022
Collaborate with all stakeholders, including communities, suppliers and equipment manufacturers, Governments, industry bodies and recognised research institutions in relation to Climate Change, Energy Use and Greenhouse Gas Emissions Management	Ongoing	OceanaGold has joined multiple consortiums and partnered with OEMs to both reduce emissions emitted, we actively engage Government and energy providers to pursue low emission energy supplies and we implement robust stakeholder engagement plans to support a conversation about climate change
Report performance in line with the requirements of the Global Reporting Initiative (GRI) and the recommendations of the Task Force for Climate-related Financial Disclosure (TCFD)	Ongoing	This Sustainability Report supports our GRI emission reporting and commences our inaugural TCFD reporting

We continue to monitor and report our carbon footprint as a key sustainability indicator for the business. Improving our data capture to improve accurate emission reporting is a focus for the business in addition to identifying opportunities to reduce and offset our emissions.

Progress in each of our focus areas are shown below in Table 4.

Table 4: Emissions reporting and progress metrics

Focus area	FY30 Focus Area Target	2021 Progress		
GHG Emissions (Scope 1 & 2)	Energy Management Plan implementation	177,515 tCO_2-e Scope 1 emissions		55,358 tCO_2-e Scope 2 emissions
		63,144 KL Total Diesel Consumption	449 KL Total Unleaded Consumption	18,289 tCO_2-e offsets (25% reduction – Scope 2)
Emissions (Scope 3)	Identification of reduction opportunities	Scope 3 emission review scheduled for 2022		
GHG Emissions Intensity	30% emission intensity reduction (0.36 tCO2e / Oz Au Gold)	0.64 tCO_2-e / Oz Au Gold		
Climate Change	Minimise our climate risk and increase our adaptive capacity	Climate Change risk assessments Commenced		Sustainability Report information aligning with TCFD report - partial requirements.

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